

what's nu?

JUNE 2025

Nova Scotia
Nurses
Union

A group of approximately 15 nurses are posing for a group photo on a boat or walkway. They are all wearing bright red ponchos that have "city cruises" and "Niagara" printed on them. They are smiling and looking towards the camera. In the background, the powerful water of Niagara Falls cascades over a rocky ledge, with a city skyline visible on the right side under a clear sky.

The Wonder of the Falls

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Doing good work far from home



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SOCIAL MEDIA + WEB

 Nova Scotia Nurses' Union


 [nsnu.bsky.social](https://twitter.com/nsnu.bsky.social)

 @NSNursesU

 NSNursesUnion

 nsnu.ca

MYNSNU APP

 Available in Apple App & Google Play stores OR nsnu.itacit.com

Land Acknowledgement

The NSNU sits on and operates in Mi'kma'ki, the traditional and unceded territories of the Mi'kmaq.

We reaffirm our commitment and responsibility to improve relationships between nations, to work towards healing and to improve our own understanding of local Indigenous Peoples and their cultures.

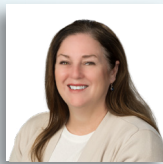
We honour and offer gratitude to those ancestors of African descent.

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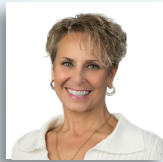
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Updating Info

To update contact information and union status, go to **nsnu.ca/MembersOnly** (login credentials required) and locate **Update Profile Info**. This includes changes of names, addresses, emails, phone numbers, place of employment, work status and designations.

New members to the NSNU will continue to complete an online form located at **nsnu.ca/education/orientation**.

Locals are encouraged to remind new grads and new members to complete the form so they will receive notices, promotions and other information.

Union Dues

If you work at more than one facility represented by NSNU 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.

The provincial portion of NSNU union dues 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.

For more information, contact B.L. Moran at or **bl.moran@nsnu.ca**.

President's Notebook

Celebrating Nurses

Janet Hazelton
BScN RN, MPA, ICD.D



Individuals and groups attend conventions for a variety of reasons, often with a focus on professional development, networking, and gaining new knowledge. Conventions offer opportunities to learn from experts, connect with peers and potential collaborators, and be heard. Beyond professional benefits, conventions can also provide a sense of community, personal growth, and a chance to step outside of the routine.

The Canadian Federation of Nurses Unions 2025 Biennial Convention took place in Niagara Falls the first week of June. It was attended by nurses from one end of the country to the other, including 60 from NSNU. It welcomed international guests, expert panelists, skilled facilitators and instructors (authorities in their specialties) and staff from various CFNU member organizations, all of whom made the five-day event the huge success that it was.

Attendees took part in some social and networking events, spaces to meet and interact with others in the same field, fostering a sense of community and shared experience. They participated in workshops and training sessions offering opportunities to acquire new skills or refine existing ones. They listened to motivational messages, and they learned.

Conventions and conferences provide exposure to new ideas, reinforce tried and true concepts, and present perspectives that can reignite passion and enthusiasm for one's work or profession. Conventions offer a chance to connect with like-minded individuals who share similar interests, particularly nursing conventions. I know first-hand from my own experiences starting as early as the 1990s.

But don't take my word for it; these statements represent the standard commentary you'll find on the internet when you google the word "convention".

More importantly, the statements are accurate.

The NSNU was pleased to sponsor ten members to attend the CFNU biennium, and very pleased that numerous NSNU Locals recognize and appreciate the value of these gatherings, investing in their members' participation. This too is a universal theme supported by the fact that 1200 nurses signed up to attend this rewarding experience.

There are those who think conventions and conferences are mini vacations, an opportunity to visit a new place, stay in a hotel and eat out every night. There may be an element of truth to that, who doesn't like a break from cooking and making your own bed. But that's only a part of what motivates people to engage. At the CFNU biennial the focus is nursing, and how we collectively protect the profession, our patients and ourselves in these challenging times. That agenda demands commitment, interest and passion from those taking part.

In the sporting world, those who sign up for the team just for "Trips and Tracksuits" are missing out. That's a common opinion and catchphrase from athletes who are more deeply committed to competing than to acquiring swag.

Celebrating nurses at gatherings like the one held in Niagara Falls is a union perk. We danced and cheered, and we certainly found time to laugh and appreciate each other's company.

However, if you ask anyone who made the journey to Ontario what they valued most about being there, they'll say the takeaway was more than a hoodie and a lanyard decorated in commemorative lapel pins. They'll tell you the comradery, education, inspiration and strengthened commitment to the labour movement and nursing are what made it memorable and meaningful.



All In!

CFNU Biennial Convention

2025

The CFNU 22nd Biennial Convention united close to 1,200 of Canada's unionized nurses, bringing solidarity and new insights into the challenges nurses face across the country.

Set against the stunning backdrop of Niagara Falls, Ontario, this four-day event placed nurses just steps away from spectacular views and carnival-like attractions.

The "All In" rallying cry reflected a resolute commitment to the nursing profession and our communities. From safe nurse-patient ratios to defending public health care to walking along the path of reconciliation together, nurses' voices were heard.

The event kicked off with a healthy walk prior to registration. Close to 60 members of the NSNU attended the event.



Healthy Walk

Opening Reception

From acrobatics to advocacy, the night was a vibrant reminder of the power of unity – and the unstoppable force that is Canada's nurses, who are 'All In' for health care.

