

what's nu?

October/November 2022



Education Day 2022 Reunited in Resilience

HEADLINES

AGM 2023

Support for
Striking Unions

Spread Kindness,
Not the Flu

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Oct-Nov
2022

President's Notebook

Janet Hazelton, BScN RN, MPA

Reaching a Meaningful Milestone

There's not been much work-related travel for nursing leaders since 2019 so my recent trip to beautiful British Columbia to attend health ministers' meetings in early November was both a treat and an opportunity to meet face to face with policy makers and like-minded healthcare advocates.

That region of the country never disappoints. Like Nova Scotia, this coastal province offers spectacular vistas, moderate temperatures, and friendly faces – the perfect setting for what should have been productive and meaningful discussions on the nursing and healthcare crisis.

2022 has not been kind to the healthcare sector. We've experienced increased closures, worsening overtime, recurrent cancellations, sicker patients, protracted wait times, frequent vacation denials, newer variants, longer waitlists, fewer primary care providers, unfulfilled promises, and shorter fuses.

We know the situation is grim. We see it across the country where other provinces are experiencing conditions worse than Nova Scotia – if you can imagine. We see it at home in reports stemming from the IWK, a once impenetrable bastion of care which is now hard-hit by short staffing, overcrowding and a rise in illness, namely RSV.

The crisis has had a measurable impact on nurses' mental and physical health, with many opting to seek alternative employment or retiring long before they intended.

The Health Minister's meeting provided a chance for all decision makers and key influencers to come together, put aside party lines, and achieve the common goal of fixing our faltering healthcare system and nursing predicament.

Although encouraged to see that the federal government is prepared to increase health care investment through the Canada Health Transfer, it's a meaningless gesture if the provinces and territories cannot work in tandem.

CFNU has been calling for the creation of a robust, national health data system. Sharing data and solutions is critical for actual improvement and essential to address mounting stresses on health care. We cannot fix the nation-wide collapse of our systems without detailed, timely, data-driven knowledge of current and arising challenges. I'm not the first to say this.

Some regions of the country are fiscally sound and experiencing surplus budgets, while federally we're drowning in debt following our national COVID response. Walking away from these talks without a plan to bolster all provinces – the haves and the have nots – reeks of partisanship. The strings attached to federal funding are intended to alleviate pressures on our frontline and ensure the financing goes to areas in critical need. Shame on any government that walked away from money that would help ease the pain and suffering imposed on healthcare workers and patients.

That said, this setback will not deter nursing leaders and healthcare stakeholders from arguing for more support – both fiscally and systemically. Our work is not done.

As NSNU prepares to bargain, we will compel employers to find solutions, regardless of the deficiencies that persist – problems that might have been solved had governments across our nation come to a consensus.

Continued...

President's Notebook Continued...

Employers on the other side of the negotiating table are aware of the multifaceted issues that plague the system and nurses. They know exactly how much our frontline is hurting because they're reminded everyday by unions, employees, media, and the public.

Nurses and others have been through the proverbial wringer, a well-documented and reported fact. Employers and governments cannot continue to push nurses away. As the saying goes, without a nurse a hospital bed is just a bed.

I thank NSNU members for showing up. It takes commitment and a deep sense of caring to "show up" when you know the next twelve hours could take an exacting toll. I thank you for your dedication to nursing and to Nova Scotians.

The Nova Scotia Nurses' Union is working hard on your behalf to address the problems that make your work-life more demanding and place strain on your personal wellbeing.

As we head into 2023, know that NSNU will not settle for more of the same – we need something different, something better and something sustainable.

We plan to resolve many of your concerns, make nursing a safer and more stable profession – one that is respectful and deserving of your commitment.



Janet Hazelton & Julie Green, Minister of Health & Social Services in the North West Territories



CFNU President Linda Silas speaks at the Health Ministers' Meeting in Vancouver, B.C.



Mother Nature Postpones Wanderers Game

On Saturday, September 24th NSNU members were meant to cheer on the Halifax Wanderers from Brigadoon Village Corner, but Mother Nature had other plans.

Hurricane Fiona struck most areas of the province on September 24th, knocking out power and causing catastrophic damage and heartbreaking loss in many communities.

The soccer game was rescheduled and cancelled again the following day, eventually played on Tuesday, September 27th without NSNU members in attendance.

Thankfully, our game-day contribution in support of Brigadoon Village Camps and the kids who attend was still put to good use and acknowledgement of our sponsorship was made public.

We wish to thank the professional and caring staff of Brigadoon Village and the Halifax Wanderers for their efforts to include NSNU in decisions around game day, and for offering tickets to our members who lost out this year but will be invited to attend an upcoming 2023 match.

The NSNU will reach out to the lucky 2022 ticket recipients once more information is made available.

NSNU Shows Solidarity for School Support Workers

School support workers are caring professionals. Like nurses, these educational assistants, early childhood educators, student support and outreach workers, parent navigators, library personnel, Indigenous advisors, child and youth practitioners, literacy support workers and student supervisors understand what it means to put others first at work.

