

# what's nu?

June 2024

Nova Scotia  
Nurses  
Union



## summertime highs and woes



### Highlights

Eastern Labour School

Counterpart Activities

Summer Photo Contest

# Highlights

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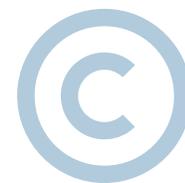


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The Nurses' Union logo is registered as a trademark, complete with brand standards, and has been since its creation in 2002. It is a part of the Nurses' Union identity and is a highly recognizable symbol in this province and beyond our borders.

Should a Local of the Nova Scotia Nurses' Union wish to use the NSNU logo on merchandise, stationery, signage, etc. clearance and approval is required from the provincial office. Simply email [communications@nsnu.ca](mailto:communications@nsnu.ca) with the specifics of your intended usage. Designated staff will assist with the application of the graphic.

NSNU is proud that Locals wish to extend and display the union brand. Clearance measures ensure usage adheres to our design and style guidelines.

## Updating Info

To add or change any member information, the NSNU asks that you **fill out the following form**, which can be found by following the QR code or the link below:

**[forms.office.com/r/paX34P4cmY](https://forms.office.com/r/paX34P4cmY)**

After submitting the form, please allow at least five business days for your information to be updated.



## Union Dues

If you work at more than one NSNU facility and pay union dues more than once in a pay period, you may be eligible for a refund from the Provincial Office.

Members who have been paid for less than 7.5 hours in Acute Care and less than 8 hours in Long Term Care in one bi-weekly pay period may also be eligible for a refund from the Provincial Office.

The provincial portion of NSNU union dues (**\$29.24 for RN's** and **\$21.48 for LPN's**) will be refunded by cheque on a quarterly basis. Your rebate will only be retroactive for a period of up to 12 months prior to contact with the NSNU.

If either situation applies to you, please contact the NSNU Provincial Office c/o B.L. Moran at **902-468-6748** or **[bl.moran@nsnu.ca](mailto:bl.moran@nsnu.ca)**.

# President's Notebook

## *Summertime Highs & Woes*

The warmer temps, longer days and sandy Nova Scotia beaches have us all longing for time off with friends and family. Most of us count the days until summertime vacation, eager to recharge our batteries and enjoy the great outdoors after months of near hibernation.

Nurses are not always guaranteed July or August vacations, especially if you're a new grad or new to a facility. That's typically the way seniority works. Even though your collective agreement allows for some flexibility, this time is sacred and usually reserved for those with rank.

This is a common practice across workplaces and professions. First in get first choice.

I recall the early days of my nursing career, especially when my kids were young, just how special it was to be off work enjoying fun in the sun or at Christmas when festivities were ramping up. It's rare for a young nurse to celebrate on those exact occasions. It's more likely the gifts are opened on Boxing Day and a get-away is booked in the off-season.

Things have shifted due to the staffing crisis, leaving employers with scheduling gaps and even less relief

for those eager to head to the camp or the cottage. These days, staffing challenges don't take a break, they are a 24/7/365 problem.

NSNU offers a focused initiative, an incentive (\$1000) for senior nurses to defer taking their full vacation entitlement to allow more junior staff to access time off in the summer.

As of this June, Health P.E.I. is offering some healthcare workers, including nurses, additional compensation to take on additional shifts this summer, especially during evenings, weekends and holidays.

The new incentives could see P.E.I. Nurses' Union members receive time-and-a-half or even double-time pay for shifts that are deemed critical. PEINU was first to strike a deal with Health P.E.I. on June 7th.

Health P.E.I. missed the deadline to post vacation schedules by June 1st because of an unclear staffing picture for the summer.

"It's a little late to the game," says Barbara Brookins, president of PEINU, noting that a lot of nurses were frustrated with the development because they already had summer plans.

# Janet Hazelton

BScN RN, MPA, ICD.D



PEINU is hopeful that nurses will pick up one or two shifts, making a difference between someone getting time off or not getting vacation.

I've already mentioned some of the reasons why time off in the summer months is so coveted, but according to authorities the benefits of a summer vacation go well beyond having a good time.

Taking a vacation can reduce stress levels and decrease the risk of chronic conditions like heart disease, stroke and type 2 diabetes. Time off also is associated with greater happiness and improved job performance when you return to work.

Taking time in your busy schedule to relax prevents burnout and helps you be more creative and productive. We've all heard about the Oxygen Mask Theory. Secure your own mask before assisting others! That's a mantra nurses should live by!

Scientific evidence shows that chronic stress can alter your brain structure and cause anxiety and depression. When you take a vacation or a break, you allow your body and mind to heal in ways they couldn't if you continued putting them under pressure.

In other words, address your mental and physical needs first, before committing to responsibilities benefitting others. Oh, if it were only that easy.

Before I thank the skiers, autumn lovers and those who shun the sun for not requesting a summertime escape, I implore employers to be more creative when it comes to scheduling. Keeping the lines of communications open so that those who want to work these months can, and those who crave the dog days of summer are not denied.

Without a doubt, it's tough to work when it's 32 degrees and the seashore is calling but showing up matters. Showing up for your shift, regardless of the day of the week or temperature outside, is the responsible thing to do. It matters to your patients, your co-workers and your professional reputation.

While it is not possible for everyone to get vacation this summer, for those who don't your time will come. With any luck, your regular off days will include blue skies, warm breezes and your favorite pastimes.

*Janet Hazelton*





# A SUCCESSFUL EASTERN LABOUR SCHOOL

Close to three hundred nurses made their way to beautiful Prince Edward Island from June 9-11 to participate in Eastern Labour School (ELS), a biennial educational event hosted by NSNU, NBNU, PEINU, RNUNL on a rotational basis. Nurses from all four provincial unions come together for two days of education sessions related to various labour/union topics.