The evening started with a captivating performance from Cirque Revolutions, whose high-flying acrobatics reflected a night dedicated to celebrating the strength, unity and resilience of Canada's nurses. The celebration continued with a powerful cultural tribute from the Red Sky Indigenous Dancers.

Erin Ariss, president of the Ontario Nurses' Association, brought greetings from the host province. Momentum continued to build with remarks from Canadian Labour Congress President Bea Bruske, who brought a strong message of solidarity and support from workers across the country. She affirmed the CLC's support as nurses



Red Sky Indigenous Dancer

continue to lobby and advocate for public health care and worker protections.

Dr. Leigh Chapman, Canada's Chief Nursing Officer, highlighted the importance of national collaboration: "This is more than a gathering. We've come together to learn and plan. We're building national momentum that we'll carry back into our provinces, our unions and our workplaces."

Indigenous Peoples' Safety and Inclusion

On June 3rd, the CFNU apologized to First Nations, Inuit and Métis Peoples for the harms Indigenous Peoples have faced historically and currently face in health care.

Linda Silas, CFNU President explained, "We have been silent on the racism and harm Indigenous people have experienced in our health care system, and the ways they continue to. This silence is complicity, and we must break it. Acknowledging this truth with humility and a willingness to learn more lays the foundation for a path towards meaningful reconciliation."

The day's events opened with a traditional sunrise ceremony and fire, led by Indigenous Elder and Knowledge Keeper Valarie King, to start the day in a good way.

With the understanding of how important knowledge is to a meaningful apology, members attended an Indigenous health panel exploring the themes of CFNU's new report, *Beyond Equity: Taking Action to Address Indigenous-Specific Racism in Nursing*, authored by Dr. Lisa Bourque Bearskin.

President Silas began the apology and was then joined by the CFNU's National Executive Board (NEB) who committed to doing better. The Board each read a part of CFNU's apology, highlighting colonization and health care, the withholding of care, the realities of Indian hospitals,

forced sterilizations and the recognition that racism continues to threaten Indigenous patient safety.

With solemn reflection and renewed purpose, delegates unanimously adopted a resolution acknowledging our profession's responsibility for truth, reconciliation, and dismantling racism against Indigenous Peoples in health care.



Janet Hazelton, NEB Indigenous Apology

When the resolution passed with a standing vote, the hall turned toward healing.



To learn more about the CFNU's path to an apology, download the full report: nurse-unions.ca/wp-content/uploads/2025/05/CFNU_Taking-Action-Report_2025_EN.pdf

Time to Say NO!

"It's time to grow our movement," declared CFNU President Linda Silas. It's time to say NO!

"Now, we're going to say 'no'. No to employers who don't condemn violence, no to unsafe staffing, to being silenced, dismissed or ignored. One small word with enormous power – no apologies, no explanations."

Changing the culture and changing the story of nursing in Canada starts with empowering nurses to stand up for themselves and for their profession. Silas spoke about the bold and fierce generations of nurses who have brought the nursing profession to where it is today, and created the path that nurses today continue to forge.

Canada's Nursing Leaders are All In

The CFNU National Executive Board presented to a packed room, each union president from across the country sharing hard truths, emotional stories and bold ideas about how to move health care forward.

Throughout the discussion, leaders returned to these themes: staffing, safety and the growing threat of privatization.

When the conversation turned to burnout and workplace violence, the tone grew even more urgent. Janet Hazelton, NSNU President described a troubling shift in how nurses are treated.



NEB Panel

"Post-COVID, we have a form of McDonald's health care system," she said. "If people don't get the care they demand ASAP, they take it out on the nurses."

But it wasn't all about today's challenges. Leaders also looked to the future. Opeyemi Kehinde, representing the Canadian Nursing Students' Association, reminded everyone that the next generation is also struggling.

Bread and Roses

On Day 4 of the convention ended on a note of pride and celebration as the CFNU honoured four of Canada's nursing activists with the prestigious Bread & Roses Awards for 2024 and 2025.

Awards were presented to Tania Dick, Indigenous Nursing Lead at the University of British Columbia; Doug Anderson, Senior Advisor to the President and Board of Directors for the Ontario Nurses' Association; Maria Richard, 1st Vice-President of the New Brunswick Nurses Union (NBNU); and Paula Doucet, NBNU President.



Paula Doucet, NBNU President

The CFNU Bread & Roses Awards are given yearly for outstanding contributions to health care policy and decision-making, and for raising public awareness of nursing issues and patient advocacy.

NSNU president, Janet Hazelton was a recipient of this award in 2015.

The Finale - Elbows Up for Public Health Care!

Canada's nurses staged a public demonstration in Niagara Falls to bring attention to the urgent need to fight creeping privatization in our health care systems.

Set against a background of music, flags, dancing and unbridled enthusiasm, Linda Silas, President of the Canadian Federation of Nurses Unions.

"Privatization is no solution to the pressures facing our health care system," says Silas. "Nurses have concrete solutions to fix workplaces, improve access to care, protect patient safety and address the nursing shortage that has been left to grow unabated for far too long."

Various speakers and performers echoed Linda's words of encouragement, offering solidarity and unwavering support.



Elbows Up for Public Health Care!



CFNU Biennial Workshops

Convention delegates, all 1200 of them, took part in two of ten workshops offered on June 3rd and 4th. The workshops included a wide range of topics and instruction tailored for nurses confronting demanding issues and evolving professional dynamics.