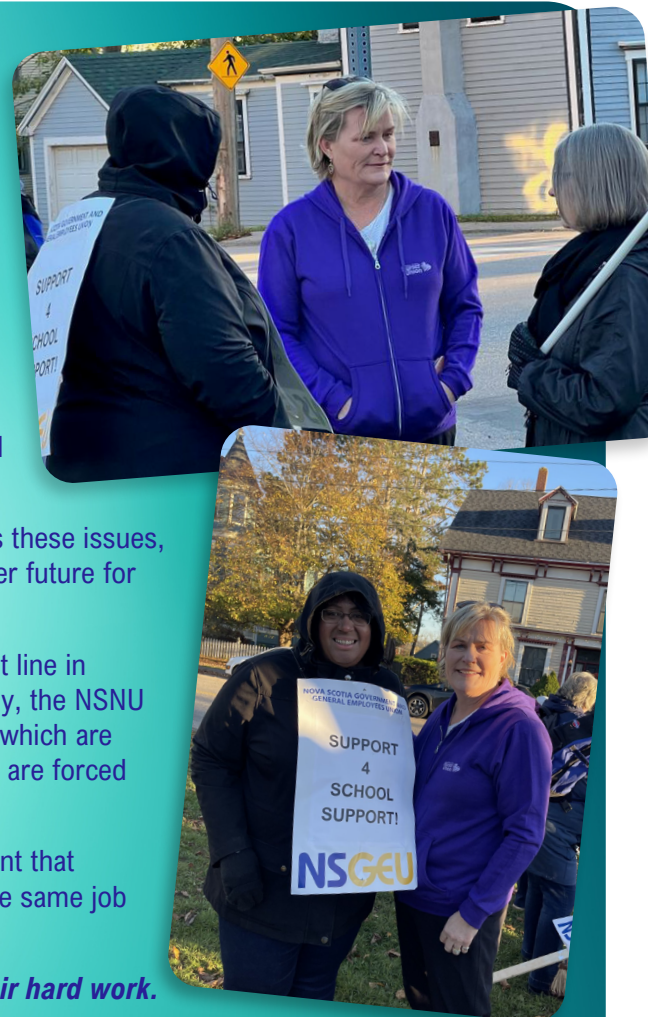
While these support workers are the glue that holds our schools together, their low wage and differing salaries across the province understandably led to difficulties in recruitment and retention.

With Regional Centres of Education and the government refusing to address these issues, school support workers were forced to strike in an attempt to secure a better future for themselves and for the children of Nova Scotia.

NSNU President Janet Hazelton visited school support workers on the picket line in Annapolis Royal on October 28th to show support for fair wages. Additionally, the NSNU has made financial contributions to both NSGEU's and CUPE's strike funds, which are put in place to ensure these unionized workers are compensated when they are forced to strike for the wages and respect they deserve.

Fortunately, striking school support workers were able to reach an agreement that achieves what members were asking for: wage parity with workers doing the same job elsewhere in the province.

The NSNU stands with school support workers and thanks them for their hard work.





On October 14th close to 250 nurses and NSNU staff gathered in Truro for the first Education Day event since 2019. It brought together NSNU members from across the province, from all sectors of care.

Gerri Oakley, Chair of the Education Committee welcomed participants and acted as emcee for the day-long session. **Janet Hazelton** greeted members, live and in-person for the first time in years, with a quick update and gave closing remarks at adjournment.

Always a welcomed addition to the agenda, **CFNU president, Linda Silas** gave a rousing presentation on the state of nursing from coast to coast to coast, encouraging nurses to keep fighting for the profession.



In keeping with the theme of the 2022 Education Day, *Resilience: from Hurting to Healing*, members heard from award-winning experts, authors, and advocates.

Dr. Jackie Kinley, MD, CEO and AIR Faculty Lead at the Atlantic Institute of Resilience and **Andrea Carew** presented *Discover Resilience: Working Through Change & Transition*. Through group exercises, firsthand accounts and thoughtful introspection, the facilitators and attendees delved into mental fitness - shifting from an illness approach to a growth mindset. It was informative and engaging.

Janice Landry, an award-winning journalist, writer, and advocate, shared her personal journey of loss and the incredible stories she has covered on trauma, survival and resilience. Janice was relatable and insightful – a dynamic and captivating storyteller.



DR. JACKIE KINLEY AND ANDREA CAREW
ATLANTIC INSTITUTE OF RESILIENCE
SEE PG. 16 FOR 50% OFF DR. KINLEY'S COACHING



JANICE LANDRY
JOURNALIST, AUTHOR, ADVOCATE
JANICELANDRY.CA



ALVIN LAW
SURVIVOR, STORYTELLER
ALVINLAW.COM

The day concluded with an inspiring address from **Alvin Law** who recounted his remarkable story as a survivor of thalidomide and his extraordinary life. Alvin was born without arms but not without opportunity and encouragement. He was witty, honest, and animated.

The sessions were meant to remind nurses of their value and provide attendees with an opportunity to hear about each other's experiences, develop coping mechanisms, adapt through adversity, and help reinvigorate their passion for the profession.



JENN ROSSETTI, 1ST VICE PRES.



JANET HAZELTON, PRESIDENT



CANADA'S NURSES APPALLED WITH LACK OF PROGRESS ON HEALTH CARE BETWEEN FEDERAL, PROVINCIAL AND TERRITORIAL GOVERNMENTS

The day went from optimism to dismay after nursing leaders from across the country brought concrete solutions to Canada's federal, provincial, and territorial health ministers at a breakfast forum hosted by the Canadian Federation of Nurses Unions on November 8th.

Representatives and guests of CFNU provided solid, evidence-based solutions to improve patient care, better support nurses and end the dire staffing shortages plaguing health care systems across the country at the meeting of Canada's health ministers in Vancouver. At the heart of the frontline nurses' plan are investments in retaining, returning, and recruiting nurses, backed by firm timelines and with real accountability.



"We must address what is pushing nurses out the door. Nurses need better support and safer workplaces, so patients can get the quality care they deserve," Silas explained. "A pan-Canadian health human resources action plan, backed by sufficient long-term funding and real accountability, would mean governments could spread and scale proven strategies."

Sylvain Brousseau, president of the Canadian Nurses Association (CNA), added that governments must collaborate with nurses and health care advocates if we are going to effectively address the staffing crisis facing Canada's health care systems.

