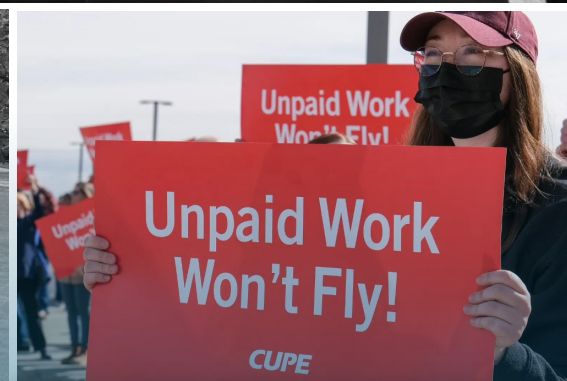
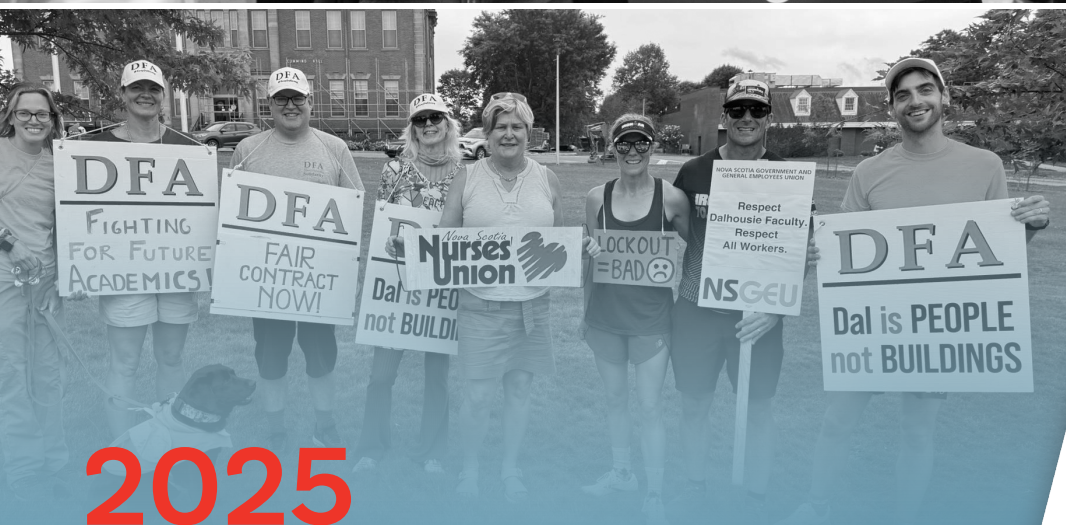


what's nu?

SEPTEMBER 2025

Nova Scotia
Nurses
Union



2025

A Tough Year for
Labour Unions

Highlights

Bargaining News

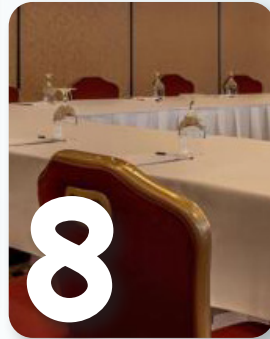
Worker Legislation

Summer Pride

COURAGE TO LEAD • CONFIDENCE TO CHALLENGE • COMMITMENT TO CARE



HIGHLIGHTS



PRESIDENT'S NOTEBOOK

A Tough Year for Labour Unions

FEATURES

- 7** Today's Nurse
CFNU Report September 2025
- 8** Bargaining Conference
November 18th
- 9** ONA Condemns Arbitration
Hospital Arbitration Decision
- 11** New Security Director
Brings advanced hospital safety to NSH
- 12** Nurses on TV
Pivotal Nursing Roles
- 17** NSFL Convention
Draw Winners



CONNECT



150 GARLAND AVE.
DARTMOUTH, N.S.



PHONE
1.800 / 902.469.1474



FAX
1.902.466.6935



EMAIL
NSNU.OFFICE@NSNU.CA
COMMUNICATIONS@NSNU.CA



WEBSITE
NSNU.CA



MYNSNU APP
AVAILABLE IN APPLE APP
& GOOGLE PLAY STORES
OR AT NSNU.ITACIT.COM

FOLLOW



FACEBOOK
[NOVA SCOTIA NURSES' UNION](https://www.facebook.com/NOVASCOTIANURSESUNION)



BLUESKY
[NSNU.BSKY.SOCIAL](https://bsky.app/profile/NSNU.BSKY.SOCIAL)



INSTAGRAM
[NSNURSESU](https://www.instagram.com/NSNURSESU)



YOUTUBE
[NSNURSESUNION](https://www.youtube.com/NSNURSESUNION)