The subject matter included:

- » **PSYCHOLOGICAL AND EMOTIONAL WELLNESS FOR CARING AND HELPING PROFESSIONS**
- » **RETIREMENT ADVICE AND PREPARATION**
- » **NURSE-PATIENT RATIOS**
- » **DISPUTE RESOLUTION THROUGH THE ART OF YOGA**
- » **FOSTERING DIVERSITY AND EQUITY IN HEALTHCARE**
- » **EXAMINING THE SOCIAL DETERMINANTS OF HEALTH THROUGH EXPERIENTIAL LEARNING**
- » **CLIMATE CHANGE AND HEALTH (IMPLICATIONS FOR NURSING AND HEALTH CARE)**
- » **MESSAGING IN A POLITICAL WORLD**
- » **EMOTIONAL INTELLIGENCE FOR HEALTH CARE**
- » **UNDERSTANDING THE MIGRANT EXPERIENCE FROM A HEALTHCARE PERSPECTIVE**

NSNU's Justin Hiltz, Researcher/Government Relations and Chad O'Brien, Education and Technology Officer were instrumental in the preparation, planning and execution of key components of the education schedule.

Thank you to all NSNU members who took part in the workshops and for sharing the knowledge you obtained with your Locals.



Province Strikes Engagement Table to Address Gender-Based Violence

On June 10, 2025 the government announced it is taking further action to prevent gender-based violence across Nova Scotia and better support those affected with the establishment of an engagement table led by Attorney General and Justice Minister Becky Druhan.

The table, which will have up to 25 members, will include representatives of front-line service providers and community organizations, survivors, family members and academic experts.

At the CFNU 2025 Biennial Convention, resolution #1 addressed gender-based violence, calling on the Canadian Federation of Nurses Unions to develop a campaign for member organizations with a primary focus on increasing awareness of gender-based violence. That resolution was passed and can be found in its entirety at:



nursesunions.ca/wp-content/uploads/2025/05/CFNU-Resolutions-EN.pdf

A call for applications to join the Nova Scotia engagement table, which will also include people from equity-deserving communities, will soon be issued. The group will meet at least every three months.

The engagement table will be supported by the Minister responsible for the Advisory Council on the Status of Women as well as the ministers of Opportunities and Social Development, Health and Wellness, Addictions and Mental Health, Education and Early Childhood Development, L'nú Affairs and African Nova Scotian Affairs.

In September 2024, the government declared intimate partner violence an epidemic in Nova Scotia.

Domestic Violence Resources:



women.novascotia.ca/domestic-violence-resource-centre



A Historical Perspective Canadian Indigenous Nurses Association

The official formation of the Canadian Indigenous Nurses Association (C.I.N.A.) was in 1975 as Registered Nurses, Indian and Inuit Association of Canada. In 1974 the groundwork was started for the actual formation of the association by several nurses who shared a common vision founded in their unique perspective as Indigenous caregivers to Indigenous people.

The initial task facing two proponents of the organization, nurses Jocelyn Bruyere and Jean Goodwill (pictured), were to identify and contact other nurses of Indigenous ancestry. This proved to be a major undertaking since at the time there was no existing registry to help locate nurses according to their ancestry. However, through word of mouth and a lot of networking, a preliminary list of Indigenous nurses was developed.

Almost a year later, 41 of these nurses came together in Montreal to discuss their common role in addressing the many health problems affecting Indigenous People. Their commonalities in education and training, cultural background and concern for the health of their people resulted in a common vision and goal. The formation of what was then to be called the Registered Nurses of Canadian Indian Ancestry.

The association's founders initially came together to pool their skills, education and cultural heritages to ultimately improve what they witnessed firsthand as Indigenous nurses - the appalling overall health conditions faced by their own people.

They soon discovered that if their association was to survive and grow and successfully achieve the objectives that first brought them together, they would also have to become familiar with the culture of politics and bureaucracy, they would have to learn the subtleties of funding criteria and to develop new skills in the arts of diplomacy and persuasion.

To learn more about their goals and their victories, go to indigenousnurses.ca.



Movement Makers ***CFNU Nurses Unions*** ***Leaders' Forum***

On June 1st, the NSNU Board of Directors joined other CFNU member organization Boards in Niagara-on-the-Lake for a full-day forum and leadership education.

NSNU's 11-member Board and Executive Director, Chris Albrecht were in attendance for the Movement Makers session.

CFNU's first ever Leaders' Summit was a moment in time where nursing leaders got to define the future of nursing in Canada. Nurses are Movement Makers, and nurses are at the ready.

Over 125 nursing union leaders met in the picturesque town to raise their collective voices and build nursing power, a prelude to the CFNU 2025 Biennial Convention in Niagara Falls. Discussions included retention strategies, the state of nursing in Canada, identifying strengths and weaknesses, and establishing future priorities.



Read the Nurse Staffing
Policy Brief
Time to Act!



https://bit.ly/CHOPR_Policy_Briefs



ICN CONGRESS 2025

The International Council of Nurses (ICN) welcomed delegates to the 2025 ICN Congress to Helsinki, Finland, June 9-13, 2025. This international gathering of close to 6000 nurses explored the theme: Nursing Power to Change the World!

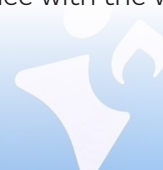
Following in the footsteps of the ICN Congress in Montreal in 2023, the Helsinki Congress provided opportunities for nurses to build relationships and to disseminate nursing knowledge and leadership across specialties, cultures and countries. Delegates heard and learned from expert speakers, governmental leaders, and influential trailblazers.

Organized in collaboration with the Finnish Nurses Association (FNA), it was ICN's 30th Congress. It also marked 100 years since the Finnish Nurses Association was founded and the ICN Congress was last held in Finland! The FNA was the proud co-host of the event once again, and welcomed nurses to the land of the Midnight Sun.