Canada faces one of the worst health care crises and nursing shortages in its history, hurting patient care in every region of the country.

Amid this crisis, Canada's nurses were hoping to see meaningful collaboration and action during this week's Health Ministers' Meeting in Vancouver.

However, the CFNU and CNA are disappointed that no progress or collaboration was achieved in British Columbia, after a statement by Canada's Premiers was released amid the meeting between Health Ministers.

Nurse leaders recognize that the federal government should be stepping up with more money for health care in Canada, but new investments must be targeted towards areas of critical need to ensure that Canadians receive the care they need, when they need it.

Nurses know the importance of working together and expect stronger collaboration from elected leaders at all levels of government. The lack of results and finger pointing is not what nurses expect, leaving them wondering if their governments have their back.

CFNU and its member organizations, including NSNU, will continue to call on provincial and territorial governments to put patients first and work collaboratively with the federal government and stakeholders to achieve meaningful progress in addressing Canada's health care crisis.





BCNU Rejoins CFNU

At BCNU's annual convention in early November 2022, nurses in British Columbia formally announced their intention to rejoin fellow member organizations within the Canadian Federation of Nurses Unions. The decision will see an additional 48,000 members join the CFNU ranks.

NSNU and all CFNU counterparts are pleased to welcome BC's nurses back into Canada's largest community of unionized nurses, back to our collective fight for better working conditions, safer staffing, and improved health care.

"The fact is, there is a national staffing crisis that is plaguing nurses across the country. Now is the time for nurses to be fiercely united from coast to coast in our efforts to advocate for the changes required to protect nurses, our patients, and the future of health care," says BCNU President Aman Grewal.

Janet Hazelton attended BCNU's convention in Vancouver where she participated in healthcare rallies and brought greetings on behalf of NSNU members.



NURSES' UNIONS BRING CONCERNS OF FRONTLINE NURSES TO THE PRIME MINISTER

Silas: Urgent action on health worker shortages needed to better support nurses and protect patient care

As nursing leaders met in Ottawa in early October as part of the CFNU National Executive Board meetings, they were provided an audience with Prime Minister Justin Trudeau to discuss the critical actions needed to tackle the dire shortage of nurses and save Canada's public healthcare system.

"Canadians across the country are feeling the effects of emergency room closures, excessive wait times and reduced levels of care. The nursing shortage is directly impacting patients every day," explained Linda Silas, president of the Canadian Federation of Nurses Unions.

Nursing vacancies remain high, and the strain on nurses of working unsupported and short-staffed is fueling an exodus from the profession. Leaders from Canada's frontline nursing unions are looking for federal leadership on a pan-Canadian action plan focused on retention, return and recruitment, backed by sufficient long-term funding and real accountability.

"We need to keep the nurses we have in the system and encourage those who have left to return," said Silas. "We

simply can't hire ourselves out of this problem without addressing the pressures that are pushing nurses out the door."

Nurses from across the country are looking to the Prime Minister and his government to work with the provinces and territories on evidence-based solutions backed by firm timelines, standards, and accountability. Nurses are counting on Canada's elected leaders to turn the tide and make sure quality care is there for generations of Canadians to come.

CFNU and counterparts like NSNU believe the system can be restored and improved upon, but only if all levels of government work together to fix Canada's cherished public healthcare system.

The message to the Prime Minister was clear: frontline nurses are ready to work urgently, with all levels of government, on action to better support nurses and protect patient care.

The October 3rd meeting took place in the Prime Minister's office in Ottawa. Prime Minister Justin Trudeau was joined by Minister of Health Jean-Yves Duclos and Minister of Seniors Kamal Khera.

Atlantic Caucus

Show of Solidarity in Newfoundland

Janet Hazelton, NSNU
Yvette Coffey, RNUNL
Barbara Brookins, PEINU
Paula Doucet, NBNU

In September, NSNU President Janet Hazelton travelled to Newfoundland and Labrador to meet with her fellow Atlantic nurses' union presidents.

Each year, the group joins together in one of the Atlantic provinces to discuss pertinent issues like bargaining, political events and challenges shared by nurses in our region. They take these opportunities to share insights and discuss collective strategies to tackle their common concerns.

Short staffing, workplace violence and injuries, compassion fatigue and nurse burnout are just a few issues on the extensive list of problems we face across Atlantic Canada and beyond. We are proud to stand together as Atlantic nurses' unions, working toward a collective solution to the widespread challenges we face.



CLC/NBFL ATLANTIC REGION FALL SCHOOL

Members of the NSNU Board of Directors had the opportunity to attend the CLC/NBFL Atlantic Region Fall School in early October.

Labour education builds solidarity and knowledge. It teaches the skills unions need to represent their members and defend their rights using proven methods that allow workers of all backgrounds to learn. The event was pivotal in training local activists to expand their competencies as leaders in the field.

NSNU members Anne Boutilier, Jennifer Rossetti, Michelle Lowe, Natalie Nymark, Kim Williams and Donna Gillis took part.



INTERNATIONAL SOLIDARITY FUND



You can make a difference

Are you going abroad to provide humanitarian assistance? You could be eligible for a travel subsidy from the CFNU.

Apply online at:
www.nursesunions.ca

Application deadline is December 31 for travel the following year.

International Worker Exchanges • Humanitarian Assistance • Capacity Building

Nurses Band Together for Hurricane Fiona Relief

In response to the devastation and hardship many Nova Scotians have dealt with and continue to face because of Hurricane Fiona, the Board of Directors of the Nova Scotia Nurses' Union made a financial donation to a prominent agency offering much needed support.

