

what's nu?

September 2022



Summer Photo Contest



HEADLINES

Federal Minister
of Health Listens

Nurses' Voices
with NSNU members

CLC Care
Campaign

And the Winner is...

ISSUE HIGHLIGHTS

3 20 Years at NSNU:
A Meaningful Milestone

8 CFNU Biennium
Save the Date!

9 CNO Position Reinstated

11 Premier's Year in Review

14 Member Information
& Orientation Online

18 Welcoming New Staff

19 LRR Assignments

NSNU BOARD OF DIRECTORS



Janet Hazelton,
President
janet.hazelton@nsnu.ca



Jenn Rossetti,
1st Vice-President
jennifer.rossetti@nsnu.ca



Jamie Stewart,
Vice-President Finance
jamie.stewart@nsnu.ca



Gerri Oakley,
Eastern Vice-President
gerri.oakley@nsnu.ca



Anne Boutilier,
Central Vice-President
anne.boutilier@nsnu.ca



Donna Gillis,
Northern Vice-President
donna.gillis@nsnu.ca



Michelle Lowe,
Western Vice-President
michelle.lowe@nsnu.ca



Maria Langille,
Vice-President LPNs
maria.langille@nsnu.ca



Glenda Sabine,
Vice-President Long Term Care
glenda.sabine@nsnu.ca



Kim Williams,
Vice-President Community Care
kim.williams@nsnu.ca



Natalie Nymark,
IWK Vice-President
natalie.nymark@nsnu.ca



CONTACT THE NSNU

150 Garland Avenue Dartmouth, Nova Scotia B3B 0A7



1.800 / 902.469.1474



Nova Scotia Nurses' Union



1.902.466.6935



@NS_Nurses



nsnu.office@nsnu.ca



@NSNursesU



www.nsnu.ca



NSNursesUnion

STAFF DIRECTORY
nsnu.ca/staff

MYNSNU APP
App & Google Play Stores
nsnu.itacit.com

September
2022

President's Notebook

Janet Hazelton, BScN RN, MPA

Reaching a Meaningful Milestone

This October marks my 20th year as president of the Nova Scotia Nurses' Union. On one hand, it seems like an eternity thanks to anti-union legislation, nursing shortages, unforgiving wait times, rotating governments, changing health districts, the pandemic and more. On the other, it feels like just yesterday that I told my husband and two young children that mom would not be working at the hospital for at least the next two years. At the time, I did not fully understand that perfect strangers would now know who I am based on media exposure and that working pretty much every day of the week would be my new reality.

Over the course of twenty years, the most common observation I hear is about my changing hairstyles. The other comments come from empathetic Nova Scotians who worry about the crisis we find ourselves in and care deeply about the hardship nurses face. It is true that I change up my hairdo as often as the seasons change, but the constant in my career has been my devotion to the members of the NSNU and our advocacy work for all Nova Scotians.



AGM 2006

ON SET 2008



As we look back over two decades, it is safe to say that things are worse than they have ever been. The shortages, excessive overtime, workloads, and violence in the workplace have escalated, particularly in the last two years. These issues are not new, but they have pushed some nurses to the point of no return. Industry experts are calling this era, **The Great Resignation** while workers call it **The Great Exploration**. Both are accurate.

The pandemic and the healthcare fallout compelled nurses to retire at 50, 55 and 60. Retiring at this age is not an unusual trend for most other professions – it is typically when many decide to call-it-a-day. However, nurses know that nurses tend to hang on, sometimes working “casual” well into their seventies. Nurses stay beyond 60 and 65 to remain active members of the NSNU, participate in union sponsored events and, most importantly, to continue to address workplace issues that confront all nurses.

While we usually celebrate the retirement of a fellow nurse, this time feels different. Many don't want to leave but feel pressured to do so in order to maintain their own stamina and health. Hence, **The Great Resignation** of nurses has further contributed to staffing shortages.

President's Notebook Continued...

The other workforce phenomenon, **The Great Exploration**, has inspired workers to explore their employment options to preserve their wellbeing. In surprising numbers, nurses have turned to travel nursing to attain greater autonomy in their lives. Some have sought-out positions in non-health-care settings like schools, industry, fitness, and other less stressful jobs. Some resourceful nurses are now self-employed, making a living on their terms while still doing what they are educated to do and love most, helping others.

We cannot fault any nurse who has left traditional health-care in hospitals, long-term and community care. Times have been very tough in all three areas. And, as the system continues to struggle, it is incumbent upon unions and employers to ensure that the health professionals who stay in the public system are able to achieve work-life balance in a safe work environment. Easier said than done, but not insurmountable.

In the twenty years that I have been president, your negotiating teams, labour representatives and board have worked tirelessly to advance the nursing profession and improve working conditions. We have better contract language today than we did two decades ago, and plans for an even better collective agreement in the months to come. With your feedback, we know what needs to be fixed and are prepared to go the distance to make it happen.

NSNU, along with like-minded stakeholders, is applying pressure to government, both federally and provincially, to develop strategies that enable us to retain nurses and recruit new ones. Part of the solution is to enforce a Pan-Canadian HHR plan, as well as meaningful investments in nursing and our public healthcare system.



BILL 148 SOLIDARITY RALLY 2017



AGM 2022

Overall, I have committed close to thirty-years of my life to the NSNU and almost forty to my nursing career, and I am not about to give up on the goals and aspirations of the union any time soon. I have worked with six different Premiers and all political parties, through good times and bad, with equal resolve and enthusiasm.

I will personally celebrate my twenty-year achievement with the NSNU with my family who have been on this journey with me. Like all nurses, I missed important games, school plays and family gatherings for the love of nursing and a commitment to my job as union president. My family have always been fiercely supportive and completely understanding. They soon realized that, like nursing, being a union president is far from 9-5.

I thank you for the honour of representing you at various tables and conference rooms across the province and beyond. I thank you for the conversations I have had with you when times got-tough and you needed a listening and attentive ear. And I thank you for your commitment to nursing.

It is my belief that we must, and we will, transform our broken system, eventually restoring the public's confidence to seek care and our ability to delivery it safely and without further detriment to nurses.