Twenty representatives from five CFNU member organizations attended and celebrated the power of nursing.

Tarya Morel from BCNU presented a nurse staffing policy brief addressing nurse-patient ratios. At past ICN conventions, Janet Hazelton has presented on various nursing and labour-related topics, sharing a piece of the Nova Scotia nursing experience with the world.

Helsinki 2025
ICN Congress
9-13
JUNE
NURSING POWER
to Change the World



Expressions of Interest to Attend the 53rd NSFL Biennial Convention

The Nova Scotia Federation of Labour will convene for their 53rd Convention at the Westin Nova Scotian in Halifax, on **Sunday, October 26th to Tuesday, October 28, 2025**. The event will welcome guest speakers, lively debating on resolutions and other issues, and the election of the executive council who will lead the Federation for the next 2 years.

The Nova Scotia Nurses' Union funds eight Local presidents (or co-presidents) and two members-at-large to attend the event which offers workshops, networking, and informative labour discussions. NSNU will cover salary replacement and expenses for sponsored attendees. The deadline to submit "expression of interest" to attend the upcoming NSFL Convention is end-of-business-day **Thursday, August 21st**. The draw will take place **Friday, August 22nd**. Only the winners will be notified.

If your Local would like to send a representative to the event, please submit your Local's name so that your president or co-president may be entered in the draw. Eight Locals will be drawn at random from submissions received. Please ensure that your representative (president or co-president) can be granted time off work to attend before submitting your expression of interest.

Those interested in attending the NSFL Convention as a member-at-large delegate can also submit their name for the second draw. This draw is open to all members.



To enter the draws go to **nsnu.ca/NSFLDraws2025**.



To learn more about the event go to **nslabour.ca**.

New President at the helm of CUPE NS



Alan Linkletter is the newly elected president of CUPE NS. The Cumberland County lab assistant is no stranger to the issues and priorities of that union. Before this win, he was the Vice President of CUPE NS.

The NSNU congratulates Alan on his new role and looks forward to working with him in the future.

BARGAINING TO BATTLEGROUND

CROSS-COUNTRY COUNTERPART CHECK-UP

PRINCE EDWARD ISLAND

The PEI Nurses' Union (PEINU) is preparing for the next round of bargaining as their current agreement with Health PEI, signed in June 2023 and retroactive to April 2021, expired on March 31, 2025. As they approach the table, PEINU is emphasizing the need to reinvest the millions spent on for-profit agency nurses into the public system to improve nurse retention, scheduling systems, mentorship and respect for nursing expertise. One of the

Union's top concerns is the growing role of nurse practitioners, who are taking on increased responsibilities without equivalent pay or recognition. Through the Joint Consultation Working Group, PEINU has also made headway in modernizing job classifications and titles for RNs, which is an important step toward equity and transparency across the profession.

NEW BRUNSWICK

The New Brunswick Nurses Union (NBNU) continues to deal with mixed bargaining outcomes after their most recent negotiations. While Nurse Managers and Supervisors narrowly ratified a tentative agreement in September 2024 that included a 12.5% wage increase over four years,

the larger group of Part III nurses (which includes RNs and LPNs) rejected their tentative deal. The rejection has forced NBNU back to the table, where the Union is now consulting with members to understand their concerns and re-strategize for a better offer.

NEWFOUNDLAND & LABRADOR

The Registered Nurses' Union Newfoundland and Labrador (RNUNL) is halfway through a collective agreement that runs from 2022 to 2026, ratified in July 2023. The agreement aimed to combat long-standing staffing shortages through a restructured salary grid, 2% annual wage increases, and significant financial incentives such as a \$2,000 signing bonus and an additional \$5,000 annually for full-time permanent nurses.

Despite these gains, RNUNL is facing a persistent crisis in workplace safety. Nurses in the province report injuries every second day on average, prompting the Union to call for the creation of a Health Sector Safety Council. RNUNL is also advocating for a reduction in the use of private agency nurses. Recently, RNUNL affiliated with the Newfoundland and Labrador Federation of Labour, gaining formal representation and a stronger collective voice.

ONTARIO

The Ontario Nurses' Association (ONA) is awaiting the results of binding arbitration for its over 60,000 hospital-sector members, following hearings that concluded in April. The decision is expected by July 2025. Central to ONA's push are calls for enforceable RN-to-patient ratios, improved job security, and wage increases. These priorities were highlighted in recent province-wide rallies and were focused on during National Nursing Week where ONA criticized the Ontario government's chronic underfunding of public healthcare.

Meanwhile, ONA achieved a significant win in the long-term care sector with an 11.5% wage increase over two years, until June 2026. ONA is now collecting input to prepare for the next round of long-term care negotiations.

In April, ONA held a rally for the home-care sector, where nurses face some of the most precarious working conditions, calling for fair wages and better supports. Contract negotiations in that sector are set to begin soon.



MANITOBA

The Manitoba Nurses Union (MNU) is in the second year of a four-year agreement that runs until March 31, 2028, ratified in May 2024. The Union has shifted its focus to member engagement and public education.

In addition, MNU has announced that provincial union dues will increase as of January 2025 to 1.1% of top LPN wages, in order to fund advocacy, legal support, training, communication efforts and strike preparedness.

SASKATCHEWAN

The Saskatchewan Union of Nurses (SUN) is currently negotiating with the Saskatchewan Health Authority and the Saskatchewan Association of Health Organizations. Sessions held in late May, resuming in mid-June 2025, have focused on wide-ranging structural issues, including multi-facility positions, scheduling, vacancy management, technological change and organizational restructuring.