Not since 2018, when over 300 nurses gathered for ELS in Antigonish, has the event been held due to COVID restrictions. We were long overdue!

ELS 2024 offered plenary sessions, four foundational courses for first-time attendees and eight other classes related to nursing and labour. All were well attended and received.

Once again, host province/union PEINU presented an informative, entertaining and engaging conference, on the heels of the June 2023 CFNU Biennium which was also held in Charlottetown. Bravo PEINU on another a successful event packed with insightful presentations and an abundance of Island hospitality.



# ATLANTIC NURSES GEAR UP TO FIGHT THE PRIVATIZATION OF HEALTH CARE

Tracy Glynn, National Director of Projects and Operations, CHC

Atlantic nurses brought back their Eastern Labour School in Charlottetown this year. Pauline Worsfold, RN, outgoing chair of the Canadian Health Coalition, and I, Tracy Glynn, organized a session on public health care vs. private health care for first time participants.

The session began with an overview of the Canadian Health Coalition and our strategic priorities and why stopping privatization of health care is important.

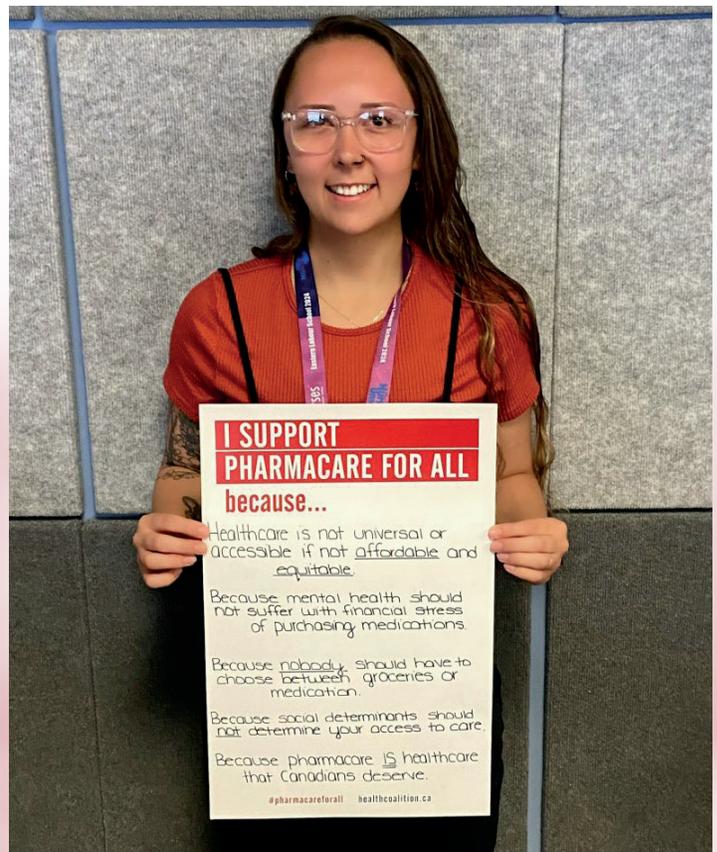
The session moved on to discussing the problem of agency nurses (or travel nurses) and how provinces turned to private firms during the COVID-19 pandemic to hire nurses.

After doing a power-mapping exercise that identified allies and opponents and points of influence, nurses

came up with their personal political action plan that included identifying goals, strategies and tactics for protecting public health care. They then wrote a letter to themselves, committing themselves to an action for public health care that we plan to mail to them in a month. Nurses wrote about taking action on workplace violence, pharmacare and agency nurses.

Another session focused on pharmacare. Nurses shared their stories of how no coverage of diabetes medication was affecting their patients and wanted to know when their patients could have coverage. Timelines are found in the *Pharmacare Act*.

Nurses then shared their stories in class and on their social media of why pharmacare-for-all is important.





# UK STUDY TOUR

In a place where healthcare is consistently headline-making due to the challenges in their system, nursing organizations like the Royal College of Nursing (RCN) are getting many things right.

The RCN represents over half a million nurses, student nurses, midwives and nursing support workers in the UK and internationally. As a member-led organization, like NSNU, they work collaboratively with members to influence government and other bodies, improve working conditions and campaign on issues to raise the profile of nursing in the UK.

In June, NSNU president Janet Hazelton and NSNU Researcher, Government Relations and OH&S Specialist, Justin Hiltz, along with other CFNU representatives, including Linda Silas, were again invited to the United Kingdom to discuss staffing ratios and other nursing matters.

Their exhausting agenda took them from Wales to Scotland to London where they attended the RCN Congress (the annual representative meeting of members which focuses on influencing the policy

and future direction of the RCN), met with nurse leaders in that region, toured hospitals, and exchanged theories and best-practice remedies for nursing.

The Canadian contingent was met with warm hospitality as they strategized and shared ideas to make safe patient ratios a reality for all nurses, proving once again that the nursing community is global sister/brotherhood of practitioners, intent on improving work-life balance and safety for nurses.

Many of the lessons learned in the UK will be applied here at home as this province introduces Nursing Hours of Care per Patient Day (patient ratios). This approach recognizes that not all units are the same, and that different patient populations require different levels of nursing care provided by specific skill mixes while also providing a guaranteed level of nursing staff.