Janet Hazelton

Nurses' unions campaign to bring urgent message to Canada's Premiers: act now to stop a public health disaster

As premiers prepared to meet for the first time in two years at the July 2022 Council of the Federation, nurses launched a campaign to deliver an urgent message from Canada's frontline nurses: Our public health care system is on the brink of disaster. Governments must act now and address dire nursing shortages to make sure our cherished public health care system is there for today's patients and future generations.

This campaign from the Canadian Federation of Nurses Unions, of which NSNU is an affiliate nurse union, aimed to engage the premiers and public around actions needed to fix the health crisis. It included local and national newspaper ads, a billboard enroute to the premiers' meetings, social media engagement and digital advertisements.

"Our public system teeters on the brink of disaster. If governments at all levels don't act now, we risk system-wide collapse," said Linda Silas, CFNU President.

Silas was at the Council of the Federation meetings, accompanied by regional nursing union leaders (including Janet Hazelton), to engage Canada's premiers around solutions to the dire shortages and difficult working conditions facing nurses today.

"Our campaign not only brought the stark reality facing Canada's frontline nurses to the premiers, but also engaged Canada's leaders around concrete proposals to address staffing shortages, better support nurses, improve patient care and protect public health care," concluded Silas. "It's time for federal, provincial and territorial governments to listen to front-line nurses and work with us on urgent solutions. We have no time to waste."

While in Victoria, the premiers emphasized the urgent need for a new, sustainable health care funding partnership for Canadians. They stated the COVID-19 pandemic intensified the pre-existing fractures in our health systems' foundations, and that we are at a critical point for the sustainability of our health care services. Canadians cannot wait any longer.

The Premiers also claimed they are committed to ensuring access to high-quality and timely health services and reiterated their unanimous call for the federal government to increase its share of provincial-territorial health care costs from 22% to 35% through the Canada Health Transfer (CHT) and to maintain it at this level over time.

The Council of the Federation met July 11-12 in Victoria, British Columbia.



Nurses Denounce Privatization of Canada's Public Blood Supply System

Blood is a critical medical necessity, not a commodity.

Canada's nurses condemn Canadian Blood Services' (CBS) decision to introduce payment for plasma donations through their new deal with Grifols, an international pharmaceutical company.

CBS has been signaling that it may, for the first time in its history, begin working with private companies that pay for the donation of blood plasma. This decision would have far-reaching consequences that could potentially threaten the sustainability of Canada's public blood supply system.

"In coming to this agreement, Canadian Blood Services is abandoning its mandate to operate a voluntary public blood supply system, and opening the door to unchecked privatization of a critical resource on which so many in Canada rely," said Pauline Worsfold, secretary-treasurer of the Canadian Federation of Nurses Unions (CFNU).

CBS is responsible for most of the plasma collected within Canada, but the newly inked deal with Grifols – the world's largest plasma producer – would fundamentally upend this process, allowing Grifols to set up private clinics to collect and process plasma, and ultimately sell it back to CBS at a profit.

Without clear limits to protect the sustainability of the public system from large-scale commercialization, Canada's nurses are profoundly concerned that introducing payment for plasma will jeopardize voluntary blood collection across the country – in direct contravention of CBS' mandate to operate a voluntary supply of blood and plasma products.

Furthermore, the deal officially puts an end to any efforts by CBS to improve voluntary plasma self-sufficiency as other jurisdictions have successfully done, including Quebec, which doubled self-sufficiency from 15% to 30% between 2016 and 2021. By contrast, CBS remained at 15% during the same time period.

"It is deeply troubling that this decision was made without public oversight or accountability, thereby undermining trust in Canadian Blood Services itself," said Worsfold. "The responsible stewardship of Canada's public blood supply system requires transparency and a commitment to strengthen access for everyone."

Canada's nurses call on federal, provincial and territorial health ministers to commit once again to the voluntary public mandate of CBS by immediately replacing the organization's current CEO and Board. This move is a necessary step in restoring public trust in CBS and our voluntary blood supply, and ensuring the faithful implementation of the 1998 agreement that created this vital public service.

On September 15th, Janet Hazelton told CBC News that it would be deeply troubling to see the introduction of private collection clinics in this province, putting profits above ethics, and potentially opening the door to other private health-related enterprise. A decision of this magnitude should not be made without public consultation. We condemn the introduction of any private corporation that puts profits above public access. These actions exploit the vulnerable and call into question the future of other health services in Nova Scotia.



**CFNU Release
September 8**

A picture is worth

Michael de Adder, August 5



Bruce MacKinnon, August 18



a thousand words...

NSNU BOARD OF DIRECTORS MEETINGS



The NSNU Board of Directors holds meetings throughout the year to discuss current issues and to work on Union business. Those meetings are now taking place in person, pending any further public health directives.

Members have the right to attend meetings of the Board. If you would like to join the Board for a meeting, we ask that you state your intention to attend at least one month in advance by emailing priscilla.hardy@nsnu.ca.

Board of Directors meetings are listed on the nsnu.ca/calendar for reference.

SAVE THE DATE

2023 CFNU Biennial Convention

The next CFNU Biennial Convention will take place in **Charlottetown, Prince Edward Island** from **June 5 to 9, 2023**. The theme has yet to be determined but, as per usual, promises to feature educational and networking events with nurses across Canada, as well as exciting guest speakers!

The convention will open with registration on June 5, followed by Education Sessions on June 6 & 7 and Business Sessions on June 8 & 9.

In January, the NSNU will make a draw to randomly select eight provincially-sponsored locals to attend the 2023 Biennium. Additional reminders will be circulated for submissions later this fall. The eight lucky locals will be notified immediately so the president of that local can plan to attend the 2023 Biennial Convention.

To enter your Local in the Biennium Draw, please send your local's name to priscilla.hardy@nsnu.ca by midnight January 13, 2023.

In addition, the Nurses' Union will sponsor two lucky members, again from a random draw, to attend the event. To win one of these spots at this exciting convention, please submit your name to priscilla.hardy@nsnu.ca by midnight January 13, 2023, with the subject line "Biennium Draw Lucky Member".

For more information and to register, please watch for posts on nursesunions.ca and future notices from the NSNU.

Put in for vacation time now and start planning your June trip to the beautiful red shores of Prince Edward Island.

Important timeframes to remember:

March 2023:

Resolution & Nomination Deadline

May 2023:

Registration Deadline

Federal Government Announces Chief Nursing Officer

In late August, the Honourable Jean-Yves Duclos, Minister of Health, announced that **Dr. Leigh Chapman** would become Canada's new Chief Nursing Officer for a period of two years. The CNO position at Health Canada had been eliminated in 2012, citing other priorities at the time.