The NSNU contributed \$20,000 to the Canadian Red Cross Hurricane Fiona Relief Fund. The Canadian Federation of Nurses Unions matched that amount, bringing our collective donation to \$40,000.

The Government of Canada matched every dollar gifted to the Canadian Red Cross up until October 23, 2022, making our total contribution to the Canadian Red Cross and their relief efforts here at home an impressive \$80,000.

Many communities and individuals have been impacted, including facilities and nurses represented by the NSNU. We hope that this donation helps make a difference.

DONATED BY NSNU TO THE RED CROSS	MATCHED BY CFNU +\$20,000 DONATED	MATCHED BY GOVT +\$40,000 DONATED
\$20,000	= \$40,000	= \$80,000



AGM 2023 DATES & DETAILS

NSNU is excited to be hosting an in-person Annual General Meeting in 2023.

Once again, we will gather at the Best Western Glengarry Hotel in Truro to host our 46th AGM and Education Day events. The theme for the coming convention is, Together Again!

It promises to be another great series of meetings as we conduct business, develop strategies, make important decisions for the coming year, and inform members about past, present, and future activities.

The 2023 AGM/Education Day is scheduled to take place **Monday, April 24 – Thursday, April 27**.

Here are some highlights and deadlines to keep in mind:

- Registration **opens February 10** and **closes March 10**. One representative from each local is responsible for registering all participants (delegates & observers) who will be attending. Links to registration forms will be available on the Member's Only section of the NSNU website.
- For those attending only the Education Day on **April 27**, there will be a separate online registration form. Individual members can complete that form, independent of their Local.
- Election nominations and honorary member submissions must be submitted by end of day (11:59 PM) **January 25**.
- Resolutions must be submitted by **February 9th**.
- For details on how to write a resolution go to [nsnu.ca/AGMFormsandDeadlines](https://www.nsnu.ca/AGMFormsandDeadlines). Please send your resolutions to priscilla.hardy@nsnu.ca.
- The hospitality event will take place at the Engine Room the evening of **Tuesday, April 25**. Save the date.
- Keltic Clothing** will be on site selling uniforms & accessories.
- Andrea's Jewelry Designs** will be back to sell popular jewelry items.
- Johnson Insurance** will be an exhibitor; there once again to support the NSNU AGM and our members.
- The NSNU will be selling an assortment of merchandise, perfect for sharing with members during National Nursing Week. We now accept cash, credit, and debit.
- Once again, we will be collecting dignity items for the Truro Food Bank. Please help us fulfill a period promise on **Tampon Tuesday, April 25**.
- The NSNU Charity Draw is back! Each local is asked to donate an item to the charity fundraiser. All proceeds from the 50/50 during the hospitality event and tickets sales for the draw go to **The Marguerite Centre** in Halifax and **Hope Project** in Sydney.
- Scholarship Applications must be submitted by **March 24**. Forms can be found on the NSNU website at www.nsnu.ca/resources/education/scholarships. The successful recipients will be announced at the AGM on **April 26**.



2023 ANNUAL GENERAL MEETING: TENTATIVE SCHEDULE



SUNDAY, APRIL 23

Board of Directors Meeting



WEDNESDAY, APRIL 26

8:30AM-3:30PM AGM Business

6:30PM-12:00AM Banquet & Dance



MONDAY, APRIL 24

Component & Regional Meetings



THURSDAY, APRIL 27

8:30AM-4:00PM Education Day



TUESDAY, APRIL 25

8:30AM-4:30PM AGM Business

6:30PM-11:30PM Hospitality Event



2018



2019

TOGETHER AGAIN

BARGAINING PREP UNDERWAY AS PROVINCIAL NEGOTIATING COMMITTEE & COUNCIL MEET

The NSNU Provincial Bargaining Committee met at the NSNU on Monday, October 24 for orientation and dialogue prior to meeting with the full bargaining team (representatives of the Nova Scotia Council of Nursing Unions – NSNU, NSGEU, CUPE and Unifor) on October 25 and 26. The team is preparing for acute care bargaining, prioritizing bargaining proposals.

The Council will meet again in late November and December – these dates follow the publication of this article.

Listed below are the elected NSNU Acute Care PNC representatives serving on Council of Nursing Unions Bargaining Team:

Acute Care PNC

- **Janet Hazelton, RN** (NSNU President)
- **Jennifer Rossetti, RN** - Dartmouth General Hospital (NSNU 1st Vice-President)
- **Dawn McKenna, LPN** - St. Martha's Regional Hospital (LPN Representative)
- **Santina Weatherby, NP** - Sutherland Harris Memorial (Nurse Practitioner Representative)
- **Janis Ritcey, LPN** - Dartmouth General Hospital (Central Representative)
- **Donna Gillis, RN** - Aberdeen Hospital (Northern Representative)
- **Laura Lee Sharpe, RN** - Cape Breton Regional Hospital (Eastern Representative)
- **Sarah Lace, RN** - Valley Regional Hospital (Western Representative)
- **Edson Castilho, RN** - IWK (IWK Representative)
- **Dianna Hutt, RN** - Valley Regional Hospital (Member-at-Large Representative)
- **Vicki Royles, RN** - Aberdeen Hospital (Member-at-Large Representative)



Giving & Recieving

The NSNU is very proud of the relationships we have fostered with various institutions across the province.

Information we share with members on behalf of Johnson Insurance is a mutually beneficial enterprise. For our efforts, Johnson makes a sizable contribution to the NSNU which we disburse to charitable and nonprofit organizations. Johnson Insurance also provides funds to help sponsor NSNU events.