SUN is also advocating for better support for community nursing roles, opposing the centralization of services that has led to burnout and staffing gaps. Earlier this year, SUN publicly criticized the provincial budget, arguing it failed to adequately address recruitment and retention challenges.

ALBERTA

The United Nurses of Alberta (UNA) members voted overwhelmingly - 95.74% in favour - to accept the new deal in April 2025. The agreement makes Alberta nurses the highest paid in the country, with wage increases totalling around 20% over the contract term, alongside enhanced premium pay and improved benefits.

This marks the end of a tense bargaining process that included the rejection of a mediator's recommendation in late 2024. The strong ratification result signals member satisfaction after a difficult round of negotiations.

BRITISH COLUMBIA

Nurses represented by the BC Nurses' Union (BCNU) are preparing for a new round of collective bargaining, as their current agreement expired on March 31, 2025. The Union has undergone one of its most extensive preparations to date, involving member surveys, regional and equity-focused bargaining conferences, and town halls to determine priorities. Bargaining priorities include enforceable staffing ratios, improved workplace safety, mental

health supports, equity, and competitive compensation.

On May 28, over 500 BCNU members rallied under the familiar slogan "Violence. Not Part of the Job," spotlighting the sharp rise in physical and psychological injuries suffered by nurses - issues the union is determined to see addressed at the bargaining table.

NOVA SCOTIA

NSNU's acute care and other sector contracts are set to expire October 31 of this year. In September, NSNU members will vote to select representatives for the acute care Provincial Negotiating Committee.

A bargaining survey will be circulated asking members to list their priorities and share their opinions on collective bargaining and contract language. Members are

encouraged to complete the survey.

A bargaining conference welcoming representatives from Locals across the province will take place in late fall. Details on these initiatives will be shared in the coming months as preparations get underway. The NSNU bargains within the Nova Scotia Council of Nursing Unions, including NSGEU, CUPE and Unifor.

Métis nursing grad shares journey to success

CIERRA BETTENS | APTN NEWS | JUNE 9, 2025

In nursing school, Deanna Garand learned to monitor a patient's vital signs and provide compassionate care. She also learned how to sew a ribbon skirt and connect with her roots.

After countless hours spent in libraries and clinical rotations across Winnipeg, the 32-year-old graduated on Thursday wearing her skirt, sash and Red River Métis pride. But university wasn't always in the cards. For nearly 15 years, Garand led a successful career as a freelance makeup artist and manager.

Then, the COVID-19 pandemic happened.

"I lost my job, I didn't think that it was going to be something I could do anymore," she said. "I thought, well, if ever I was going to go to school, this would be the time.

That day, which turned out to be the fall registration deadline, Garand took a leap of faith. She quickly assembled her paperwork and submitted her application. Not long after, the university connected her to the Mahkwa omushki kiim: Pathway to Indigenous Nursing Education (PINE) unit.

NURTURING INDIGENOUS NURSES

Every year, the PINE unit supports hundreds of Indigenous students on their journey from pre-nursing to graduation.

For Garand, who grew up disconnected from her Métis roots, the program helped her grow academically and culturally.

"It was just great to have all-around support and have access to Elders. They really helped me reconnect, because that was something that was important to me when I started my university journey," she said. "It was really, really helpful, and gave me a place to feel like I belonged here."

AN UNBREAKABLE BOND

Through PINE, Garand met Olivia Molyneaux, who is Anishinaabe from Henvey Inlet in Ontario.

A mother of two, Molyneaux also entered the program as a mature student.



OLIVIA MOLYNEAUX
& DEANNA GARAND

"From the second we met, we just have not stopped hanging out since," Molyneaux said on their graduation day. "We kind of got each other through the program, we were with each other all the way through PINE."

From the cafeteria line to the grad cap queue, the duo have been inseparable from the beginning. Soon, they'll kickstart their nursing careers together at an Indigenous-led community health centre.

"We need more Indigenous people in those places that are making decisions and more Indigenous people that are working directly frontline," Garand said. "There is a community of Indigenous people here at the university that are so unbelievably supportive and they really want to see that you make it through to the end."

FREE PIZZA...

AND OTHER BENEFITS OF UNION ACTIVISM

Janet Hazelton, NSNU president, has stated she was on maternity leave when she received a Local meeting notice promising free pizza and an opportunity to meet up with the girls from work. As a mom of two kids under the age of three, a night out sounded enticing. She went to that meeting, enjoyed a slice or two of pepperoni and cheese, and never looked back.

As unions face unyielding pressure, activism within the labour movement has never been more imperative. Unions face challenges and threats from right-leaning governments and organizations, economic restructuring that weakens the bargaining power of unions, and a decline in public perception of unions' relevance.

Pressures include outsourcing of work or the privatizing of healthcare programs, including nursing and other healthcare services which can lead to job losses for union members and a decline in union density. As interest in union activities wanes, so does the labour movement's ability effectively voice member concerns around safe standards and working conditions, appropriate wages and benefits, time off, fair employer practices and a laundry list of other essentials.

Some suggest members trust in the union's ability to speak on their behalf but there are a host of reasons why engagement is falling off. Busy schedules, a lack of interest, and/or a lack of understanding of the union's purpose and importance are factors in the decline.

Finding a path to unionism and support for Local engagement:

1. PRESENT CLEAR OBJECTIVES AND TIME COMMITMENTS

The NSNU Table Office's Manual offers tips on how to run an effective meeting. Be sure to set your agenda, get down to business, and allow time to socialize. People will know exactly what's expected of each party. Build in an element of networking fun and socializing!