Dr. Chapman is a registered nurse (RN) who received her Ph.D. from the University of Toronto's Lawrence S. Bloomberg Faculty of Nursing. Her career has included work in all domains of nursing including practice, education, research, administration, policy, and advocacy.

In the statement on August 23rd, government said nurses, who make up Canada's largest group of regulated health professionals with more than 400,000 members, are critical to Canada's health care system. They recognized the immense contributions and sacrifices made by nurses throughout the COVID-19 pandemic and every day.

As Canada's CNO, **Dr. Chapman will provide strategic advice from a nursing perspective to Health Canada on priority policy and program areas**, including health workforce planning and stability, long-term care, home care, palliative care, mental health, alcohol and drug use, models of care, scope of practice and competencies.

She will play a convening role with provincial/territorial governments along with federal health populations, the broad range of nursing stakeholders, regulatory bodies/colleges and educators on key nursing issues and will represent the Government of Canada at public forums, both within and outside of Canada.



NSNU in the News

This past summer, media inquiries about nursing and health care were at an all time high. Media requests from a local news outlets and national broadcasters from June to the end of August were unusually frequent, but for good reason.

This summer, nurses faced even more challenges, adding new elements of concern to the ongoing staffing crisis.

As nurses were denied summer vacation, many forced to work overtime to cover shifts, word got out that, even though pandemic restrictions had been lifted and the number of infections and hospitalizations was somewhat lower, nurses still face unsustainable difficulties.

As a result, NSNU members and president Janet Hazelton featured prominently on provincial and national news programs.

On June 26, NSNU Central Vice President, **Anne Boutilier**, LPN was a guest of **CBC's Cross Country Check-up** – Canada's only

national phone-in show. Host, Ian Hanomansing, spoke with frontline health-care professionals, including Anne, about the unrelenting overcapacity and wait-time issues in hospitals throughout Canada.

Jamie Stewart, NSNU Vice President Finance, was a guest of **CBC's The Current** on June 28th where he discussed the tremendous pressures and stresses in EDs, where he has worked for 25 years.

Jamie, a registered nurse, was also a guest of **CBC's Canada Tonight** on July 8th. He and host Anita Bathe discussed the specifics that plague the system, including working short, burnout, and the general demands on emergency services.

The media trend continued well into August, leaving us thankful for the media exposure of these important issues, but discouraged to witness a continual decline in working conditions for nurses in all sectors.

Anne Boutilier

CROSS COUNTRY
"CHECKUP"
WITH IAN HANOMANSING



Canada Tonight
with Ginella Massa

Jamie Stewart

the
current





Federal Minister of Health Jean-Yves Duclos Joins the NSNU for a Round Table on Nursing Challenges

On July 12, the NSNU welcomed the **Federal Minister of Health, Jean-Yves Duclos**, to the office in Burnside for a discussion on the nursing crisis.

The Honourable Minister met with nurses from various backgrounds and regions of Nova Scotia, asking each of them about their **personal experiences** and **recommendations on how to resolve challenges within the nursing workforce**.



Along with Minister Duclos, Members of Parliament from Nova Scotia attended the discussion, hearing testimony from several frontline nurses about the **dire situation created by the nursing shortage in every sector of care**. Work-life balance, vacation denials, burnout, excessive overtime, workload, working short, reassignments and deployments, COVID recovery, violence and abuse in the workplace, compassion fatigue, an exodus of nurses, emotional distress and physical injury, and more are of grave concern to those who are struggling within the system.



Thank you to the **Minister and Members of Parliament**, Lena Metlege Diab (Halifax West), Darren Fisher (Dartmouth-Cole Harbour), and Jaime Battiste (Sydney-Victoria) for your time and attention to these important issues.



Federal Minister of Health
Jean-Yves Duclos
@JYDuclos

Premier's Year In Review

In August, Premier Houston issued a statement marking his one-year anniversary as premier.

The NSNU focused attention on his healthcare commitments, of which there were many made while on the campaign trail and in the Premier's first year in power.

The Premier's number one priority has been healthcare. His statement highlighted his efforts to speak with the experts – our healthcare workers - and designing a plan to improve the system. His **Action for Health** plan was implemented, and he acknowledged that changes needed to improve our healthcare system are very significant and they will take time, but we will start seeing results more quickly in the months and years to come. The Premier's words.

The statement claimed doctor recruitment efforts led to a record number of doctors coming to Nova Scotia over the past year. However, reports claim more Nova Scotians than ever are without a primary care provider and Dr. Kevin Orrell, Houston appointed CEO of the Office of Health Care Professionals Recruitment, abruptly left in July of this year. On September 21st, government announced that Dr. Orrell will be replaced by Dr. Nicole Boutilier, the VP of medicine with the NSHA, and Criag Beaton, the associate deputy minister of Health and Wellness.

Nova Scotia witnessed record-breaking immigration and population growth which has many positive impacts on our province, but these measures also add to NP/doctor waitlists and pressures on the delivery of healthcare services leaving our newest citizens with limited access to care.

This government increased wages for continuing care assistants to attract more employees into the system and promised jobs to every nurse graduating in Nova Scotia



while adding 200 nursing seats for students across the province. On face value, both are good initiatives that require continued oversight in order to achieve long-term results.

Government could argue that they are listening and that we can expect better things to come, but at present the situation looks dire. Emergency department closures were considerable this summer as shortages of nurses and physicians forced closures at numerous sites.

Record numbers of nurses saw their vacations cut short or denied this summer, leaving exhausted and fed-up workers to prop up a faltering system.

And the cost of living puts heightened pressure on Nova Scotians, oftentimes making it more expensive for people to work, with little relief in sight.

In July, the Council of the Federation welcomed premiers and others, including the National Executive Board of the Canadian Federation of Nurses Unions to Victoria, British Columbia for meetings and deep discussions.

The Premiers eagerly met with nurse leaders from across the country, including Janet Hazelton, NSNU president, an acknowledgement on everyone's part that the healthcare crisis is far beyond anything we have experienced in previous years.