On October 11, Trish Harkin, a Senior Consultant with Johnson Insurance, met with Janet Hazelton to gift the NSNU with a cheque for over \$20,000. These funds are divided between agencies like Transition House Association of Nova Scotia (THANS), the Marguerite Centre in Halifax and The Hope Project Foundation in Sydney, Feed Nova Scotia and more that are doing meaningful work in Nova Scotia.

Also on October 11, Ann de Ste Croix, the Provincial Coordinator with THANS received a donation of close to \$16,000. from NSNU in support of that organization.

THANS is an umbrella association of violence-against-women organizations across the province. Their eleven shelters provide a range of services and support to women and children experiencing violence, including: 24/7 emergency shelter, crisis lines, counseling and outreach services.

The donation from the NSNU will directly support women and children by allowing the shelters to purchase much-

needed items such as: clothing, bedding, baby items, cleaning supplies, and gift cards to grocery stores.

The NSNU is very grateful for the support we receive and are able to reciprocate to others.



Janet presents Ann de Ste Croix with a donation of **\$16,000** to THANS.



Trish Harkin presents the NSNU with a **\$20,000** donation from **Johnson Insurance**

CAPE BRETON VON DONATE TO THREE LOCAL FOOD BANKS

The spirit of giving came early to one Cape Breton Local. The NSNU Local of VON Cape Breton recently donated funds to three local food banks due to increased hardship brought about by Hurricane Fiona.

The VON Local usually makes charitable contributions closer to the December holidays, but members felt the need was greatest now. Many people are suffering – including people with jobs – due to increased costs of goods and services, gasoline, housing, groceries, home heating, medications, and so much more.

NOT PICTURED:
Susan George (CB VON Treasurer)
donates to North Sydney Food Bank



Michelle Luker (CB Metro VON) donates to Sydney Loaves & Fishes



Kim Williams (VP Community Care) donates to Glace Bay Food Bank

Wearing Orange for Truth & Reconciliation

On September 30,

The National Day for Truth and Reconciliation, NSNU members and staff joined many Canadians in wearing orange to raise awareness for, and honour residential school survivors and their families.

In the Emergency Department at Dartmouth General Hospital, nurses wore special orange shirts, designed by NSNU member Paulina Rae and her family.

The central Mi'kmaw hieroglyphic, in white, is used to represent the Child. White is often a colour used to depict and honour spirit.

Of course, orange is used to honour Phyllis Webstad and her story, having had her orange shirt taken from her on her first day at residential school. Orange has become a colour used to honour the children who survived residential schools, as well as those who never made it home.

Mawkina'masultinej; let's learn together.



Artist Credits

Design by: Paulina Meader

Original Artwork (Heiroglyphic & Double Curve) **by:** J.R. Isadore

Translation by: Jane Meader

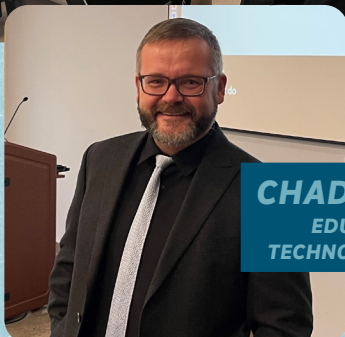
Additional Consultation with:

Rebecca Cope, Gjiga'qaquj Algwimu and Barbara Low

SHOP STEWARD TRAINING



ANGELA MCKENNA
LABOUR RELATIONS REP.



CHAD O'BRIEN
EDUCATION &
TECHNOLOGY OFFICER

On November 15th, nurses employed at the IWK Health Centre participated in shop-steward training at the Nurses' Union office, facilitated by NSNU Education and Technology Officer, Chad O'Brien. Also, in attendance was NSNU's IWK labour relations representative, Angela McKenna.

A shop steward, also known as a union representative or union steward, is an employee of an organization or facility but is also a labor union official who represents and defends the interests of their fellow employees.

The attendees at the NSNU session engaged in discussion aimed at better understanding the varied and challenging roles and responsibilities of the shop steward. The group focused on the grievance process, completing and submitting Clinical Capacity Reports, as well as NSNU's online Safety Case forms.

Shop stewards are trained to access the resources required to be effective, able to investigate and prepare a grievance, and understand the Duty of Fair Representation.

Shop stewards that are committed, disciplined and knowledgeable support the principle of workplace democracy. The NSNU thanks all shop stewards for their commitment to the labour movement.

LEADERSHIP CHANGES

IN HEALTH RECRUITMENT

Effective September 26th, government announced new leadership at the Office of Healthcare Professionals Recruitment.

Dr. Nicole Boutilier, Vice-President of Medicine, Nova Scotia Health, and Craig Beaton, Associate Deputy Minister, Department of Health and Wellness, are now responsible for the Office of Healthcare Professionals Recruitment. Government says a team approach will bring together the recruitment efforts of both organizations to get the best possible results.

Dr. Kevin Orrell, former deputy minister and CEO for the recruitment office, is now special advisor to the President of Cape Breton University. Dr. Orrell will focus on the university's strategic health initiative, particularly expanding the university's health faculties. In March of this year the government announced \$5 million for Cape Breton University's strategic health initiative.

"Improving healthcare starts with having more doctors, nurses and others to provide care and support for those healthcare workers already in our system," said Premier Tim Houston.

"I want to thank Dr. Boutilier and Mr. Beaton for taking on this important work. Dr. Orrell's experience will also make a big difference in helping Cape Breton University train more healthcare professionals to work in Cape Breton and across Nova Scotia."

The NSNU is hopeful that more will be done around the retention, recruitment and return of health care workers to circumvent a total collapse of our healthcare system.