2. REACH OUT TO PAST ACTIVISTS

The ability to commit to volunteerism changes as our lives and priorities change. Locals should consider reaching out to coworkers who were once involved in the union. Nurses who were once leaders or active participants should feel welcome to step back into union roles. Value their experience and input.

3. LEVERAGE SOCIAL MEDIA

Your social network can be a goldmine for potential engagement! Share updates about what your Local is doing. Reading, commenting or liking social posts are also forms of activism. When you're in the know you're making a difference.

4. BUILD A LIST

The key to recruiting and retaining can be enhanced by building a list of names and contact information. Know who has stopped by and how to reach them when the next meeting rolls around. It's about building lists and relationships.

5. DON'T OVER COMMIT

Be honest with yourself and meeting organizers about your level of commitment and ability to participate. The same goes for Local Executives. Don't over commit. Keep expectations in check.

6. MAKE YOUR PARTICIPATION OPPORTUNITIES FLEXIBLE

If you offer flexible meeting platforms, you could increase your attendance. Zoom, in person, or call in! Communication comes in lots of shapes and sizes.

7. DON'T UNDERESTIMATE THE POWER OF A FREE MEAL... OR COFFEE!

Free food is an unmatched motivator, especially for busy people. If volunteers get free pizza while they tackle union business, all the better. You might be surprised by how many people will find the time to show up.

Nova Scotia travel nurse program starts slowly

MICHAEL GORMAN | CBC NEWS NOVA SCOTIA | MAY 27, 2025 | EXCERPTS

Nova Scotia's internal travel nurse program is off to a slow start, but officials say that's by design.

The program, promised by the Progressive Conservatives in the last provincial election and long called for by the Nova Scotia Nurses' Union, launched earlier this spring.

Although the goal is to have 30 registered nurses participate in the yearlong pilot that right now is based at the Aberdeen Hospital emergency department in New Glasgow, so far eight people have been hired and either started working or will join the team in the coming months.

Jennifer MacDougall, a director with Nova Scotia Health whose responsibilities include nursing engagement strategies, said some of the people who applied did not have the necessary background to meet the hiring criteria. Other applicants were interested in casual work, but right now the posts are for permanent full-time work.

Because the pilot is focused on emergency departments, applicants must have three years of work experience and the training required to work in emergency medicine.

Internal candidates cannot apply if being hired would mean leaving their previous unit short-staffed.

The purpose of the program is to try to reduce the province's reliance on nurses from private agencies and create another work option that could be attractive to some nurses who would prefer not to be tied to a single site.

Like most provinces, Nova Scotia spends millions of dollars a year on agency nurses to buttress a system that struggles with staffing shortages.

Along with the cost, there can be other complications. Because agency nurses make a much higher hourly rate than the staff nurses they work alongside, it can create morale issues. There are also instances where the travel

nurses do not have the necessary background to fit seamlessly into the unit where they are working.

Sandra Mullen, president of the Nova Scotia Government and General Employees Union, said that isn't an issue with members of the internal travel team because they're Nova Scotia Health employees who have passed a screening before being deployed and are already familiar with the system.

Nurses on the internal travel team are paid an additional \$6 an hour above their base hourly rate or an additional 15 per cent, whichever is higher. Although that's less than an agency nurse, internal team members have access to benefits and a pension because they're employees of the health authority, something not afforded to private agency nurses.

Along with the pay premium, accommodations are covered while the nurses are working in New Glasgow and, if their drive to get there from their home is more than 75 kilometres, they're paid for travel.

MacDougall said right now most nurses are choosing to do four shifts and then take five days off.

Nova Scotia Nurses' Union president Janet Hazelton said the work flexibility, along with the higher pay, will be attractive for some people, but she believes the biggest draw will be the ability to get more time off.

Rather than the traditional 75-hour pay period, Hazelton said members of the travel team could do 90 hours or more. The extra hours are banked so they are able to have more time when they're not working without having to dip into vacation time.

As the pilot progresses, Hazelton said a key aspect will be finding the balance between ensuring nurses are getting enough hours to get the extra time off they want and ensuring no one is working to the point it becomes unsafe.

"So I think the scheduling is going to be the issue that's either going to make or break this."

NSNU Vice-President Nurse Practitioners 2025-2027



When the polls closed at 4:00 pm, June 25 **Duana d'Entremont** was determined the winner of the VP Nurse Practitioners election for the position on the NSNU Board of Directors.

Duana is employed by the Aberdeen Hospital in New Glasgow. Her biography can be found at nsnu.ca/VPNPsBios.

At the 2025 Annual General Meeting of the Nova Scotia Nurses' Union a resolution was put forward recommending the inclusion of a nurse practitioner representative on the Board of Directors of the NSNU. That resolution can be found online at nsnu.ca/MembersOnly – AGM 2025.

The call for nominations for the position of VP of Nurse Practitioners was circulated on May 30th.

Seven members in good standing put their names forward as nominees. The NSNU wishes to thank those who stood as candidates and those who participated in the vote.

Congratulations to Duana. Welcome to the Board of Directors.

Thank you to all the candidates,

Lenora Brace	NaDeana Norris
Rebecca Butler	Emily Ranaweera
Robert Burrows	Jennifer Spencer
Duana d'Entremont	

Saying Goodbye to an X

After much consideration, the Nova Scotia Nurses' Union has decided to leave a once trusted social media channel. After close to 13 years on the platform, NSNU is bidding farewell to X.