The NSNU commends Premier Houston on his efforts to address the long list of problems facing nurses, patients, and other healthcare workers. We are open to continued consultation and dialogue on the solutions we need implemented to fix health care – health care that is publicly delivered and publicly funded.

These are our stories

The Canadian Federation of Nurses Unions releases stories of determination

This past June, the Canadian Federation of Nurses Unions published a book recounting the experiences of more than 25 nurses from across Canada during the COVID-19 pandemic.

The book, entitled ***Nurses' Voices: Stories of courage and determination in the face of COVID-19***, provides insight to some of the most challenging moments of the pandemic, as experienced by those on the front lines.

"Nurses have shouldered a tremendous burden over the last two years," said **CFNU President Linda Silas**. "These stories show just to what extent the pandemic upended nurses' lives, but also how, despite it all, nurses' commitment to their patients, residents and clients was unwavering."

You can find the stories of NSNU Board members Donna Gillis (Northern VP) and Glenda Sabine (VP Long-Term Care) in Chapter 2: The Storm.

Donna recounts her own experience with COVID-19, being one of the first Nova Scotians to be diagnosed, and the stigma that seemed to be attached to contracting this highly contagious virus. She points out the nursing crisis, which has been exacerbated by the pandemic, and the resulting trauma that nurses face. Read Donna's story on page 54.

Glenda provides her first-hand experience of the devastating effect COVID-19 has had on nursing homes. As a long-term care nurse and a support person for a family member in a long-term care facility, Glenda shares her understanding of the pandemic's impact on both sides. Read Glenda's story on page 111.

The book was authored in part by a team of journalists with rabble.ca.



It is available online for free, here:



Scan me with your phone camera!

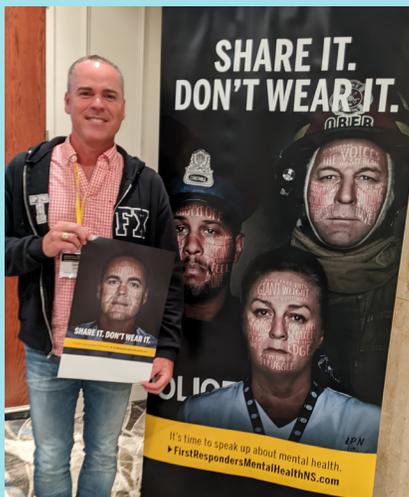
Nova Scotia First Responders' MENTAL HEALTH CONFERENCE



On September 13th and 14th, NSNU Staff and Board members participated in the Nova Scotia First Responders' Mental Health Conference in Halifax.

This conference provided first responders and their employers an opportunity to network with each other and hear from experts in the field of mental health and traumatic psychological injury. In partnership with the government of Nova Scotia and the Workers' Compensation Board of Nova Scotia, the vision of the conference was to ensure first responders and their families have the support they need to understand, navigate and manage the potential for, and impact of work-related trauma.

NSNU President Janet Hazelton offered opening remarks on Tuesday, September 13th, welcoming a variety of guest speakers who continued the conversation on trauma-informed coaching, resilience and more. On Wednesday, Janet participated in a panel discussion, offering her expertise on workplace safety and mental health.



September 13-14

ONLINE MEMBER ORIENTATION

UPDATING MEMBER INFORMATION

Are you new to the NSNU? Are you working for a new employer or a different facility? Have you changed your designation, address, phone number or email? If so, you may be missing out on important Union communications.

Informing members about collect bargaining, online voting, events, policy changes, and other general communications allows nurses to be full participants in the Union and the decisions made on your behalf by the NSNU.

It is important for the NSNU to have the most current information possible regarding members' contact and employment information as it enables us to reach you with relevant memos, information on tentative agreements, newsletters and other items of interest.

Many communications materials, particularly Campaigner emails, may be targeted to members based on their designation or location, so updating us on these changes will ensure you get information that is pertinent to you.

Additionally, updating us on name or address changes will ensure your newsletters and other physical materials make it to their proper destination.

By filling out the Member Information Form located on the Orientation page (nsnu.ca/education/orientation), and sending it to nsnu.office@nsnu.ca, NSNU staff will ensure your information is updated in our secure system.

The screenshot shows the NSNU Membership Information Form. At the top, it says 'Please select the purpose of your submission' with radio buttons for 'New member' and 'Updating information'. The form fields include: Last Name, DOB (M/D/Y), First Name, Middle Initial, Other Last Name, Street Address, City, Province, Postal Code, Phone (Home), Phone (Cell), and Email Address. There are also radio buttons for 'Home' and 'Cell' under the phone section. At the bottom, there is a 'Nursing Level' section with radio buttons for RN, LPN, NP, and Grad.

Alternatively, please contact the NSNU office at 1-800/902-469-1474 or nsnu.office@nsnu.ca.

Protecting your personal information is of vital importance to the NSNU. For more information, please refer to the NSNU Privacy Policy (nsnu.ca/about/nsnu-privacy-policy).

Savings for Nurses MEMBER DISCOUNT LIST



With prices rising at the grocery store, gas station and just about everywhere else, you can find some well-deserved deals on the Members Only section of the NSNU website.

Many corporations and local businesses offer discounts for members of the NSNU. Find a broad range of discounts and deals, from hotel stays and spa treatments to dining, yoga and more. There is truly something for everyone!

In order to take advantage of these deals, members are encouraged to keep their NSNU membership card on hand while out and about in the province. You may even come across a great deal that is not listed on our website, as many businesses are offering discounts to show their appreciation to healthcare workers.

Offers are added to the list as they come in, so be sure to check back every-so-often to see if something new has been added that is of interest to you. If you come across a discount available to NSNU members or all healthcare workers, please let us know so we can share this deal with your fellow members.

If you do not have a NSNU member card, please contact the Union office at 902-469-1474 or nsnu.office@nsnu.ca.

TABLE OFFICER MANUAL

Have you ever wondered what role Labour Relations Representatives play in the Union?
Interested in learning how Union meetings are organized?
Do you have questions about your Nova Scotia Health Employees Pension Plan?

You can find all of this information (and much more!) in the Table Officer Manual, which was recently updated.

The Table Officer Manual is developed and maintained by the NSNU Provincial Office and contains a variety of information that is intended to help each Local Union Table Officer be more effective in carrying out their responsibilities. The manual provides guidance on a wide range of topics, which Table Officers frequently encounter in dealing with members, local committees, employers and citizens in their community.