BOARD OF DIRECTORS



JANET HAZELTON
PRESIDENT
janet.hazelton@nsnu.ca



TRACY D'ENTREMONT
WESTERN VP
tracy.d'entremont@nsnu.ca



DONNA GILLIS
1ST VICE-PRESIDENT
donna.gillis@nsnu.ca



ELAINE HALLIDAY
VP LPNs
elaine.halliday@nsnu.ca



JAMIE STEWART
VP FINANCE
jamie.stewart@nsnu.ca



DUANA D'ENTREMONT
VP NPs
duana.d'entremont@nsnu.ca



LAURIE FORREST
EASTERN VP
laurie.forrest@nsnu.ca



GLENDA SABINE
VP LONG TERM CARE
glenda.sabine@nsnu.ca



ANNE BOUTILIER
CENTRAL VP
anne.boutilier@nsnu.ca



KIM WILLIAMS
VP COMMUNITY CARE
kim.williams@nsnu.ca



DENISE ELMS
NORTHERN VP
denise.elms@nsnu.ca



NATALIE NYMARK
IWK VP
natalie.nymark@nsnu.ca

MEMBER PROFILES

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.

President's Notebook

A Tough Year for Labour Unions

As all but one (CBS) of NSNU's collective agreements approach their expiration date, I find myself reflecting on the difficulties that lead up to those protracted talks and the eventual 2023 ratification of the agreements.

These contracts expired October 31, 2020. In large part, COVID 19 prevented bargaining teams from meeting face-to-face, delaying negotiations but also shining a megawatt spotlight on the difficulties and risks of nursing. And while the nursing profession is an undeniably valuable workforce, breaking current hardline patterns, averting employer pushback, and containing employee reaction may prove challenging.

The CBC recently reported, "2025 has been a tough year for Canadian unions due to factors like high inflation and cost-of-living increases, a surge in labour disruptions, government intervention in strikes, declining union membership over the long term, and growing pressure on workers to pay for economic hardship."

From late 2024 and well into 2025, Canada Post employees were on and off the picket lines. Many CUPW employees have experienced a tumultuous year, and uncertain employment status. On September 18, 2025, Canada Post announced it would present new offers to CUPW in response to the union's August offers, with plans to return to the table. In contrast, CUPW's bargaining team agreed to defer negotiations with Canada Post until 2026, seeking a retroactive wage increase for its members in the interim.

This past summer, Air Canada flight attendants grounded flights while making a strong case for improved wages. The Air Canada Component of CUPE issued a 72-hour strike notice to Air Canada after the airline refused to recognize that flight attendants should be paid for all their time on the job, not just their time in the air. Air Canada responded by issuing a 72-hour lockout. CUPE defied the federal government's back-to-work order, saying it would risk jail time and fines.



Janet Hazelton
BScN RN, MPA, ICD.D



Statistically, there's been more labour unrest in Canada since the pandemic. Statistics Canada also reports that in 2023, the most recent year statistics are publicly available, the number of days not worked because of labour disputes jumped to 6.6 million – the highest level since 1986.

The rise in government intervention and unfair employer tactics is also disconcerting. Back to work orders, replacement employees, imposed contracts, and mandated binding arbitration to settle disputes are becoming all too common.

In Nova Scotia, workers have faced tough times at some of this province's high-profile institutions – Healthcare Support Workers, Dalhousie University, Canada Post, Air Canada – just to name a few. Talks have stalled at St. Mary's University, while Doctors NS, the NSTU and others are readying for the bargaining table.

South of our border, things continue to go from bad to worse. Recent years have shown a significant rise in nursing strikes, with more and more nurses calling on their unions to fight for better pay and safer working conditions for both patients and staff.

NSNU members recently elected representatives to their respective provincial negotiating committees – acute care, long term care and community care. These individuals will be your voice and your conviction at those tables. They know the struggles and obstacles you face, and they're prepared to fight the good fight on your behalf.

The big picture appears bleak but rest assured that there are hundreds of years of nursing experience and labour "know how" on your PNCs. Our determination and commitment to the cause will undoubtedly serve you well as we prepare for the November 18th bargaining conference and subsequent negotiations.

Janet Hazelton
BScN RN, MPA, ICD.D





COUNCIL OF THE FEDERATION

Nurses unions launch message to premiers: *No Shortcuts to Patient Care*

In July, Canada's nurses union leaders met with premiers to discuss nursing as a safety-critical workforce at the Council of the Federation (CoF) meetings in Huntsville, Ontario.

The Council of the Federation is a multilateral congress composed of the premiers of each of Canada's 13 provinces and territories, which meets at least twice annually. Its main function is to promote interprovincial-territorial cooperation and collaborate on shared governmental priorities.