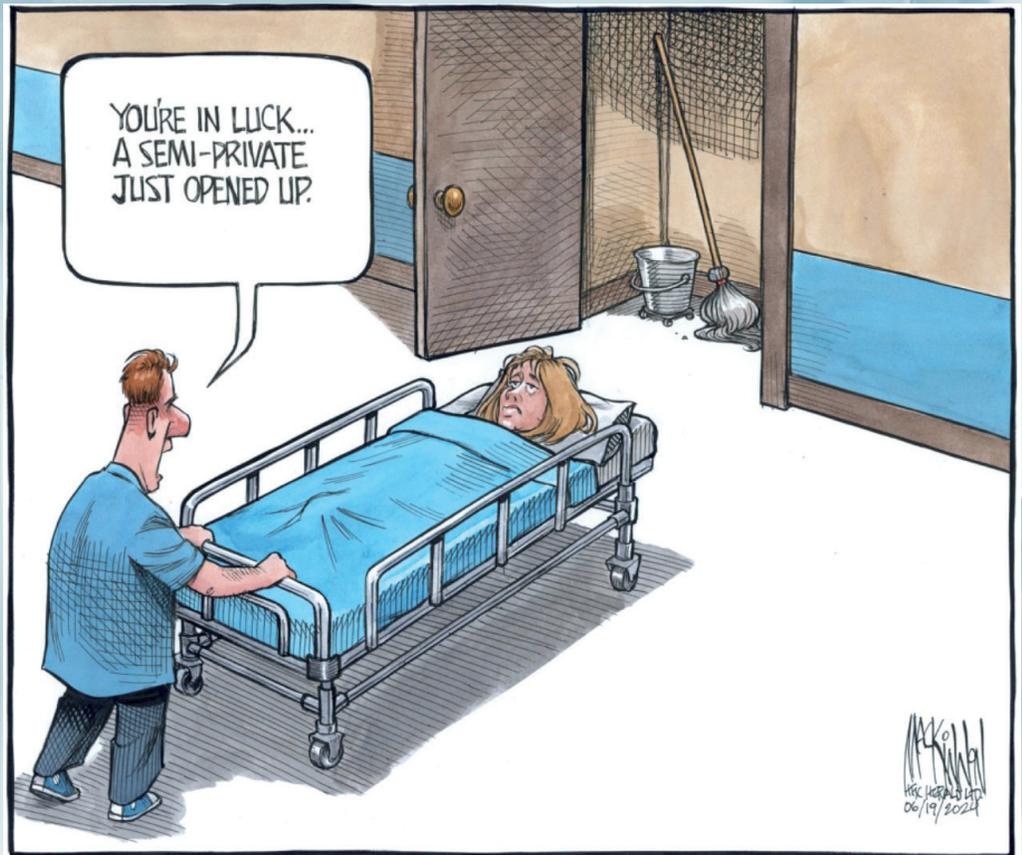
Nova Scotia will be the second province in Canada with language that addresses staffing shortages. Earlier this year, British Columbia became first to implement minimum nurse-to-patient ratios.



# ROOM FOR IMPROVEMENT...

## No room for patients.

While Nova Scotia is making some strides to improve health care, overcrowding continues to be exceedingly problematic. Patients are still assigned to and treated in beds or gurneys located in hospital hallways due to a shortage of appropriate care rooms.



As brilliantly depicted in this June 19, 2024 illustration by award winning Antigonish native, Bruce MacKinnon, editorial cartoonist with the Chronicle Herald, hospitals continue to create makeshift treatment spaces in EDs, commonly referred to as hallway medicine or duct tape medicine.

As nurses know, emergency departments are routinely filled with admitted patients who can't be moved to more appropriate units because there are no open beds, forcing doctors and nurses to squeeze in people wherever they can, both on the inpatient units and in EDs.

# SAVE THE DATE

## NSNU COUNCIL OF PRESIDENTS

The Nova Scotia Nurses' Union will host a Council of Presidents (CoP) on Tuesday, November 5th at the Best Western Glengarry Hotel in Truro.

The main purpose of the fall CoP, which is comprised of Local presidents or designates from each of our 124 Locals, is to discuss our latest collective agreements. Council representatives will acquire information at this session for discussion at their Local meetings.

Locals are advised to watch for e-memos in the coming months for more details regarding registration and participation. In the meantime, Local presidents are asked to save the date!



# COUNTERPART ACTIVITY

## PRINCE EDWARD ISLAND

In mid-June, it was announced that Health P.E.I. will offer nurses additional compensation to take on additional shifts this summer, especially during evenings, weekends and holidays. The new incentives could see P.E.I. nurses receive time-and-a-half or even double-time pay for shifts that are deemed “critical.”

PEINU President Barbara Brookins is hopeful that the new incentives will help. The Union began collaborating with Health P.E.I. in March, with a plan to help stabilize care while allowing Health P.E.I. to grant as much vacation as possible, as soon as possible.

Karen Jackson, president of the Union of Public Sector Employees, has raised concerns that the incentives may backfire, as experienced last year when similar incentives prompted some nurses to work less. Incentivizing part-time and casual work caused many full-time nurses to drop down in order to qualify for the incentive. UPSE also worries these incentives could cause burnout for nurses who are already working full-time and pick up these extra, incentivized shifts.

## NEW BRUNSWICK

The New Brunswick government is seeking to end current contracts with private nursing agencies after an audit released in early June. In his report, Auditor-General Paul Martin notes that New Brunswick’s reliance on private nursing services was not a good use of public money.

His report criticizes government management: lack of a clear criteria for selecting travel nurse companies, contracts signed without legal review, payments made without proper diligence or documented justification for

expenses. The two provincial health authorities and a government department failed to properly monitor who was getting paid and how much.

New Brunswick Nurses Union President Paula Doucet said she is appalled by the lack of oversight. “New Brunswick had never utilized private, for-profit travel agencies before 2022 and now we’re spending \$173-million in a two-year period?” she said. “That’s mind-blowing.”

## NEWFOUNDLAND & LABRADOR

The Registered Nurses’ Union Newfoundland and Labrador is concerned about private-agency nursing contracts preventing nurses from transitioning to the public health-care system. Several agency contracts in place in N.L. prohibit nurses from accepting jobs in the public system for 6-12 months after leaving a private agency, with fines imposed on the province if breached.