This information is not only useful for Table Officers in completing their duties, but it is a great resource for all members who wish to learn more about the Nurses' Union.

Take a look at the Table Officer Manual, in an interactive PDF, at www.nsnu.ca/resources/forms-guides/table-officer-manual



Reminder:

Deadline for Practice & Leadership Premium Submissions is October 31st

We would like to remind all NSNU nurses that the submission deadline for practice and leadership premiums is October 31st. Points can be collected up until that date. The premiums are open to all nurses in all units and sectors – NPs, RNs, LPNs, in acute care, long-term care and home care. Each premium is worth \$850 (pro-rated) and is paid out as a lump sum in late November or early December.

Nurses require 70 practice premium points to receive the Practice Premium. Activities include certification in a specialty (e.g. palliative care), courses in a specialty area, workshops/conferences (e.g. labour school, conflict resolution course), hospital in-services (e.g. lunch and learn sessions), university education and e-learning. Note that shorter e-learning courses can usually be combined to count towards points. Workshops and seminars offered by NSNU staff (e.g. Safe Staffing and CCRs, and Violence in the Workplace) also count towards your practice points, and members are encouraged to contact the Union any time they are interested in arranging such education for their local.

Nurses require 60 leadership activity points to receive the Leadership Premium. Activities include being involved on a committee or task force, being involved in the professional association, publication in a journal or presentation at a conference, being involved in a research study, acting as a resource person (e.g. breast feeding champion), accepting special responsibilities (e.g. preceptorship), or being involved in special projects.

Please consult your collective agreement (Appendix B of most contracts) for further information and restrictions. If you are unsure about the point value of an activity you may wish to consult your manager. The NSNU has also produced a helpful video explaining the premiums which can be found on our YouTube channel, or in the Resource section of the new MyNSNU app under Online education and tutorial videos.

Submission forms are available under the Education tab on the NSNU website. Follow the link on the left to 'Education Premiums' and you will find links to the forms at the bottom of the page.

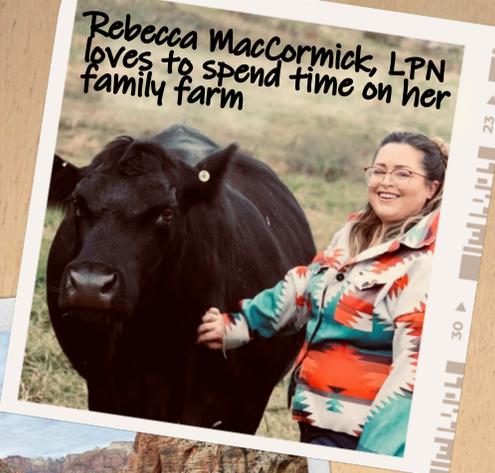
Practice and leadership premiums are a means of recognizing the value of professional development which benefits nurses, employers and patients alike. We encourage all nurses to take advantage of these premiums whenever possible.

'22 Summer Photo Contest

NSNU Members captured and shared their favourite memories from the summer of '22



Marcy Dwyer, RN & her dad checked out the McCulloch Escape Room



Rebecca MacCormick, LPN loves to spend time on her family farm



Kimberly Shaw, RN collects beach glass

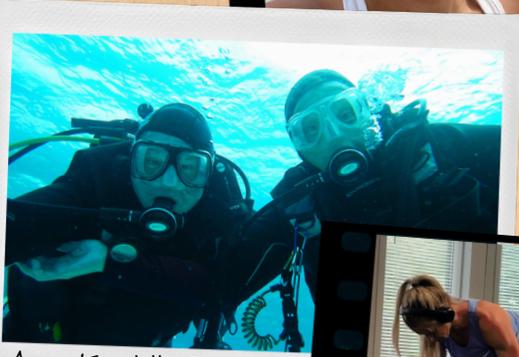
Suzanne Sheppard-Jackman, RN is happy at the beach



Heidi White, RN escapes to the lake



Diana Kendall, RN exploring Zion National Park



Anne Kendall, RN scuba diving in Cozumel



Shelley Gabrielli, RN Myra Canyon Train Trestles Trail Kelowna, BC



Jillian Zinck, RN escaped by back-country camping



Jennifer Rose, LPN works out to escape



Alyson Pickard, RN hiking with her dogs



When Amber Hanna, LPN isn't nursing, she's in her bee yards



Paula Kaluluma, RN relaxing at the cottage



Tanya Harrison, LPN explored Newfoundland with family



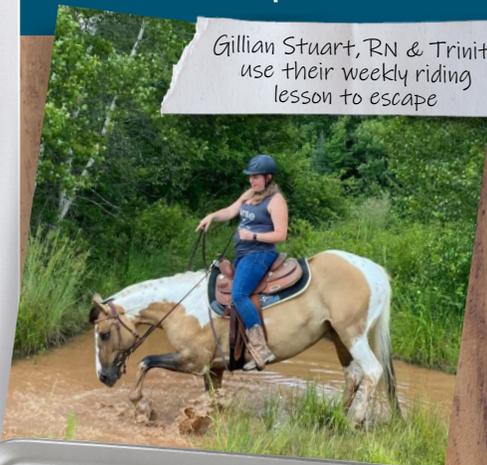
Michelle Lowe, RN & former NSNU member Lillian Fynes on their eBikes

Haley MacIntyre, RN



camping in CB
09/20/22

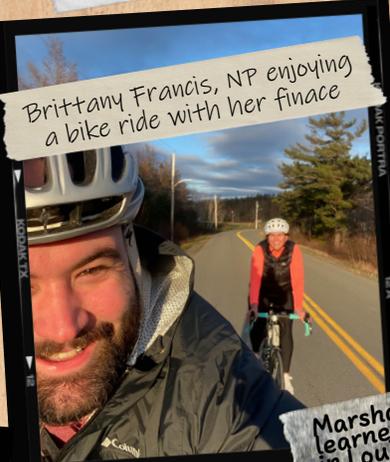
Gillian Stuart, RN & Trinity
use their weekly riding
lesson to escape



Crystal McCormack, RN & her
PUP find tranquility at the beach



Vinetta Rockwell, LPN hit up
Cabot on her bike ride



Brittany Francis, NP enjoying
a bike ride with her finace



Marsha Tanner, RN
learned about crocs
in Louisiana



Cathy Murphy
enjoying Cavendish Beach!