Team Connection & Psychological Safety

Dr. Jackie Kinley



SCAN HERE to receive 50% off unlimited access to Dr. Kinley's expert, personalized, resilience coaching recommendations for a whole year, using code [CARING4U](#) at checkout.

COVID has brought to light the importance of **connection**. We face many challenges in our lives, both in the workplace and outside of it, and for us to get through many of them, we need to be able to work together with someone we've formed a connection with. **Connection:**

- Combats depression & anxiety
- Gives us purpose
- Increases our sense of belonging
- Lets us build stronger teams
- Requires effort

Connection strengthens resilience. There's so much pressure to go fast, but when we slow down and connect as a team, we're all better. Now more than ever, we need leaders to create an engaging culture and promote connection - creating a psychologically safe workplace starts at the top.

Creating psychologically safe environments and encouraging people to connect with one another helps build resilient teams that function at higher levels.

We like to think that we can do it all ourselves, but we can't, because after all, we're **human beings**, not human doings.

NEW PRACTICAL NURSING PROGRAM WILL TRAIN 30 L'NU STUDENTS



Starting in the 2023-24 academic year, aspiring practical nursing students can learn as part of a Mi'kmaw cohort at the Nova Scotia Community College (NSCC) Pictou campus.

"Not only do we need more licensed practical nurses across our healthcare system, we need more of them who can also provide culturally responsive care to Indigenous communities and others," says Michelle Thompson, Minister of Health and Wellness.

The cohort will be open to 30 Mi'kmaw learners from across Nova Scotia and falls under the 120 new practical nursing seats government announced for NSCC in July. This brings the number of practical nursing seats to 390 per year, on average.

Representatives from Mi'kmaw Kina'matenewey, Tajikeymik, NSCC, the Dalhousie Indigenous healthcare in nursing team and the Nova Scotia College of Nursing will contribute to developing the curriculum, along with the departments of Advanced Education, Education and Early Childhood Development, and Health and Wellness.

Janet Hazelton, president of the NSNU welcomes the initiative saying the program is a positive step that recognizes the unique attributes of L'nu students while meeting the diverse needs of patients across our province.



2023 NURSES' PLANNERS *are on the way!*

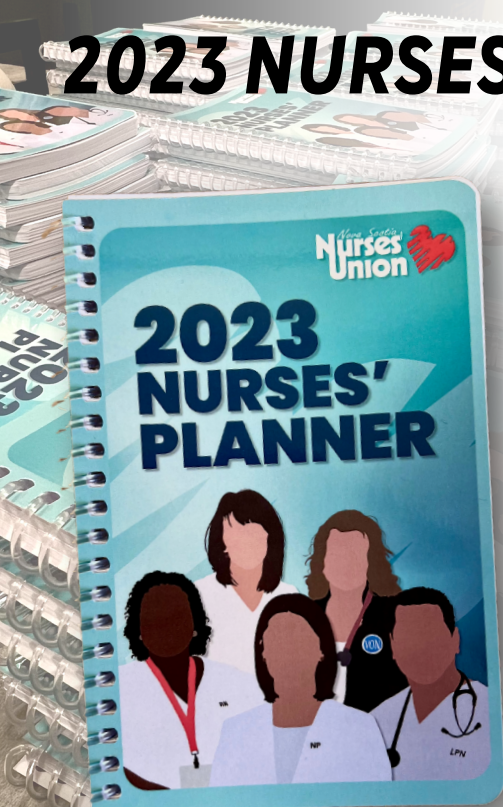
The 2023 Nurses' Planners arrived in late October, and NSNU staff have worked diligently to package and send them to your worksites for distribution.

We know many members appreciate these handy pocket-sized calendars and use them regularly to keep track of busy schedules. If your Local is yet to receive your planners, rest assured, they are on the way! Unfortunately, there is no over-stock of these planners at the NSNU so we encourage members to reach out to a representative from their Local to grab a planner before they are all gone.

Nurses' Planners are partially designed in-house at NSNU and are printed free-of-charge by Quebec-based company, Efficom. The location-specific advertisements in the planner, provided by Efficom, generate revenue that is forwarded to various NSNU-supported charities.

Proceeds from the 2023 planner have been earmarked for the Transition House Association of Nova Scotia (THANS), an organization that assists women and children through the process of leaving domestic violence. THANS provides an invaluable service in our province, and the NSNU is proud to be a long-time supporter of their work.

We hope you enjoy your 2023 Nurses' Planner, and wish you all the best as we embark on what we hope will be a better year ahead.





Spread kindness **NOT THE FLU**

For the past two years, lockdowns, masking, physical distancing and other public health precautions have resulted in historically low cases of the seasonal flu. Unfortunately, this year, flu season has been more pervasive.

While flu season usually hits between October and May, peaking in December and January, it has arrived about six weeks earlier this year, with uncharacteristically high illness. At the national level, influenza activity is increasing steeply and could be headed towards an influenza epidemic.

With more and more people are unmasking and emergency departments already overflowing, getting vaccinated against the seasonal flu and COVID-19 is an important step to protect yourself and others this flu season.

In late October, the Nova Scotia Nurses' Union launched a Flu Immunization campaign; Spread Kindness, Not the Flu, featuring fully vaccinated NSNU nurses of all designations.

The campaign aims to raise awareness for the severity of the flu this season, the importance of being immunized, and the impact of the seasonal flu on our already-struggling healthcare system.

Our message to Spread Kindness, Not the Flu takes many forms, including print ads, radio broadcast, CTV network commercials and can be found on all of our social media platforms.

In addition to receiving their seasonal flu immunization and any COVID-19 boosters that they may be eligible for, we encourage all Nova Scotians to engage in the same healthy habits that we have used during the pandemic, such as masking, physical distancing, and staying home when sick.