There are currently over 31 registered nurses who are no longer authorized to work in the Central health region. RNUNL President Yvette Coffey has raised concerns over the impact of losing these nurses - who have already become familiar with the hospitals and received further training in areas such as trauma nursing and pediatric life support at the expense of the province.

## ONTARIO

On June 13th, members of the Ontario Nurses’ Association gathered in Ottawa to advocate for publicly funded and delivered health care in Ontario, opposing the underfunding and lack of resources by the Ford government. The rally at The Ottawa Hospital - Civic Campus involved hundreds of nurses and health-care professionals demanding safe,

quality health care for Ontarians and an immediate halt to private, for-profit care. ONA’s President Erin Ariss highlighted the negative impact of for-profit care on patients, residents, and clients, emphasizing that privatization leads to worse outcomes, longer wait times, lower-quality care, and higher costs, as

## ONTARIO CONTINUED

seen in provinces like Alberta.

ONA's stance is firmly against the encroachment of private interests and corporations in the health care

sector, stressing the importance of maintaining a system that prioritizes the well-being of patients over financial gains.

## MANITOBA

This past National Nursing Week, the Manitoba Nurses Union launched their latest campaign, *I am a Nurse*.

The purpose of this campaign is to highlight the many different parts of MNU nurses, the human parts, that contribute to one's professional identity. Being a nurse is all about being human. It's about giving your best and giving yourself a break. It's about coming together and coming to

those in need. It's about linking arms and not backing down.

Members are encouraged to use the hashtag #IAmANurse to advocate for themselves and share what makes *them* a nurse. You can learn more and view their powerful campaign video at [manitobanurses.ca/resources/radical-change](https://manitobanurses.ca/resources/radical-change).

## SASKATCHEWAN

The Saskatchewan Union of Nurses says the results of a recent survey of nurses should be cause for alarm within the government. More than 1600 SUN members completed the March questionnaire, with overwhelming reports that patient care has worsened over the course of their career.

SUN President Tracy Zambory said 85% of respondents reported patients being put at risk due to short staffing in

the past year, and 58% have stated they thought about leaving nursing in the past year.

Zambory said the government can address concerns immediately by bringing registered nurses into discussions about improving the system, rather than leaving them on the sidelines. She has not had a meaningful meeting with Health Minister Everett Hindley in some time.

## ALBERTA

The United Nurses of Alberta is calling on the province to provide its members with the same Workers' Compensation coverage for psychological injuries already extended to other frontline workers.

Cameron Westhead, UNA's 2nd VP, said police officers, firefighters and paramedics do not have to prove they are suffering from traumatic psychological injuries from

a workplace event and neither should nurses.

Westhead said nurses previously had presumptive coverage, but it was taken away by the UCP government under former Premier Jason Kenney. The UNA has been pushing for its return for years, and last November a petition calling for nurses to receive coverage was tabled in the Legislature.

## BRITISH COLUMBIA

On March 1st, it was announced that B.C.'s government would make good on their CA commitment to implement minimum nurse-to-patient ratios in hospitals across B.C. This move aligns with the province's commitment to these ratios made in BCNU's latest Collective Agreement language.

With this step, B.C. becomes the first province in Canada to enforce minimum nurse-to-patient ratios. Drawing inspiration from successful models in California and Australia, these ratios are expected to lower mortality rates and create a safer and healthier environment for nurses.

**EQUALITY** IS EVERYONE GETTING A PAIR OF SHOES



**DIVERSITY** IS EVERYONE GETTING A DIFFERENT TYPE OF SHOE



**EQUITY** IS EVERYONE GETTING A PAIR OF SHOES THAT FITS THEM



**ACCEPTANCE** IS UNDERSTANDING THAT WE ALL WEAR DIFFERENT KINDS OF SHOES



**BELONGING** IS WEARING THE SHOES YOU WANT WITHOUT FEAR OF JUDGEMENT



# STEPS TO EQUITY

The term **EQUITY** refers to fairness and justice and is distinguished from equality.

Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from biases or systemic structures.

**Health equity is the state in which everyone has a fair and just opportunity to attain their highest level of health.**

Health and health equity are determined by the conditions in which people are born, grow, live, work, play and age, as well as biological determinants. Although biology, genetics, and individual behaviors play a role in these differences, many health outcomes are more substantially affected by social, economic, and environmental factors.

**Achieving health equity requires ongoing societal efforts to:**

- ▶ Address historical and contemporary injustices;
- ▶ Overcome economic, social, and other obstacles to health and health care; and
- ▶ Eliminate preventable **health disparities**

**HEALTH DISPARITIES** refer to preventable health gaps experienced by disadvantaged populations due to social or economic status, geography, or environment.

Various groups, including racial and ethnic minorities, 2SLGBTQIA+ individuals, and those with disabilities, face disparities. Some minority groups have higher rates of health conditions like diabetes and heart disease compared to White counterparts.

Collaborative efforts among organizations and policymakers based on a health equity framework can help prevent health disparities in communities.

# a little good news

## Nursing grad takes steps towards fulfilling her lifelong dream

BY RYAN DONATO | DALHOUSIE'S FACULTY OF HEALTH

Aneika Vassell's lifelong dream has been to work in healthcare. Originally from Jamaica, Vassell was inspired to enter the healthcare field by her elementary school nurse.

"From my primary school days, I have always admired my school nurse and how she cared for the students who visited her office. This admiration and love for the profession grew into my passion."

Vassell immigrated to Canada with her husband in 2017. Having previously earned an international diploma while in Jamaica, Vassell found work in the homecare sector and soon began looking for ways to advance in her career. Through her research, she discovered the School of Nursing at Dalhousie.