Nurses Sara & Terri Lynn enjoy
a day on Northumberland Strait



You can find Chauntelle Brewer, RN on
the rugby field



Cindy Howard, RN coaches
baseball, soccer & hockey



Natalie
Williams, RN
paddle boarding
with family



Alicia MacLeod, RN loves hiking on
Coxheath Mountain with Beau!



Angela Constantine, RN
canoeing with her daughter
Kejimikujik



Danielle Penney, RN squid
jiggling with her kids



Devin Myers & her son
Silas love pool days



Joanah Sigue,
RN in
enchanting
Paris

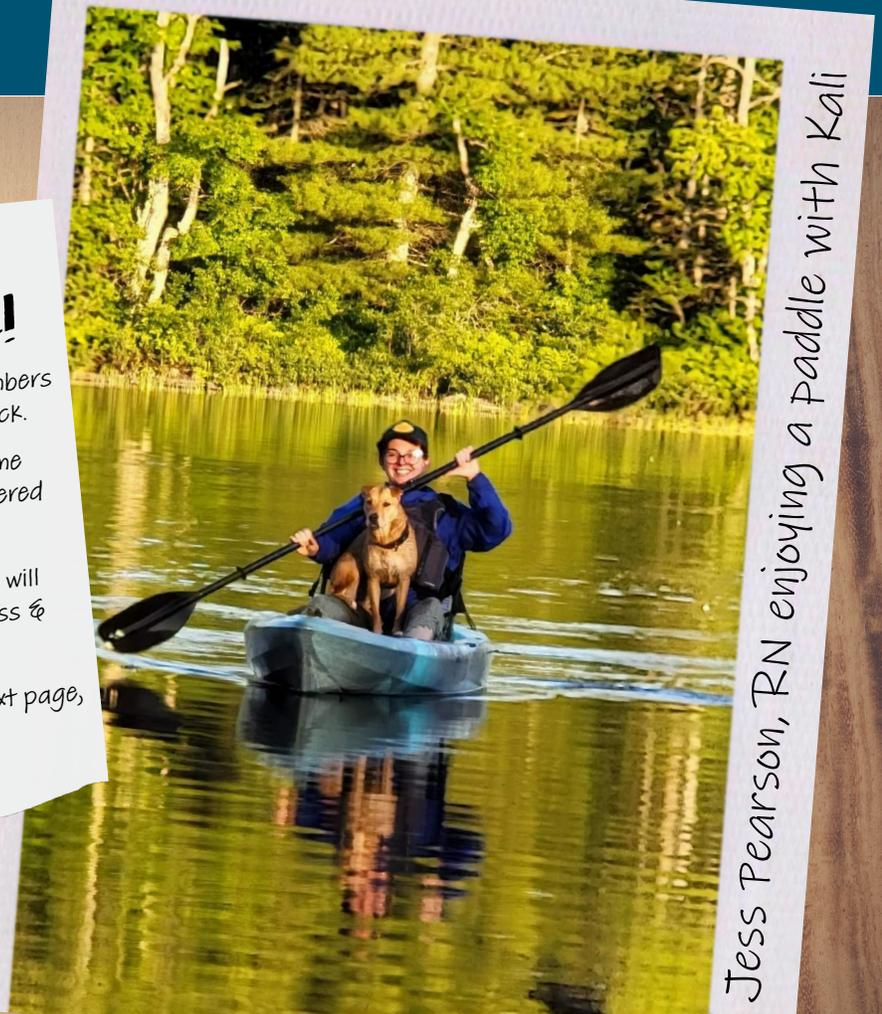
...and the winner is
(page 18)

Congratulations Jess Pearson!

In June, the NSNU launched another photo contest, asking members to send us a photo of how they escape when they're off the clock. Scuba diving, kayaking, travelling, bee-keeping and spending time with friends, family and furry companions - our members answered the call!

The winner - Jess Pearson - was selected by random draw. She will receive a \$500 Visa giftcard! Check out this sweet shot of Jess & her pup Mila enjoying a paddle.

You can take a peek at the rest of our submissions on the next page, and on our website. Stay tuned for more photo contests!



Jess Pearson, RN enjoying a paddle with Kali

NSNU Welcomes New Staff

The NSNU is pleased to welcome three new staffers into the fold. With the departures last June of Lorna Myers, NSNU Executive Assistant and Shelley Richard, LRR the NSNU kicked into hiring mode to replace these valued employees.

Priscilla Hardy is our new **executive assistant** to Janet Hazelton, Chris Albrecht and Tom Daniels. She started with the union on August 2. Priscilla is originally from Newfoundland and currently lives in HRM. She came to NSNU from a position with the provincial government.

Farrel Huculak is one of two new **labour relations representatives** (LRR) hired this summer. He started with NSNU on September 6th and brings with him years of labour experience. He joins us from NSUPE, where he held a labour relations position.

NSNU members at the IWK know our other new hire, **Wendy Johnson**, RN. Wendy started at the NSNU in our newly-created sixth **LRR** position on September 20th. The addition of a new LRR will greatly assist in member services, which is in high demand. Wendy was a long-standing table officer at that local and we welcome her wealth of knowledge as a nurse and union activist.

The LLR assignment listing resides on the NSNU website in the Table Officers Manual, and can be found on **page 19** of this newsletter.

Welcome to all our new faces.



Priscilla Hardy



Farrel Huculak



Wendy Johnson

Labour Relations Representative Assignments

The recent introduction of a sixth labour relations representative (LRR) required a reassignment of some jurisdictions for our labour staff. The following facilities/locals have been assigned to LRRs. This information is also posted at nsnu.ca in the Table Officer Manual.