For the past two years, NSNU has closely monitored the popular networking site due to the unchecked spread of harmful content and the platform's indiscriminate direction. Users have witnessed the proliferation of misinformation and increasing levels of racism, propaganda, toxicity, and a broad spectrum of hate speech. Unfortunately, the former Twitter community is now rife with negativity, bots, trolls and, some might say, a lack of relevance.

NSNU acknowledges that Facebook, Instagram, YouTube and other outlets where we will continue to share content are less than perfect. Those sites still contend with security issues, false and misleading information, and bullying and harassment, which will warrant surveillance.

In place of X, NSNU will test-drive **Bluesky**, an alternative microblogging social media service. This open-source tool offers users more control over their online experiences and a more constructive, less chaotic social media environment. You can find us at: nsnu.bsky.social.



X icons will remain on some NSNU frameworks and publications until further notice. We ask for your patience as we refocus and rebrand.



RECIPE FOR A *good summer*

Wholesome, refreshing and best served with sunshine and salt air

Ingredients

- » A healthy dash of me-time (whenever and wherever you can find it)
- » 2 spontaneous road trips along the coast
- » A handful of no-alarm-clock mornings
- » 1 well-worn, supportive pair of sandals
- » A dash of laughter with friends or family
- » 4 servings of lazy beach days (substitute with lake dips as needed)
- » 1 playlist of your favourite summer songs
- » A sprinkle of rain to help the garden flourish
- » A handful of new memories made outdoors

Optional Additions: a hammock, a good book and market-fresh strawberries

Directions

Start by finding personal time where you can - even a few hours will do! Stir in rest and recovery first (you've earned it)

Fold in time spent near the water - whether it's the ocean, a lake, or a backyard pool. Add sunscreen liberally.

Mix in activities that bring you joy: gardening, hiking, patios or simply doing nothing at all.

Sprinkle generously with quality time - check in with a colleague, spend time with loved ones or just enjoy your own company.

Let simmer under the sun, and serve with pride - you've made it through another demanding season of care.

Pro Tip: Make space for vitamin D, relaxation and the people and places that bring you joy!



@CollectiveHarts

For NSNU members looking to share more than their exceptional nursing skills, here's an outlet to consider. @collectiveharts is a collective of healthcare artists (many of them nurses) fostering resilience through self-expression.

This Canadian Instagram account has attracted scores of creative healthcare professionals to the site where they can share their profiles and their extracurricular talents and creative passions.

From musicians, visual artists, standup comedians, to poets, Collective H'arts offers a sampling of personalities and healthcare professionals.

Check it out on Instagram.



Booked this Summer?

If you're hoping to curl up in your favourite reading corner with a book or two this summer, and a cup of hot or iced tea, check out the following suggestions from our NSNU book worms.

Ally is a Verb - A Guide to Reconciliation with Indigenous Peoples

By Rose LeMay

What can you do to be a better ally for your Indigenous colleagues, community members, and friends? By actively listening to the history and current lived experiences of Indigenous peoples, you can take steps to address the inequities they continue to face.

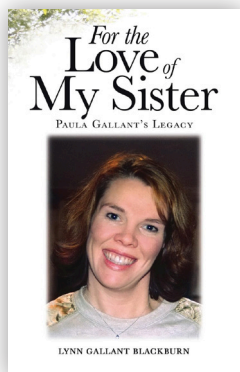
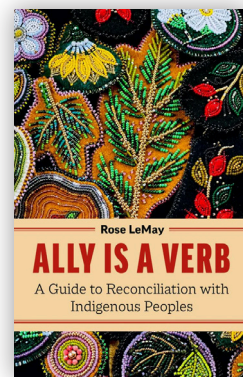
Author **Rose LeMay** notes that if you continually educate yourself, you will see many opportunities to be an ally.

You will learn:

- » why reconciliation is mostly the responsibility of non-Indigenous people

- » approaches to intervene when you see racism happening
- » better ways to respond to emotions that come up when doing the work of an ally
- » how to be an active team player for equity and inclusion

LeMay describes key principles to promote reconciliation, deepen your practice of allyship, and contribute to meaningful change.



For the Love of My Sister - Paula Gallant's Legacy

By Lynn Gallant Blackburn

Nineteen years ago, elementary teacher Paula Gallant was found murdered. It was two days after Christmas. Her family found her body in the trunk of her car, parked at the school where she taught Grade 3. The discovery shocked all of Halifax.

Despite her family's suspicions, it took RCMP four and a half years to arrest Gallant's husband, who admitted to strangling her in an

argument over a gambling debt.

In her new book **For the Love of My Sister**, Paula Gallant's oldest sister **Lynn** recalls in poignant and vivid detail the weeks and months leading up to and after her sister's murder. She also writes about the decades-long battle for politicians and police to heed advocates' calls to address a province-wide epidemic of gender-based violence.

Every Little Thing, How Small Acts of Kindness Make a Big Impact

By Janice Landry

Author **Janice Landry** was diagnosed with Lyme disease during the summer of 2023. Following her recovery, Landry realized that a small thing, a tiny tick, has had a big impact on her life. The author has deliberately

woven the theme of small versus big throughout **Every Little Thing** via heartwarming stories of acts of kindness and connection, including a nurse's story. Landry proves in the end that the little things really are the big things.



Golf Fore Cancer

NSNU's Janet Hazelton participated in a women's scramble "Golf Fore Cancer" Charity Golf Tournament on Jun 24, 2025, at the Antigonish Golf & Country Club in Antigonish.