"Nursing is the largest safety-critical workforce in Canada, yet nurses are not being provided with the working conditions necessary to protect patient safety. Pilots and truck drivers already have protections around consecutive hours of work – surely patients are the most precious cargo of all," said Linda Silas, president of the Canadian Federation of Nurses Unions (CFNU).

"Minimum staffing mandates and safe hours of work are about managing risk. In health care, this means managing risks to patient safety. We need to see staffing decisions based on safety, not bottom lines."

The CFNU is calling on provincial and territorial governments to work collaboratively with the federal government, unions and health employers to implement measures that would support patient safety across the country. Evidence-backed solutions put forth by the CFNU include:

- » Minimum nurse-patient ratios to address unsustainable workloads and improve patient care
- » Mandated safe hours of work to protect the health of nurses and the quality of care they can deliver
- » A pan-Canadian approach to workforce planning data to ensure access to our public health care system is strong for generations to come

"When two in three nurses report that their workplaces are regularly overcapacity, we know health care planning has gone wrong, we know that near-miss errors are a danger to patients. We cannot continue to accept unsafe health care working conditions as the norm, especially when there are known concrete evidence-backed solutions that would turn the tide on this crisis and improve our public health care system for both workers and patients," says Silas.

Silas was joined by provincial nursing union leaders, including Janet Hazelton, at CFNU's health care policy panel on July 22nd.

Nova Scotia is one of only two provinces with collective agreement language on nurse-patient ratios.

NUPGE SEC-TREASURER JASON MACLEAN, JANET HAZELTON, PREMIER TIM HOUSTON



COUNCIL OF THE FEDERATION RALLY

JANET HAZELTON, NSGEU PRESIDENT SANDRA MULLEN, NSGEU 1ST VP HUGH GILLIS

TODAY'S NURSE

What contemporary Canadian nurses need to stay in the workforce for the longevity of their career

A new report released in late August from the Canadian Federation of Nurses Unions (CFNU) outlines the importance of protecting, engaging and respecting the current and future nursing workforce to improve retention and make nursing in Canada sustainable for the future.

CFNU president Linda Silas emphasized that we are in a new era of challenges for the nursing profession, and that the safety of nurses is paramount in addressing these challenges.

"Nurses have shared, in detail, the reality of their working lives. It is time to act," said Silas. "We need them to feel safe, respected and fulfilled, so that they choose to stay in the profession until they are ready to retire."

Today's Nurse: What contemporary Canadian nurses need to stay in the workforce for the longevity of their career, includes detailed recommendations guided by three key principles: protect nurses, engage nurses and respect nurses.

Across nine provinces, CFNU conducted 22 focus groups to acquire some of their findings. The sessions were guided by one broad question: "What do you need to stay in the nursing workforce, in Canada, until you wish to retire?"

In CFNU's 2025 member survey, nurses pointed to enforced minimum nurse-patient ratios as the top influence that would keep them in their jobs. This solution would address nurse and patient safety while ensuring nurses have the time and support needed to give patients the best quality of care.

"We must urgently re-evaluate and invest in the needs of today's nurses to ensure nursing is a job of choice in our communities and there are enough nurses to meet population needs," said Silas. "This means listening to nurses and making the changes they care about and that will help keep them in the profession."

DOWNLOAD
THE REPORT



Standing Committees of the NSNU

The Nurses' Union is very happy to announce the names of the successful candidates for positions on the NSNU Standing Committees of the Union. The term of appointment for members-at-large chosen via blind selection to sit on the Standing Committees is the same as the Board of Directors – two years.

Thank you to all who put their names forward. **The NSNU Standing Committees are:**

AGM Nominations and Operations Committee

Brooke MacKinnon, St. Martha's Regional Hospital
Lisa Creed, Aberdeen Hospital

Alternate – Yolanda Baker, Aberdeen Hospital

Constitution & Resolution Committee

Sarah Lace, Valley Regional
Adeline Hersey, Digby General

Alternate – Santina Weatherby, Aberdeen

Finance Committee

Kelly Glabais-Cummings, Inverness Consolidated
Brenda Mingo, Colchester Regional

Alternate – Natasha Denney, Colchester Regional

Education Committee

Laura Homans, Eastern Shore Memorial
Jacob Daley, CBRH

Alternate – Audra McNeil, Dykeland Lodge

NSNU BARGAINING CONFERENCE

As of October 31st, all but one of NSNU collective agreements will expire. In preparation for talks with your acute care, long term care and community care employers, the NSNU will host a Bargaining Conference on **Tuesday, November 18th** at the Inn on Prince in Truro.

Local representatives from all sectors are welcome to attend. Every Local is entitled to be represented by at least one delegate. *“Each Chartered Local shall be entitled to elect or appoint one (1) voting delegate per one hundred (100) members or portion thereof, all of whom shall be members of the Chartered Local.”*

Locals are encouraged to follow the AGM delegates election process – Article 8.03 of the Constitution to determine eligible attendees. A Table Officer or designate must register for their Local participants. PNC members and Alternates must register themselves.