Patti Humphries
RN/LPN Professional Practice Advisor

ACUTE CARE
NORTHERN

- Former DHA #4 (Truro)**
 - Colchester Regional Hospital
 - Lillian Fraser Memorial Hospital
- Former DHA #5 (Amherst)**
 - All Saints Springhill Hospital
 - Bayview Memorial Health Centre
 - Cumberland Regional Health Care Centre
 - North Cumberland Hospital
- Former DHA #6 (New Glasgow)**
 - Aberdeen
 - Sutherland Harris Memorial Hospital

LONG-TERM CARE

- Glen Haven Manor
- High Crest Home
- Maritime Odd Fellows
- Valley View Villa



Angela McKenna
LPN/Grad Staff Advisor

ACUTE CARE

- IWK Health Centre**

LONG-TERM CARE

- Shannex**
 - Arborstone
 - Bissett Court
 - Blomidon Court
 - Cedarstone
 - Celtic Court
 - Debert Court
 - Elk Court
- Glasgow Hall
- Harbourstone
- Lewis Hall
- Maplestone
- Mary's Court
- Northumberland Hall
- Orchard Court
- Parkstone

- Ryan Hall
- Vimy Court

MacLeod Group

- Annapolis Royal
- Port Hawkesbury Nursing Home
- Shiretown Nursing Home/Ivey's Terrace
- Surf Lodge



Shannon Wark
LTC Component Staff Advisor

ACUTE CARE
EASTERN

- Former DHA #7 (Antigonish)**
 - Eastern Memorial Hospital
 - Guysborough Memorial Hos.
 - St. Martha's Hospital
 - St. Mary's Hospital
 - Strait Richmond Hospital
- Former DHA #8 (Cape Breton)**
 - Buchanan Memorial Hospital
- Glace Bay Regional Hos.
- Inverness Consolidated Hos.
- New Waterford Consolidated Hos.
- Northside Harbourview Hospital
- Sacred Heart Hospital
- Victoria County Hospital

LONG-TERM CARE

- Cove Guest Home
- Foyer Pere Fiset
- Highland Manor
- Alderwood Rest Home
- MacGillvray Guest Home
- Victoria Haven Nursing Home
- Northside Community Guest Home
- Miners Memorial Manor
- Maple Hill Manor
- Inverary Manor
- Seaview Manor



Lilo Wessels
Mental Health & Addictions

ACUTE CARE
CENTRAL

- Former DHA #9**
 - Cobequid Community Health Ctr.
 - Dartmouth General Hospital
 - Eastern Shore Memorial Hos.
 - Hants Community Hospital
 - Musq. Valley Memorial Hos.
 - Twin Oaks Memorial

LONG-TERM CARE

- Birches, The
- Braeside Home
- Dykeland Lodge
- Ivany Place
- Ivy Meadows Cont. Care
- Northwoodcare Halifax
- Oakwood Terrace
- Ocean View Cont. Care
- St. Vincents Guest Home
- Windsor Elms
- Sagewood, The

COMMUNITY

- Cdn. Blood Services**



Farrel Huculak
Community Care Staff Advisor

COMMUNITY

- Community Care Locals**
 - Breton Ability Centre
 - Quest
 - Digby/Clare Home Support
 - Yarmouth/Argyle Home Support
- VON Locals**
 - Annapolis Valley
 - Antgonish
 - Cape Breton
- Colchester/East Hants
- Cumberland
- Digby County
- Greater Halifax
- Lunenburg
- Pictou County
- Queens
- Shelburne
- Yarmouth

LONG-TERM CARE

- Admiral (Glades) (GEM)
- Centennial/Gables (GEM)
- Heart of the Valley (GEM)
- Melville Gardens (GEM)
- Melville Lodge Care Ctr. (GEM)
- Milford Haven
- Mira, The (GEM)
- Phk Nursing Home
- Richmond Villa
- RK MacDonald
- St. Anne
- Whitehills LTC (GEM)



Wendy Johnson

ACUTE CARE
WESTERN

- Former DHA #1 (South Shore)**
 - Fisherman's Memorial Hos.
 - South Shore Regional Hos.
 - Queens General Hospital
- Former DHA #2 (South West Nova)**
 - Digby General
 - Roseway Hospital
 - Yarmouth Regional Hospital
- Former DHA #3 (Valley)**
 - Annapolis Community
 - Soldiers Memorial
 - Valley Regional Hos.
 - Western Kings Memorial

LONG-TERM CARE

- Bayside Home
- Hillside Pines
- Kings Rehab Centre
- Mountain Lea Lodge
- North Queens Nursing Home
- Queens Manor
- Shoreham Village Senior Citizens Assoc.
- Tideview Terrace

Shareables from NSNU Members for NSNU Members

Send your photos to nsnu.office@nsnu.ca
to potentially be featured in What's NU?



Meet You at the Beach!

Carolyn d'Entremont sent us this great snap of VON Shelburne enjoying their local meeting at the beach. What a great way to motivate your fellow nurses to get involved in union activities.. who doesn't love the beach!?



Three Generations of LPN's

It's a family affair for grandmother, Karen Urquhart (class of '62) and mother, Alaine Halliday (class of '86) with daughter, Laura Rorison (class of '22) in their whites after Laura's first shift as a nurse. What a proud day!

Medical Misfits Race Dragon Boats

Aberdeen ED Nurses - the Medical Misfits - supporting the Dragon Boat races in New Glasgow this summer.



L-R: Kate MacGillivray, Stephanie Tugwell, Daniel Umunnakwe, and Annette Gouthro



Nursing Education Never Ends!

Northern Zone educators hosted a two-day critical care workshop in Colchester for new nurses transitioning to ICU and ED's throughout the Northern Zone. It looks like they had a busy & productive day!

WRAPPING UP PRIDE 2022

During Pride month, and every month, the Nova Scotia Nurses' Union is proud to represent many members within the 2SLGBTQ+ community, working in acute, long-term care and community settings across the province.

After two summers of virtual and distanced Pride events, the NSNU was proud to sponsor Pride activities & performances across the province – celebrating the history, culture, activism and perseverance of the 2SLGBTQ+ community.

As a Gold Sponsor of Halifax Pride, we set out on the streets of downtown Halifax to celebrate on July 16th. The NSNU was excited to welcome members and join the march once again – *Reconnecting* – as prompted by the Halifax Pride Festival theme.

NSNU President Janet Hazelton celebrated at her local Truro Pride Parade in June, Board Member and Pride Rep Anne Boutilier led a proud group of members in the Cape Breton Pride Parade in August, and many other NSNU members found the time to participate in Pride events in their communities throughout the summer.

Thank you to the members who joined us – we hope to see you back next year!



#Reconnect



CANADIAN LABOUR CONGRESS: THE CARE CAMPAIGN

It's time to Show We Care

Care work is vital to the wellbeing of our families, communities and economy, yet, it continues to be undervalued and widely unrecognized.