### A PASSION FOR DIVERSITY IN HEALTH CARE

Once accepted into the program, Vassell became passionate about diversity in healthcare and believes the diversity of healthcare professionals should mirror the diversity of our society.

She is a proud member of the Black Nurses Association of Nova Scotia (BNANS), an organization advocating for equitable health services for Black Nova Scotians. Vassell serves as the co-director of student engagement for the association.

During her studies, Vassell also participated as a panelist in a webinar titled Nursing While Black in Canada, hosted by the Pan Canadian Association for Nurses of African Descent, where she shared her journey as a Black undergraduate nursing student with peers from across Canada.

Vassell also developed a keen interest in dementia research stemming from her experience in elder care.

"Having cared for numerous elderly individuals living with dementia, I have witnessed the profound impact it has on both patients and their families. I aspire to contribute to future research aimed at further



developing interventions for the treatment or prevention of dementia, as well as improving care strategies and family support, ultimately enhancing the quality of life for those affected by the disease."

### FOREVER GRATEFUL

Vassell says she'll miss a lot about her time at Dal. Meeting and forming other relationships with other students, late night study sessions, and choosing areas of interest for clinical placements are just a few of her highlights.

Vassell also credits her professors as being instrumental in guiding her through the program.

"Nadine Ezzeddine, Damilola Iduye, Sheri Roach, Andrea Chircop, and Lisa Goldberg - these professors are amazing and I will forever be grateful to them for imparting their knowledge to me and also for looking out for me in different areas."

While sad to see her time at Dal come to an end, Vassell is excited about her future. She recently accepted a position with the Halifax Infirmary and hopes to continue her education in a few years while working towards becoming a Nurse Practitioner.



# PRIDE TODAY

## MORE THAN JUST RAINBOWS & PARADES

Pride is all about celebrating the 2SLGBTQIA+ community and advocating for their rights – and the medical field is no exception to this. In healthcare, there is a need to ensure that services are inclusive and respectful of individuals regardless of their gender identity or who they love.

Caring about Pride is more than just a seasonal acknowledgment – it's a vital extension of the core values that define the nursing profession: empathy, respect, and advocacy. These principles guide nurses in delivering superior patient care, fostering a supportive work environment for colleagues, and reinforcing the profession's steadfast commitment to social justice and health equity.

Many 2SLGBTQIA+ patients have reported experiencing discrimination in healthcare settings, with statistics showing high rates of slurs, microaggressions, and

sexual harassment, especially among individuals from racial and ethnic minorities.

It's not just 2SLGBTQIA+ patients who face challenges in the healthcare system; 2SLGBTQIA+ nurses who care for them also encounter difficulties.

We appreciate and acknowledge the invaluable contributions of our 2SLGBTQIA+ members to the people of Nova Scotia. It is important that 2SLGBTQIA+ nurses are respected and that the profession is considered a safe place for all. It is equally as important that nurses know the Union supports them.

Our 2SLGBTQIA+ friends, patients, and colleagues deserve more than just a token month of acknowledgment; they deserve continuous inclusivity and support. They deserve authentic advocacy and a commitment to establishing guidelines and policies that promote and protect their well-being.

## RESOURCES FOR 2SLGBTQIA+ NURSES, PATIENTS & ALLIES



pflag Canada, a national charitable organization, offers support to 2SLGBTQIA+ individuals and their families. They provide peer support, education, and advocacy to create a supportive environment for the evolving 2SLGBTQ+ community



Egale is a leading Canadian organization for 2SLGBTQIA+ individuals, promoting human rights, equality, and awareness through research and advocacy. Their vision aims for a world free from discrimination, allowing individuals to reach their full potential without bias



Proud, Prepared, and Protected is a collection of resources offered by Canadian Virtual Hospice to support inclusive care for 2SLGBTQIA+ individuals. Developed by 2SLGBTQIA+ individuals and over 40 organizations, these resources are beneficial for allies, health professionals and educators assisting anyone in the LGBTQ+ community going through hospice care



It Gets Better Canada is a Canadian charity supporting 2SLGBTQIA+ youth by empowering them through storytelling and community building. They collaborate with various organizations to develop resources, engage with youth online and offline, and connect them with local service providers for support

# what's nu. with members

To share what you or your Local is up to, send a photo and description to [communications@nsnu.ca](mailto:communications@nsnu.ca)

## NSNU's Trip to P.E.I.

While travelling to Prince Edward Island for Eastern Labour School this June, these NSNU Board members (Tracy d'Entremont, Glenda Sabine, and Anne Boutilier) made sure to stop by Nova Scotia's own Masstown Market for some cones and a stretch break.



## Orchard Court Gives Back

This past National Nursing Week, NSNU members at Orchard Court in Kentville were inspired to give back to their local community. They were able to donate a total of \$500 to three amazing causes.



Shannex Orchard Court  
Recreation Department



Kentville's  
Local Food Bank



Kentville's The RED Door

The Red Door provides confidential sexual health services, health education, and health promotion to individuals ages 13-30

## Interest-Based Bargaining

In late-June, NSNU President Janet Hazelton travelled to Calgary to speak at the Canadian Public Sector Pensions & Benefits Conference. Along with Anna Marenick of NSH, Janet spoke on the process of Interest-Based Bargaining for NS nurses.

They explained how this innovative approach led to a profound shift in dynamics, enabling union and employer representatives to collectively identify systemic issues and collaboratively craft solutions.



# BOOKED THIS SUMMER?

If you're not planning to watch the Olympics this summer and would prefer an interest read, check out the following suggestions from our NSNU book worms.