Registration opened on September 26th and will close on October 17th. The link to registration was sent to Table Officers on September 26th via an e-memo. Each registrant will receive an email confirmation upon completion of the registration process.

Members are also encouraged to participate in surveys. If you have questions pertaining to bargaining, please contact nsnubargaining@nsnu.ca.

NOVEMBER 18

Provincial Negotiating Committees of the NSNU

Elections for NSNU’s Provincial Negotiating Committees began on September 8th and concluded on September 24th.

We thank those who put their names forward for PNC positions, those who cast their ballots, and congratulate both the successful candidates and alternates. We greatly appreciate the time and effort you are committing to this process. Please note that the acclaimed representatives do not have alternates because they were unchallenged.

Acute Care

Central Zone: Shawna McFarlane
Central Alternate: Jennifer Rossetti

Northern Zone: Jackie Pratt
Northern Alternate: Vicki Royles

Western Zone: Sarah Lace
Western Alternate: Tammie Dunn

Eastern Zone: Laura Lee Sharpe
Eastern Alternate: David Fox

Nurse Practitioner: Duana d’Entremont
NP Alternate: Lenora Brace

Licensed Practical Nurses: Alaine Halliday
LPN Alternate: Jennifer MacLeod

Early Career Nurses: Anthony Bernas
Early Career Nurse Alternate: Haileigh MacLeod

Small Rural Hospital: Tiah Skutnik
Small Rural Hospital Alternate: Charmaine Boudreau

IWK: Alanna Ferguson
IWK Alternate: Geoff Bennett

Long Term Care

Central Zone: Audra McNeil
Northern Zone: EJ Murray-Clark
Northern Alternate: Jennifer Rose
Western Zone: Sandi Power
Western Alternate: Shelley Pyne
Eastern Zone: Michelle Swan

Community Care

Central Zone: Tammy Jones
Northern Zone: Tammy Dupuis
Western Zone: Tracy d’Entremont
Western Alternate: Mandy Wagner
Eastern Zone: Michelle Luker



**ONTARIO NURSES'
ASSOCIATION**

Ontario Nurses' Association condemn hospital arbitration

In early September, the Ontario Nurses' Association (ONA) condemned an arbitration decision setting the terms of a new two-year contract between the Ontario Hospital Association (OHA) and more than 60,000 hospital-sector members calling it a betrayal of nurses, of working women, and the right to meaningful collective bargaining.

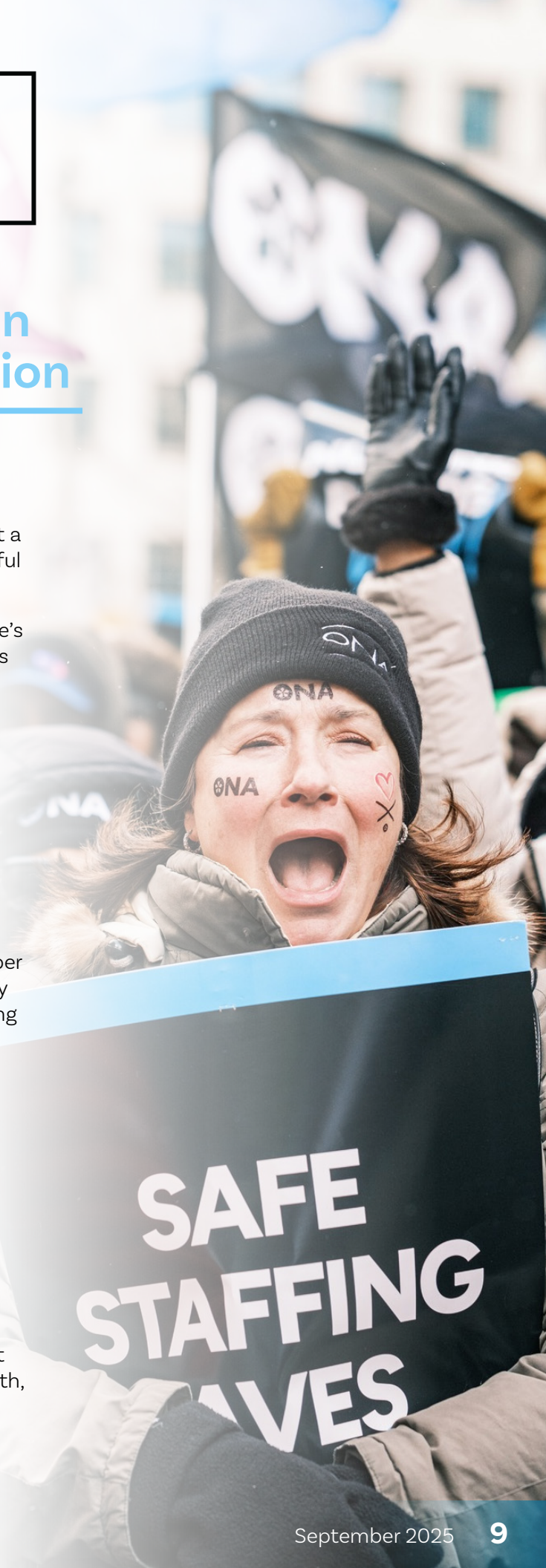
ONA Provincial President Erin Ariss, RN, said arbitrator Sheri Price's decision "sets a new low in the history of bargaining for Ontario's nurses. Price's failure to deliver safe staffing ratios sends a clear message to Ontario nurses that we do not deserve the same safety in numbers that other front-line workers in dangerous professions – like police and firefighters – are afforded. It tells a workforce that is overwhelmingly women that the unchecked and brutal violence we face every day is acceptable, and our safety is not important."