We hope all Nova Scotians will do their part to alleviate the pressures that healthcare workers face every day.

Spread Kindness - NOT the Flu!

In October, we were pleased to welcome many of our nurses to the NSNU Office in Burnside for a video shoot. These dedicated members made it possible for the NSNU to produce a video, radio and social media Flu Campaign - spreading the importance of flu immunization with all of NS. Take a look at some snaps from behind the scenes!





NSNU Promotional Images *Member Participation*

The Nova Scotia Nurses' Union prides itself on always using nurses, namely NSNU members, in promotional materials, including commercials, videos, print ads, digital assets, social media posts, and so on.

It is important that the Nurses' Union depicts a wide-variety nurses, a spectrum of representation that includes age, ethnicity, gender, nursing disciplines and nurses of all shapes and sizes.

While our goal is to be as inclusive as possible, we are not always able to achieve our goals. We strongly rely on members who are willing to participate, and those who are comfortable in the role of spokesmodel.

Each year, excluding the pandemic period, our communications team recruit members who are interested in upcoming video and photoshoots. If you would like to add your name to our 2023 list, please reach out to nsnu.office@nsnu.ca, subject line **NSNU VIDEOS/PHOTOS**.

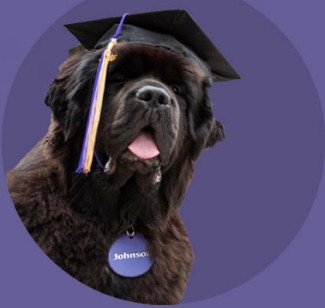
We greatly appreciate and thank those who were able to make time this year to be part of our campaigns and ongoing public relations initiatives.

Thank You!



Johnson Insurance Scholarships

Recent Contest Winners from NSNU



Last summer, Johnson Insurance proudly offered 50 national scholarships, valued at \$1000 each, to eligible students completing high school in 2022 and starting post-secondary education in the fall.

Johnson Insurance has awarded over 1500 scholarships valued at more than \$1 million to support young Canadians across Canada in pursuit of their post-secondary education. The scholarship deadline to apply was July 28.

Now that the recipients have all submitted their forms/received their prizes, NSNU, on behalf of Johnson Insurance is pleased to announce the winners.

\$2500 National Affinity Contest (12 Prizes of \$2500 each, drawn monthly)

Matthew Mellown (NSNU Member, Soldiers Memorial Hospital)

2022 Nursing Appreciation Giveaway (10 Prizes of \$500 each)

Jessica Lambert (NSNU Member, Yarmouth Regional Hospital)

Matthew Hand (NSNU Member, Valley Regional Hospital)

JOHNSON 
INSURANCE

Congratulations to the winners and a big thank you to Johnson Insurance.

From NSNU Members For NSNU Members



The HSASA Local presented a cheque from their hardship fund to NSGEU Local 70's School Support Workers' strike fund.

NSNU's Western VP, Michelle Lowe, is pictured with her cousin & NSGEU employee Cindy Dean Merritt

Thanks for sharing!

We love to receive & share what our members are up to! Send us your pics! nsnu.office@nsnu.ca

The ED staff at DGH spread their spooky Halloween spirit!

Cats, Doppelgängers & Monsters, Oh My!

Thanks for sharing!





WINTER ESCAPE PHOTO CONTEST

This summer, the NSNU ran our third Escape Photo Contest, inviting members to share a photo of themselves enjoying their favourite summer pastime for the chance to win a \$500 prize. Once again, you did not disappoint! From travelling to new places, to enjoying the beauty of our own province - we received dozens of photos of our members on inviting beaches, hikes, spending time with family and friends, fun with pets, and even underwater adventures.

With the success of our past Escape Photo contests, we are excited to announce another! To enter our **Winter Escape Photo Contest**, for a chance to win a **\$500 prize**, you will need to send **one photo of yourself** participating in your favourite Winter activity to nsnu.office@nsnu.ca by the end of Winter, **March 20**.

DOG EAT YOUR NEWSLETTER?

Ollie was so excited to find the June newsletter, he couldn't help but bring it straight to his parents!



DON'T WORRY!
If your newsletter gets a little too slobbery, you can find it online at nsnu.ca/newsletters



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.

GETTING WINTER READY WITH NSNU MERCHANDISE

As we pull out our mittens and winter jackets, turn up the thermostat, and defrost our cars, the NSNU encourages members to consider our selection of NSNU branded merchandise to stay warm this winter.

Nobody enjoys digging their car out of the snow after a long day at work. The NSNU Boutique has many great options to keep the chill off this time of year, including branded fleece blankets and scarves, cozy sweaters and coats, warm socks, NSNU toques and mugs perfect for hot cocoa.

Looking for something else? Check out our assortment of travel mugs, branded apparel, bags, lanyards, keychains, pet lights and more. NSNU merchandise can make for a special gift to your fellow union members and activists, family members, and a little something for you too!

Our inventory is available to browse online at nsnu.ca/merchandise. You can place an order via email, or make an appointment to shop in-person at the NSNU Boutique in Burnside by contacting nsnu.office@nsnu.ca. The NSNU Boutique now accepts debit and credit cards, and online payments can be completed with card via invoice.

Please Note:

- Members wishing to shop at the NSNU Boutique at **150 Garland Avenue** in Burnside must **make an appointment in advance**
- **The NSNU does not pay for shipping fees on large orders.** If possible, please make arrangements for pick-up
- **Return policies** for mailed items will vary depending on the purchase (broken items, sizing issues, etc.) and shipping fees may be applied based on the size of the order
- While we do our best to update the merchandise on our website, this must be done manually on an item-by-item basis and **stock may be limited or outdated**



HOLIDAY OFFICE CLOSURE

Please note the NSNU Office in Burnside will be **closed to the public from Monday, December 26 to Monday, January 2**, reopening on Tuesday, January 3, 2023.