## **Unsure. Bearing Witness to Justice** | Natasha Poirer

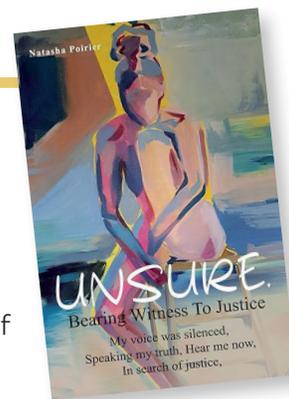
*Unsure* unfolds the captivating journey of Natasha Poirer, a seasoned nurse who defies the norms of conventional healthcare. Explore additional content that goes beyond the book, providing a deeper dive into the themes, issues, and innovations within the field of psychiatric care.

In the aftermath of a brutal attack that shattered her world while she was working at the hospital, Natasha experienced a moment of pure hell, leaving her unconscious and her life in disarray. What followed was a highly profiled case that captured the nation's attention, sparking community outcry, media interest,

and nationwide demonstrations organized by CFNU and other impactful organizations.

Unveil the riveting journey of a dedicated registered nurse, as she navigates the tumultuous terrain of psychiatric care.

Join her in witnessing the triumphs, facing the challenges, and embracing the Resilience that defines a career devoted to healing.



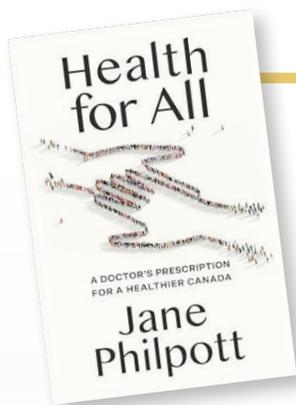
## **Health For All: A Doctor's Prescription for a Healthier Canada** | Jane Philpott

This Instant National Bestseller is from one of Canada's most respected and high-profile health professionals (and former federal Minister of Health). A timely, practical, ambitious, and deeply personal call for action on health that sets out the roadmap to our future well-being.

*All*, she sounds a clarion call for a radical disruption in a health care system that is broken—but not beyond repair. The vision is rooted in a deep-seated commitment to health equity.

This book is more than a prescription for better medical care. Philpott looks at the big picture of health for all. Through real-life stories, she examines the impact of the social determinants of health. Finally, she explains that none of this will happen without the political will to do the hard work of rebuilding a healthy society.

Jane Philpott has spent her life learning what makes people sick and what keeps people well. With *Health for*



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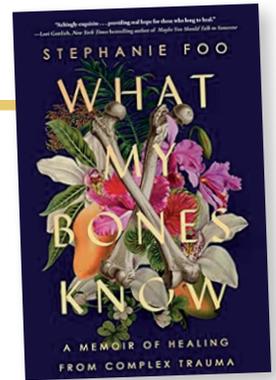
## What My Bones Know A Memoir of Healing from Complex Trauma | Stephanie Foo

By age thirty, Stephanie Foo was successful on paper: She had her dream job as an award-winning radio producer at *This American Life* and a loving boyfriend. But behind her office door, she was having panic attacks and sobbing at her desk every morning. After years of questioning what was wrong with herself, she was diagnosed with complex PTSD - a condition that occurs when trauma happens continuously, over the course of years.

In this deeply personal and thoroughly researched

account, Foo interviews scientists and psychologists and tries a variety of innovative therapies.

Powerful, enlightening, and hopeful, *What My Bones Know* is a brave narrative that reckons with the hold of the past over the present, the mind over the body - and examines one woman's ability to reclaim agency from her trauma.

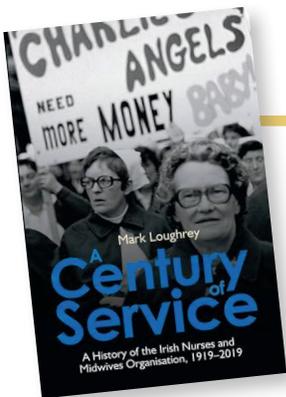


## A Century of Service: A History of the Irish Nurses and Midwives Organisation, 1919-2019 | Mark Loughrey

Irish expats and others will enjoy *A Century of Service*. In February 1919, 20 nurses and midwives meeting in Dublin to discuss their poor working conditions took a historic decision to establish a trade union—the first of its kind in the world.

This book examines the heady social and economic backdrop that gave birth to the INMO, putting names and faces to the founders and delving into the challenges they encountered. It details the Organisation's conservative middle years and its recent emergence as one of the most vocal protagonists for nurses, midwives, and patients in Ireland, while also exploring the vast and varied service that the INMO provides to its members.

The Irish Nurses and Midwives Organisation (INMO) now numbers 40,000 and is Ireland's largest nurse and midwife representative association.



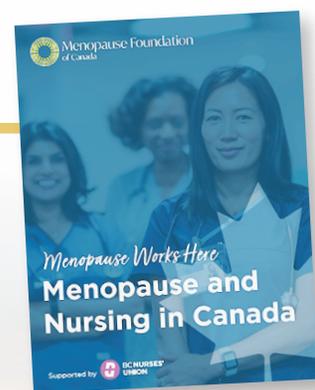
## Menopause Works Here - Menopause and Nursing in Canada Nurses report culture of stigma and silence and offer solutions

The Menopause Foundation of Canada and the BC Nurses' Union (BCNU) released a report on May 2024, unmasking the toll of menopause-related symptoms on nurses and the nursing profession in Canada.

It sheds light on the unique and unmet challenges for nurses managing menopause-related symptoms at work and the stigma surrounding menopause, the pressure to perform through challenging symptoms, the need to self-accommodate, and the voluntary measures nurses are taking to change or leave nursing roles.

The report identifies a workplace culture that encourages nurses to persist through physical, mental and emotional menopause-related symptoms. Shift work presents barriers to practicing habits that help alleviate symptoms.