The arbitration decision pushes wages for Ontario hospital nurses further behind, issuing three and 2.25 per cent in 2025 and 2026; it rejects basic job protection, giving employers free reign to pursue mass layoffs in a province with the lowest number of registered nurses per capita; and it ignores nurses' top priority detailed in their arbitration submission for minimum safe staffing levels to protect them from rampant violence and allow faster and better care.

The new contract is retroactive to April 1, 2025 and expires March 31, 2027.

A record number of ONA members organized in their workplaces and communities in the months leading up to the decision in support of their bargaining demands. ONA members will be closely reviewing the decision, carefully considering next steps.

ONA is the union representing over 68,000 registered nurses and health-care professionals, as well as 18,000 nursing student affiliates, providing care in hospitals, long-term care, public health, the community, clinics, and industry.



NEW WORKPLACE HARASSMENT REGULATIONS

All workplaces in Nova Scotia now have a policy to prevent and respond to physical and psychological harassment. The new Harassment in the Workplace Regulations under the *Stronger Workplaces for Nova Scotia Act* took effect September 1.

“These new rules will help employers take clear, proactive steps to prevent and address harassment, support their teams and build stronger, safer workplaces for everyone,” said Nolan Young, Minister of Labour, Skills and Immigration.

According to Workers’ Compensation Board Nova Scotia, 194 psychological workplace injuries were reported in 2024, up from 150 three years ago.

Employers must commit to confidentiality and non-retaliation, and train staff on the policy, which must be reviewed at least every three years. The new regulations also compel employers to have a written harassment prevention policy that includes:

- expectations
- how to report concerns
- how complaints will be investigated.

Under the regulations harassment is defined as bullying, intimidation, threats and unwanted behaviour that causes harm.

NSNU president, Janet Hazelton said, “It was rewarding for me to work with the WCB (Workers’ Compensation Board) review committee that recommended this change to help make our workplaces more respectful and psychologically safer for workers. Psychological safety is as important as physical safety,”

To learn more go to:
preventworkplaceharassment.ca

Duty to Cooperate

In the fall of 2024, the provincial government introduced the *Stronger Workplaces for Nova Scotia Act* – a legislative amendment that empowers the Workers’ Compensation Board through *Duty to Cooperate* to support workers and employers on a safe and timely return to work.

This new legislation, which took effect July 15, 2025, requires employers and injured workers to actively work together to ensure a safe and timely return to work. This collaborative effort promotes communication, planning, and the use of modified duties and accommodations.

Employers are expected to offer meaningful accommodations, while workers are expected to participate in return-to-work plans. It’s a shared responsibility that brings workers, employers, and WCB together to support safe and timely return to work. It means staying connected, being honest about what’s needed, following through on what’s been agreed to, and holding each party accountable in a way that supports progress.

Workers who do not follow Duty to Cooperate requirements may face reduction or termination of benefits.

Employers who do not follow the requirements may face penalties including the full cost of compensation.

For details go to:
wcb.ns.ca/DutytoCooperate

Nova Scotia Health's New Director of Security

Dean Stienburg began a policing career with Halifax Regional Police in 1989. His specialty in use of force and experience as a team lead sergeant on the emergency response team (commonly referred to as a SWAT team) gives him a deep understanding of security dynamics.

As he transitions to his new role with Nova Scotia Health as the Director of Security, Dean and his team are evaluating each site to tailor enhanced security measures based on facility size, traffic flow, and specific risks, allocating the \$7 million from the Safety Innovation Fund established in the 2023 acute care nursing collective agreement.