There are all kinds of care workers. They don't always come in uniform, but they take care of all of us in our time of need. Right now, care workers are doing everything they can to provide quality care – but with limited resources and staff shortages, they're stretched beyond their limits.

It's time to show we care. The **Canadian Labour Congress** has launched the Care Campaign, fighting for better work conditions for care workers and better care services for everyone.

This is an awareness campaign, highlighting the people who provide and receive care and their stories. The **Care Hub** hosts political action tools for the campaign – check it out on www.ShowWeCare.ca to learn more about how to get involved and start meaningful conversations about the care work in your community.

We need government to invest in creating better jobs for those who provide care, along with supporting our communities with access to affordable, quality care services. Together, we can secure fair and decent work for all care workers and ensure our communities have access to the care services they need.

We invite you to take action, by adding your voice to the campaign here: www.showwecare.ca/take-action/join/

Additionally, you can follow along on **social media**:

 [ShowWeCareCA](https://www.facebook.com/ShowWeCareCA)

  [@ShowWeCare_CA](https://www.instagram.com/ShowWeCare_CA)



ARE YOU PAYING THE CORRECT 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.



Celebrating Labour Day

On September 5th Canadians celebrated Labour Day. Taking place on the first Monday of September since its adoption as a statutory public holiday in 1894, Labour Day has long been enjoyed as the last long weekend of the summer.

For hundreds of years, unions have fought for the rights and freedoms that workers experience today. Labour Day is an opportunity to recognize how far we have come, goals for the future of the labour movement, and the contributions of the hard-working individuals who make our communities a healthy and happy place to live and grow.

Labour Day events were held across the province, with activists and community members coming together to enjoy music, food, conversation and fun.

You can learn more about the significance and history of Labour Day on our website, at nsnu.ca/celebrate-labour-day-2022.

We would like to extend a heartfelt thank you to all of our nurses for your continued commitment to care every day, and a special thanks to those who worked through the holiday.

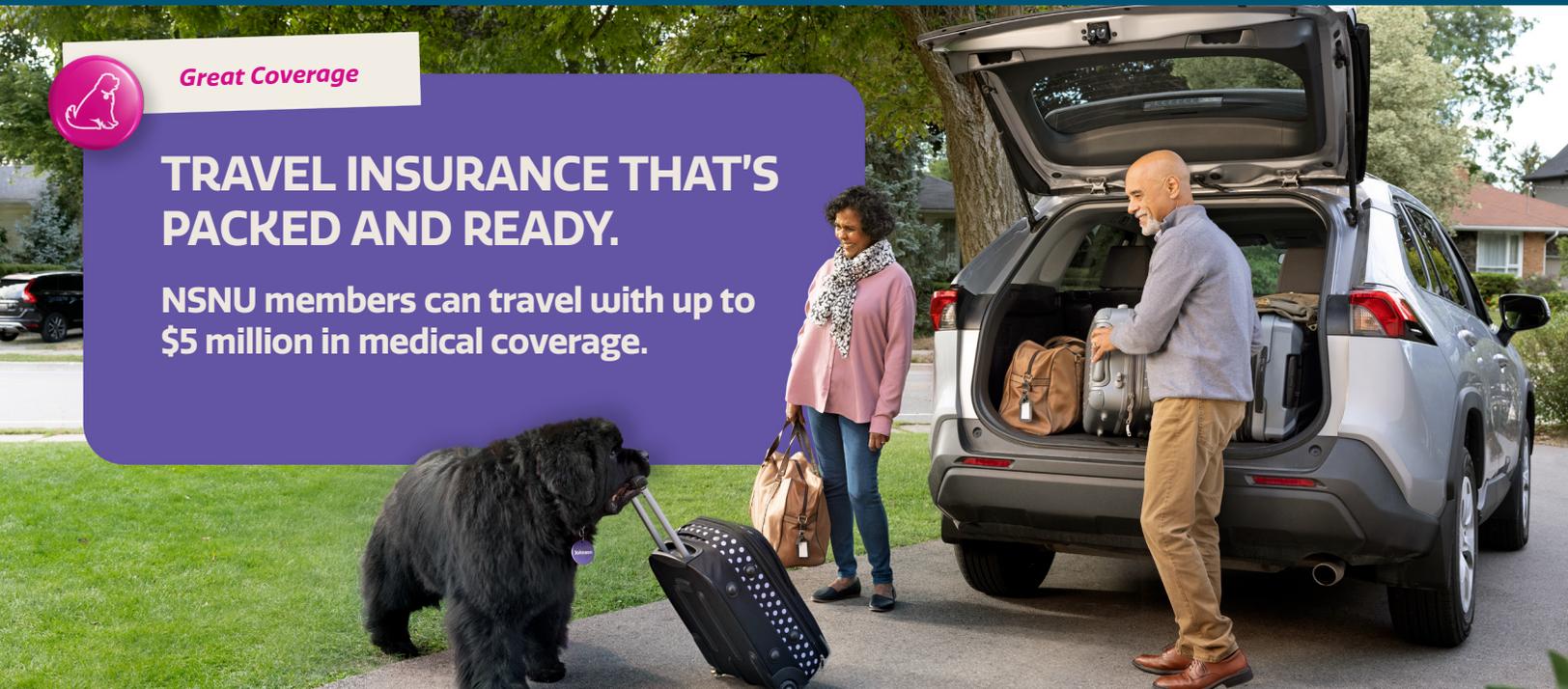




Great Coverage

TRAVEL INSURANCE THAT'S PACKED AND READY.

NSNU members can travel with up to \$5 million in medical coverage.



MEDOC® Travel Insurance is an annual insurance plan. For often less than the cost of purchasing insurance for multiple trips separately¹, you can enjoy an unlimited number of trips² during the policy year. MEDOC also includes these benefits:

- Coverage for COVID-19 related medical emergencies.
- NEW Effective Sept 1, 2022: Trip cancellation, interruption, and delay coverage³ is available if you are unable to travel or have to interrupt your trip due to you or your travel companion contracting COVID-19.
- An additional 5% savings on home insurance⁴



Give Johnson a call at

1.855.473.8029

or visit

Johnson.ca/MEDOC

to get a quote and finalize your coverage.

Call for a quote and you'll be entered for a chance to

WIN 1 of 12 prizes of **\$2,500***



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