One of the hottest days on record in Nova Scotia, but still keeping it cool on the course.



Sporting the NS Tartan

NSNU's Vice-President LPNs, Alaine Halliday snapped this pic of pup Bruno, sporting his Nova Scotian tartan, as she prepped to head out for the Biennial Convention in Niagara Falls! He would have fit right in with our members.

It's hard to leave our furry friends for a whole week, but worth it to participate in such an action-packed and meaningful convention!

Nurses Rock!

Baby Theo knows that Nurses Rock! Her grandmother, Donna Gillis is proud to represent the Nova Scotia Nurses' Union as 1st Vice-President on the Board of Directors! Shout out to the Manitoba Nurses Union for their baby swag!





CUPE Convention

Danny Cavanagh, president of the Nova Scotia Federation of Labour, was flanked by labour leaders including CLC NS rep, Mat Whynot, NSNU's Janet Hazelton, Hugh Gillis of NSGEU, outgoing CUPE NS president, Nan McFadgen, and the CLC's Atlantic Director Danielle Sampson at the CUPE Nova Scotia 2025 convention in late May.

NSFL OH&S Committee

On June 18, the Nova Scotia Federation of Labour's Occupational Health and Safety Committee held a meeting. Included in the committee are NSFL President, Danny Cavanagh (centre) and NSNU's VP Community Care, Kim Williams (right).

The NSFL advocates for the rights and safety of workers, collaborating with employers, unions and government bodies to improve workplace health and safety standards.



My Future Self

Abbey Dean, recent Glace Bay High School graduate, aspiring nurse and daughter of NSNU member Amanda Figuary is off to Cape Breton University this fall, following in her mom's footsteps. As the school year wound down, students were asked to envision their future self - Abbey sees herself joining the ranks of the best profession of all - nursing.

Her proud mom already has her decked out in NSNU gear, including the popular red lanyard and black and white themed uniform. We look forward to having Abbey join the nursing community and wish her the best in her studies.



IWK Shop Steward Training

A dozen members of the NSNU IWK Local took part in shop steward training at the Nurses' Union office in Dartmouth on June 19th.

Shop steward training equips union members with the knowledge and skills to effectively represent their colleagues and enforce the collective agreement within the workplace. Training typically covers topics like the grievance process, contract interpretation, communication skills, and understanding union rights and responsibilities.

Led by NSNU Education and IT Officer, Chad O'Brien, the workshop offered a wide array of topics rounding out the full-day learning experience.

The trainees heard from Chris Albrecht, NSNU Executive Director about Pay Plan Transition. Janet Hazelton, NSNU President stopped by to discuss several issues including the recent dues increase structure, collective bargaining preparations, and nurse-patient ratios.

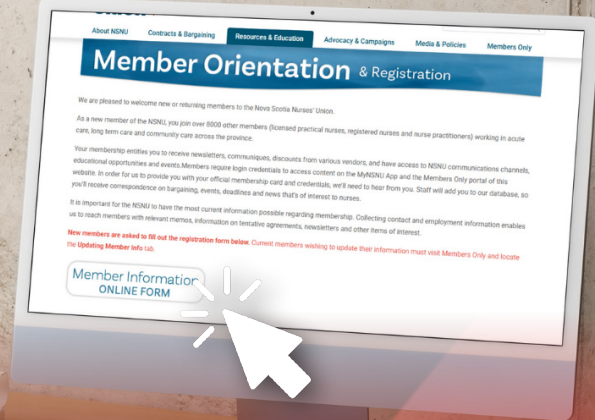
NSNU Occupation Health and Safety Advisor, Heather Matthews also made an appearance, providing insight on a nurse's right and to know, right to participate and the right refuse work. She emphasized the importance of reporting incidents using NSNU's new safety@nsnu.ca system and how to elevate those concerns to NSNU if the employer is not responsive.

Heather sought out content for consideration at upcoming IWK OH&S Lunch and Learns - content that will resonate with nurses at that site.



Heather Matthews
Occupational Health & Safety Advisor

Chad O'Brien
Education & Technology Officer



Is Your Local Using Outdated Forms?

The NSNU is no longer accepting paper or scanned versions of member information forms.

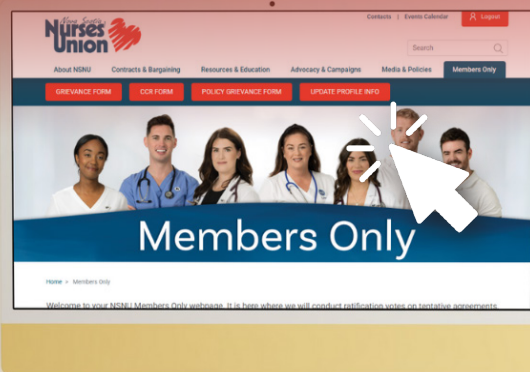
These forms may still be circulating within your facility, however the processes have transitioned to a digital format.

For new member forms, please visit nsnu.ca/education/orientation.

Existing members wishing to update their information should log into the **Member's Only** portal and navigate to **"update profile info."**

These digital forms are seamlessly integrated with our database, ensuring a smoother and more efficient update process.

Thank you for your cooperation in helping us maintain up-to-date records!



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 the capacity of workers to advance the right to health.

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/

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car and home insurance

It pays to be a member!

**Nova Scotia Nurses' Union
members can receive exclusive
home and car insurance savings
and enhanced coverages.**



Return undeliverable Canadian copies to:
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150 Garland Avenue, Dartmouth, NS B3B 0A7