Dean's goal for security at Nova Scotia Health includes ensuring better integration, so security personnel are seen as essential partners in patient care, particularly with high-risk patients and visitors. He wants security officers to have a better understanding of clinical contexts to provide more timely and appropriate support.

Plans to leverage advanced technologies, like AI weapons scanning, staff communication devices (Vocera), and streamlined security processes with an overarching goal of ensuring a safer environment for both staff and patients, are ongoing.

The AI scanning pilot at Colchester East Hants Health Centre's emergency department in Truro showed promising results over a two-week period. This technology, designed to differentiate between harmless items and potential threats, greatly reduced the need for secondary searches, from 80 to 50 per cent. During the pilot, 7,400 people passed through the AI system, with only one person expressing dissatisfaction.

Vocera, a staff communications tool, is being piloted at the QEII Health Sciences Centre's emergency department and has received positive feedback. The system allows teams to quickly alert each other to any critical incidents, resulting in a faster response when help is needed.



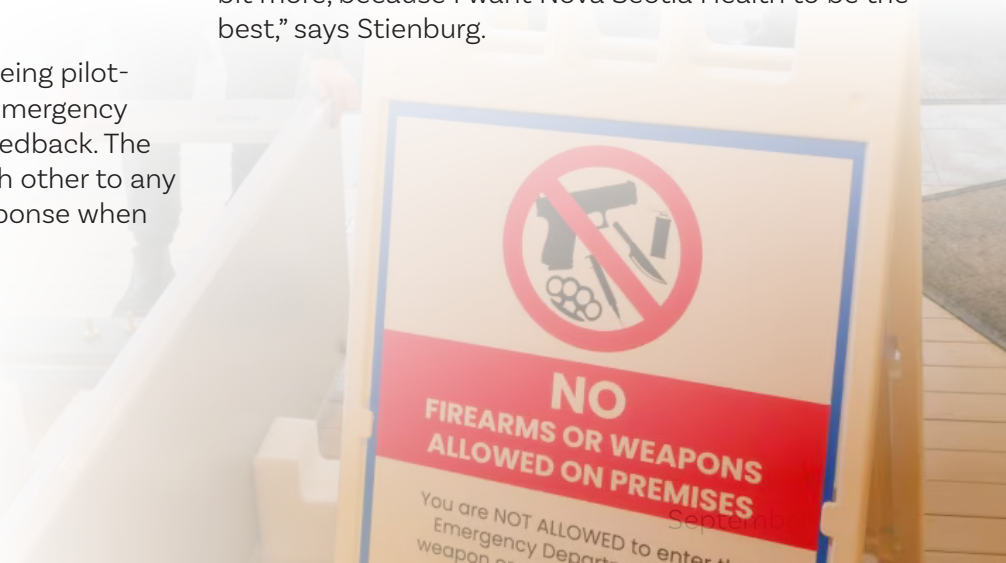
DEAN STEINBURG
DIRECTOR OF SECURITY AT NSH

A culture shift, where violence in hospitals is no longer accepted or overlooked, is also necessary. He encourages staff to take a stand against unacceptable behaviour by reporting it immediately, which may include pressing criminal charges when necessary.

With more than 33 years of policing experience, Dean is bringing a transformative approach to healthcare security that promises to set new standards at Nova Scotia Health.

"I'm already looking across the country at what other jurisdictions are doing to enhance safety in hospitals, but I want to replicate what they're doing plus a little bit more, because I want Nova Scotia Health to be the best," says Stienburg.

Source: Nova Scotia Health



PIVOTAL NURSING ROLES

Portrayal of Nurses on Television

Whether it's crime, romance or family conflict, people have always been drawn to dramatic television shows. Medical dramas are especially captivating as they combine high-stakes action with deeply human stories, allowing the audience to connect with the emotional journey of the healthcare staff, patients and their families. These shows offer a behind-the-scenes look at a world most people only encounter as patients.

Like all genres, medical shows don't always get it right. They trade accuracy for theatrics, exaggerating procedures, timelines and outcomes to heighten drama. Surgeries may be completed in minutes, emergencies resolve perfectly, and ethical dilemmas often have neat, cinematic conclusions.

Amongst the many shows that fill our TV guides and subscription libraries, some have stood out to nurses and healthcare professionals for their commitment to accuracy.

Real nurses have praised *The Pitt* for its believable emergency department atmosphere: the overwhelming patient volume, the long waits, the chaos, staff burn-out, administrative pressure and emotional tolls. It is appreciated for showing what nurses actually do, the weight they carry emotionally and the effects of short staffing and burnout.



THE PITT NURSE, PRINCESS

THE PITT NURSE, PERLAH

THE PITT CHARGE NURSE, DANA

The role of ED Charge Nurse Dana (Katherine LaNasa) is often highlighted. Her character feels authentic and takes seriously the invisible work of nursing: keeping things together, advocating, being a bridge between doctors, administrators and patients.