To learn more and to read the report go to: [menopausefoundationcanada.ca/menopause-and-nursing-in-canada/](https://menopausefoundationcanada.ca/menopause-and-nursing-in-canada/)



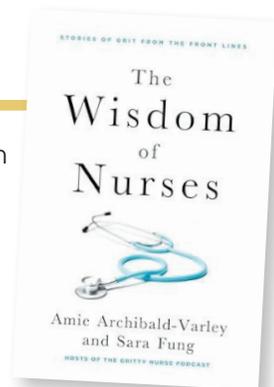
## The Wisdom of Nurses: Stories of Grit from the Frontline | Archibald-Varley & Sara Fung

That is the penultimate question posed to readers at the beginning of the debut book from U of T alumni and hosts of The Gritty Nurse Podcast. Their book is compelling in its ability to bring to the forefront a multi-faceted perspective on nursing by sharing heartfelt first-hand stories from nurses who are working in a variety of different roles, from street nurses to policy leaders, and nurse managers.

Archibald-Varley and Fung, have also included what they refer to as Ghost Stories throughout their book, providing

some light-hearted shifts in between heavier topics.

These spine-tingling accounts may leave readers wondering about what goes bump in the night at some GTA area hospitals, but their larger purpose was to pull back the veil on nursing and give readers an inside view into the profession.



## Death and Other Inconveniences | Leslie Crewe

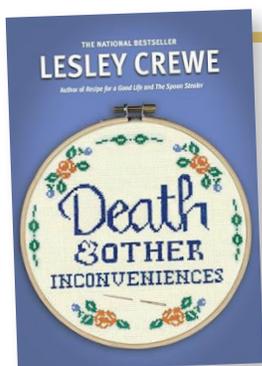
No summer would be complete without a Leslie Crewe novel tucked in your beach bag. This bestselling author's new novel explores widowhood, complicated family dynamics, and growing up at any age.

A widow at sixty-two is trying to dodge the tsunami of paperwork coming her way after the death of her husband, Dick, while dealing with a cast of family

characters that will make your head spin.

Margo, living alone for the very first time, is trying to endure everyone else's judgements about the woman she is when she doesn't even know herself. Maybe a cat will help. (The cat doesn't help.)

With humour and heart, Crewe walks readers through the incredibly disruptive domino effects of the death of one unremarkable man.



## The Ultimate Retirement Activity Book | Charlie Miller

Great for those easing into retirement and makes a perfect gift for a retiring nurse colleague! It's the ultimate choice for anyone about to embark on their well-deserved retirement journey; it's a gateway to endless entertainment, mental stimulation, and relaxation.

With over 100 pages of puzzles, quizzes, word games, jumbles, riddles, picture puzzles, and much, much more to keep you busy, this is an activity book designed especially with retirees in mind.



# UPDATE CONTACT INFORMATION

ENSURE YOU RECEIVE ALL IMPORTANT COMMUNICATIONS FROM THE NSNU

As part of our ongoing efforts to improve communication and ensure that all our members receive essential updates and information from the Nurses' Union, we kindly request that you update your contact information to include a personal email address rather than using your NSH or other work-related email accounts.

Using your personal email will help us significantly reduce the number of bounced emails and ensure that vital communications, such as updates on negotiations, important events, and union initiatives, reach you directly and reliably. We understand that you have busy schedules and want to make sure you stay informed without any interruptions caused by email delivery issues.

To update your contact information, or change any member information, the NSNU asks that you fill out the following form, which can be found by following the QR code or the link below:

[FORMS.OFFICE.COM/R/PAX34P4CMY](https://forms.office.com/R/PAX34P4CMY)

After submitting the form, please allow at least five business days for your information to be updated.



SCAN WITH YOUR  
DEVICE'S CAMERA

## GREAT DEALS JUST FOR MEMBERS

We are excited to remind you of our Members Only Discount List! As a valued NSNU member, you have access to **exclusive discounts** from a variety of local vendors and businesses.

Whether you're looking to refresh your walls with a fresh coat of paint this summer or sweat out your toxins with some hot yoga, there's something for everyone on the NSNU Discount List. Offers are added as they come in, so be sure to check back in periodically.

To take advantage of these discounts, simply visit the **Discount List** on the **Members Only** section of our website and browse the list of participating businesses.

We have discounts on everything from restaurants and entertainment to fitness and legal services.

**To benefit from these deals, it's important to keep your NSNU member card handy while you're out and about.** Some companies may offer additional discounts for healthcare workers that are not captured on our list. It's recommended that members inquire about discounts for nurses, as there may be some discounts available that the NSNU has not been made aware of yet.

If you come across a deal that we don't have captured on our list, please let us know so we can share with your fellow members.



# BRIGADOON VILLAGE

It takes a Village to give extraordinary kids a chance to be ordinary - and nurses are a foundational part of that.

This summer, NSNU has again proudly partnered with Brigadoon Village to provide funding for nurses who help care for kids attending Camp Lots-a-Wata, the week of July 7th, a camp for children and youth with kidney disease.

NSNU's support goes directly to ensuring Brigadoon Village is able to pay nurses honorariums while they are

supporting the campers.

These nurse-volunteers ensure campers receive care from appropriate, qualified professionals while enjoying a worry-free camp experience. NSNU helps make this possible by paying a small honorarium to these big-hearted nurses.

Brigadoon thanks both NSNU and our amazing members who volunteer at the camp. NSNU thanks our nurses who give their time to this great cause.

## Saying Goodbye BRENDA MARION MONTGOMERY

Brenda Montgomery (Allt) passed away peacefully at the age of 90 on May 17, 2024, surrounded by the comforting presence and love of her children.

A native of the UK, Brenda spent the first 21 years of her life there and obtained her State Registered Nurse certification from London Jewish Hospital and St. Mary's Hospital in Portsmouth. She immigrated to Halifax in 1956, and successfully wrote the exams that enabled her to practice as an RN in Canada.