Labour Relations Representatives will be available on a rotational, on-call schedule during this time. While the building remains closed, some staff may be on-site during this time.



Season's Greetings from the Nova Scotia Nurses' Union

The Nova Scotia Nurses' Union celebrates the holidays by making charitable donations to some of the organizations doing important work in our communities. Donations are more important than ever to charities, while so many are struggling to make ends meet.

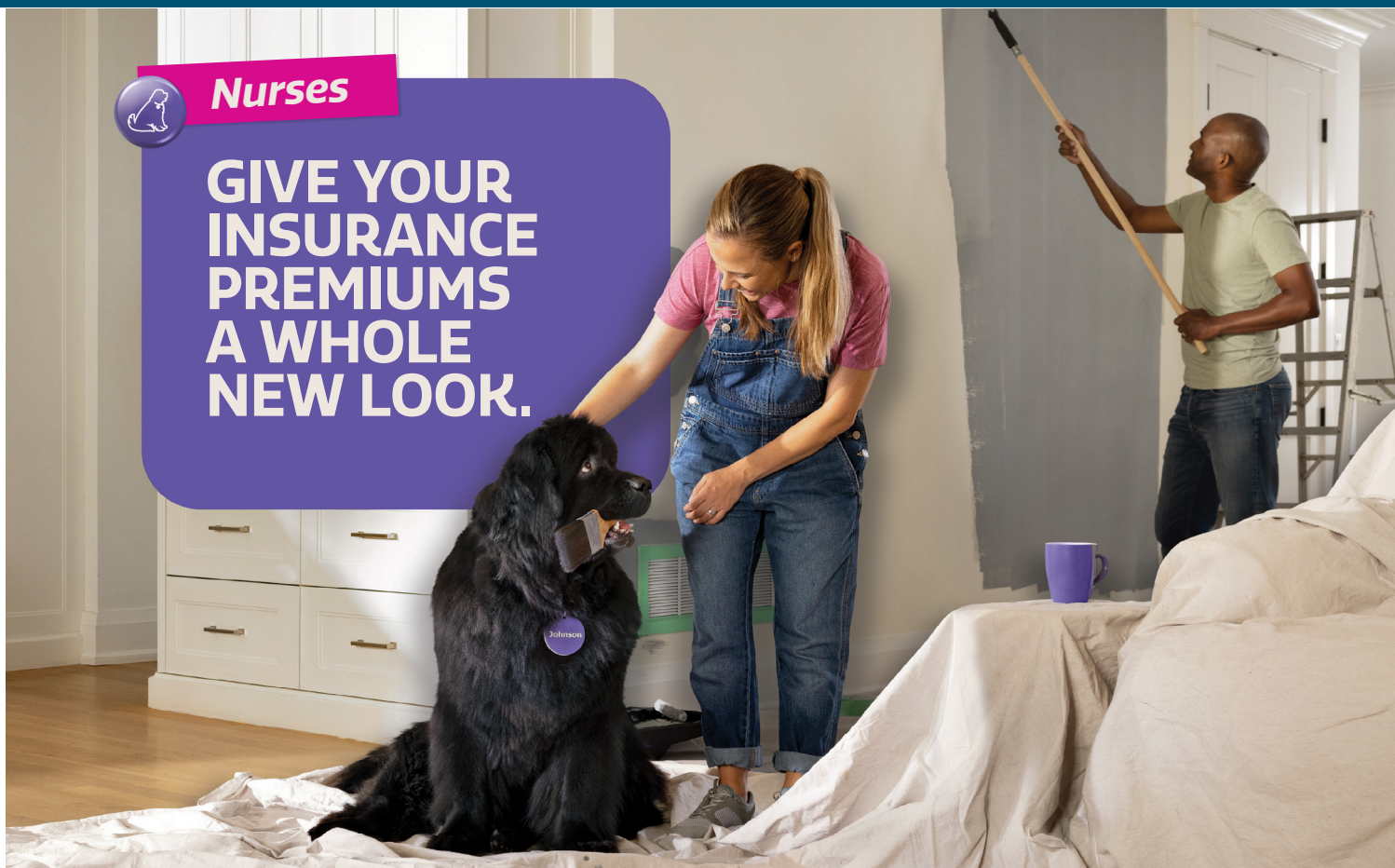
To observe this festive time of year, NSNU has given charitable contributions to the **Marguerite Centre** in Halifax and **The Hope Project Foundation** in Sydney.

Both centres provide long-term residential programs to women who are overcoming addictions. These programs help women return to their families, friends and work, helping them to feel whole again.

The NSNU was also able to make contributions to **Feed Nova Scotia** in support of foodbanks, soup kitchens and families struggling with food insecurity this holiday season, and the **SPCA**. We are so grateful to be in the position to give to such worthwhile causes this holiday season.

On behalf of the Board of Directors and staff of the NSNU, we wish all Nova Scotians, especially our dedicated nurses and their families, a safe and healthy holiday season and a Happy New Year!





Johnson Insurance has worked closely with the NSNU to provide access to helpful services and products that take care of your home and car insurance needs.

With Johnson, NSNU members have exclusive access to:

up to **\$800.00**
in savings when you
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- Identity Theft Protection

Take advantage of this special offer now. Mention group code NN for your preferred rates when you give Johnson a call today at **1.877.732.6714** or visit Johnson.ca/healthcare.

Call for a no-obligation quote and you'll be entered for a chance to
WIN 1 of 12 prizes of **\$2,500***



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