After winning the 2025 Emmy Award for Supporting Actress in a Drama Series, LaNasa thanked "all the nurses that inspired Dana." She gave special thanks to the the Los Angeles General Medical Centre ED nurses that she shadowed to prepare for her role.

The show doesn't shy away from the realities that nurses and healthcare staff are facing. Dana experiences violence at the hands of a patient, irate after waiting hours in the ER waiting room. The lasting impacts of the COVID-19 pandemic are highlighted. A mass casualty incident impacts all.

Unfortunately, some shows just don't stand up to the realistic healthcare portrayal of *The Pitt*. *Pulse*, a Netflix original, is widely considered a poor representation of nursing, with both nurses and critics pointing out a lack of medical accuracy, unrealistic portrayals of hospital life and a limited focus on nurses compared to doctors. Despite being set in a Level 1 trauma center, nurses are scarcely featured. When they do appear, their roles are often peripheral, lacking depth and authenticity.

By portraying realities to the audience, medical dramas like *The Pitt* foster understanding, spark conversations about healthcare and honour the dedication of those on the frontlines

In contrast, when shows misrepresent healthcare workers – especially nurses – they create a skewed picture of who delivers care. Inaccurate portrayals can undervalue the complexity of the work and reinforce harmful stereotypes. Too often, media reduces nurses to background characters, neglecting their expertise, leadership and central role in patient safety and recovery. This not only diminishes public trust but can also shape unrealistic expectations about what care looks like in real hospitals.

Bravo to *The Pitt* for its commitment to highlighting the skills, expertise and compassion that nurses bring to every patient encounter.

THE PITT AND OTHER MEDICAL SHOWS FINALLY ACKNOWLEDGE 'BACKBONE' OF HEALTH CARE: FILIPINO NURSES

EXCERPTS FROM CBC NEWS | BY: CHRISTINE PAGULAYAN

As a registered nurse, Charlee Flores has always taken an interest in how her profession is portrayed on television.

But when she started watching the HBO Max medical drama *The Pitt* and the NBC comedy series *St. Denis Medical*, she was heartened to see the shows mirror her experience as a Filipina nurse. “You can’t go into a nursing unit and not see at least one or two Filipinos,” she said.

According to Statistics Canada, Filipinos make up 2.6 per cent of the total population, yet 32.5 per cent of adult immigrants from the Philippines are employed as nurses or health-care support workers. They make up the second-largest racialized group working in Canadian health care. It’s a similar picture in the U.S., where Filipinos account for about four per cent of registered nurses, despite making up only one per cent of the total population, according to National Nurses United.

Yet the popular medical series *ER*, which ended in 2009, did not feature a single Filipino nurse throughout its 15-year run, while *Grey’s Anatomy* only introduced a Filipina nurse in its 17th season. Shows like



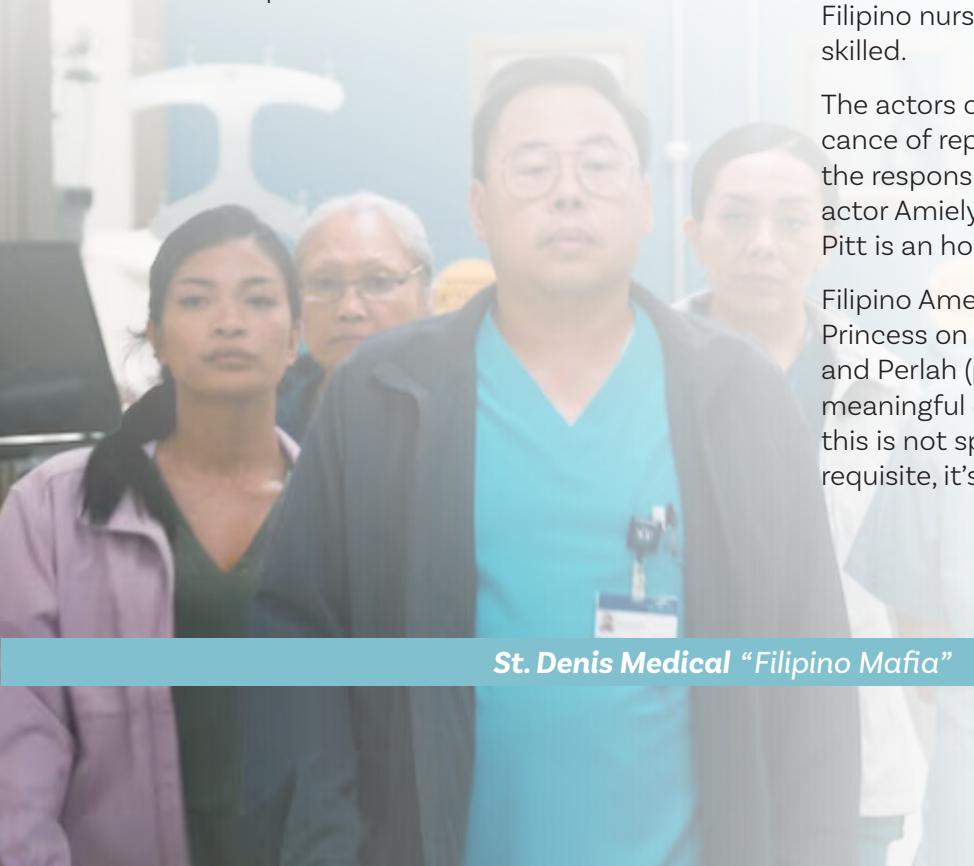
Charlee Flores, RN, Toronto General Hospital