For many years, Brenda attended the NSNU AGM as parliamentarian. She made sure our proceedings were constitutionally accurate, following meeting guidelines.

She had a passion for learning, earning a BScN from Mount St. Vincent University and in midlife, obtained an MHSA from Dalhousie University. Throughout her career, she received prestigious accolades such as The Progress Women of Excellence award for her contributions to education and research; the CRNNS Centennial Award of Distinction; and the Canadian Healthcare Association Award of Excellence for Distinguished Service. She also served as the President of RNANS and was appointed Vice Chair of the Board of Directors of the Health Research Foundation.



Brenda loved being a nurse and while she held a variety of positions – from bedside nurse to teaching and leadership roles – her heart was in providing direct-patient care.

Brenda is survived by her three children, eight grandchildren, and three great grandchildren.

The NSNU extends sincere condolences to Brenda's family and friends.



# WHAT'S YOUR SUMMER ESCAPE?

The Escape Page is a section of our website that is designed to provide our hardworking nurses with resources to decompress from their demanding work. To keep the content fresh and engaging, we update the page seasonally. This summer, we've added a variety of activities to keep you busy and beat the heat.

In addition to the regular Escape Page content, which includes mental health resources and year-round activities, we've added outdoor activities, events in Nova Scotia this summer and more. If you prefer to stay cool in the AC, you can take a virtual tour of scenic landscapes from the comfort of your home.

Our Escape Page also features the NSNU Photo Contests, which allow members to share their escapes, whether it's hiking, cooking, or cuddling with their furry friends. Here, you can check out past contest galleries and keep an eye out for upcoming contests.

## SUMMER PHOTO CONTEST

Nurses are very good multi-taskers, brimming with talent and imagination. And nurses are always on the go! That's why the **Summer Photo Contest 2024** promises to be another success!

We're asking NSNU members to once again share their pastimes - how you unwind and relax when you're off-the-clock. From BBQ-ing, paddling, gardening, biking, or relaxing with family and friends, there are many ways to escape.

The NSNU will give away a **\$500 gift prize** to

one lucky member. To enter the draw, send a photo of yourself engaged in your favourite pastime to [communications@nursesunion.ca](mailto:communications@nursesunion.ca). One entry per member, and you must appear in the photo. The winner will be selected in a random draw.

The entries will be posted at [nsnu.ca/SummerEscape2024](https://nsnu.ca/SummerEscape2024) by September 30th.

**Contest closes September 20th.**

# CELEBRATING LABOUR DAY Monday, September 2nd

Labour Day has been celebrated for more than 100 years to recognize the efforts of those who speak out on behalf of workers. The holiday holds a special significance for the Nova Scotia Nurses' Union, a proud member and supporter of the Canadian labour movement.

There will be many events taking place around the province to celebrate Labour Day. For our members who can attend, we encourage you to join the festivities - there really is something for the whole family. NSNU will post a full list of event dates and times by mid August at [nsnu.ca/LabourDay2024](https://nsnu.ca/LabourDay2024).

**The NSNU office in Burnside will be closed that day.**



# SOLIDARITY FUND

The Canadian Federation of Nurses Unions (CFNU) and its Member Organizations have a long tradition of support for international and Canadian organizations working for social and economic justice and for reconstruction and development.

When the CFNU launched its International Solidarity Fund over a decade ago, it joined other labour unions which mobilize resources to support initiatives that foster solidarity with the disadvantaged, whether those are disadvantaged by natural disasters or an unfair economic and social order. The CFNU International Solidarity Fund supports worker-to-worker exchanges, provides humanitarian assistance, and strengthens

## HUMANITARIAN ASSISTANCE

The CFNU funds organizations with expertise in disaster relief, health emergencies, and humanitarian crises like Oxfam Canada, the Red Cross, and Médecins Sans Frontières. Their support addresses various emergencies such as Ebola outbreaks, earthquakes and refugee crises.

## CAPACITY BUILDING

As part of its International Solidarity mandate, the CFNU also seeks to develop long-term partnerships with workers or unions in developing countries representing nurses or health care workers whose goals and objectives complement those of the CFNU and whose programs seek to increase health care and labour capacity in developing countries.

## WORKER EXCHANGES

The CFNU strives to provide nominal support for a selection of members every year who wish to engage in missions abroad that provide humanitarian assistance or capacity-building to a host community. We recognize our members' interest in participating in these short-term missions and the mutual value that arises from providing health services in a developing country.

Funding will be decided annually in the spring. Applications need to be submitted the year prior to travel, before the end of the calendar year.

**APPLY ONLINE:** [nursesunions.ca/international-solidarity-fund-worker-to-worker-exchange-application-form/](https://nursesunions.ca/international-solidarity-fund-worker-to-worker-exchange-application-form/)

# belairdirect. Scholarship Program 2024

The 2024 belairdirect Scholarship Program is now open, exclusively for affinity partners' members/employees.

**FYI:** you do NOT need to be a belairdirect customer to be eligible, simply provide proof of NSNU membership.

The 2024 belairdirect Scholarship Program is proud to offer 50 scholarship opportunities, valued at \$1,000 each, to eligible applicants.

To learn more about this exciting opportunity, visit [belairdirect.com/scholarship](https://belairdirect.com/scholarship).



**Deadline:** July 31, 2024

## COMING UP *In September*

- MEN IN NURSING
- NEW GRAD ON THE JOB!
- LABOUR DAY RECAP
- COUNCIL OF THE FEDERATION
- SUMMER PHOTO CONTEST

# Look no further for exclusive group savings



As a NSNU member, you can receive exclusive home and car insurance savings and enhanced coverages.



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