The Pitt and *St. Denis Medical* are beginning to shift this narrative, bringing wider attention to a long-overlooked community.

Clips from *St. Denis Medical* recently went viral thanks to a storyline focused on the “Filipino Mafia.” It’s not a gang of mobsters but rather a group of nurses who gossip and strut through the hospital with confidence. Charlee Flores loved the fact that the nurses engage in *tsismis*, which means gossip in Tagalog. While there is comedic exaggeration, the show clearly respects Filipino nurses, portraying them as hardworking and skilled.

The actors on these shows understand the significance of representing this profession accurately and the responsibility that comes with it. Filipino American actor Amielynn Abellera says playing Perlah on *The Pitt* is an honour.

Filipino American actor Kristin Villanueva, who plays Princess on *The Pitt*, hopes characters like Princess and Perlah (pictured, page 12) can contribute to meaningful change, emphasizing “this is not a one-off, this is not special anymore, this is just what it is. It’s a requisite, it’s an exact mirror of what is real life.”



St. Denis Medical “Filipino Mafia”

2026 Nurses' Planners arriving soon!

We recognize the importance of these compact calendars in helping our members manage their hectic schedules. Please note that we do not receive an excess supply. We encourage members to contact a representative from their Local to secure one before they are gone.

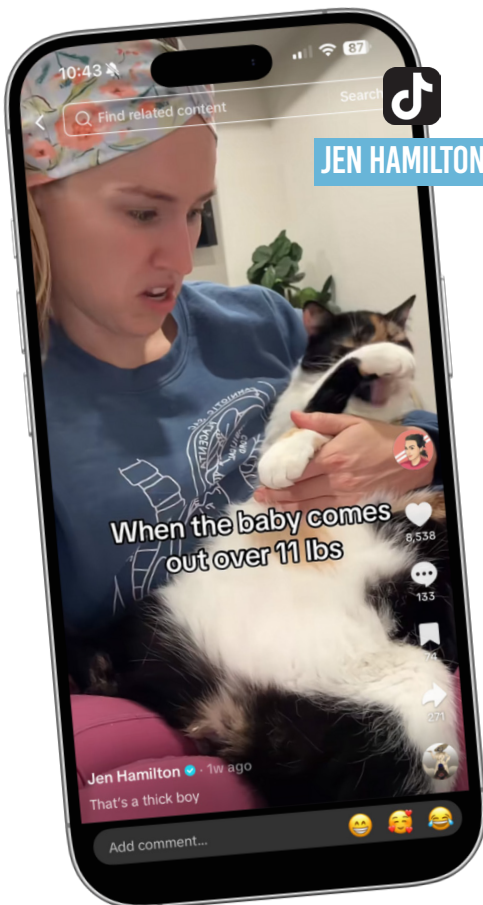
The Nurses' Planners are partially designed in-house at NSNU and are printed at no cost by the Quebec-based company Efficom. The advertisements are specific to each region, solicited by Efficom, to generate funds that are then donated to various charities supported by NSNU.

Once again, proceeds from the 2026 planner will benefit the Transition House Association of Nova Scotia (THANS), an organization that offers essential support to women and children navigating the challenges of leaving domestic violence. NSNU is proud to have been a long-time advocate for their mission.

We hope you enjoy your 2026 Nurses' Planner and wish you the best in the coming year!



CALLING NOVA SCOTIA'S NURSE INFLUENCERS!



You might be familiar with Nurse Blake, Jen Hamilton, Nurse Johnn and other prominent nurse influencers who have amassed huge followings and notoriety.

Nurse influencers are your atypical registered nurses, licensed practical nurses, nurse practitioners, and nursing students who have stepped into the spotlight and gained large fan bases on social media platforms like TikTok, Instagram, and YouTube. They create content that provides insight into the day-to-day life of a healthcare worker, often sharing educational information, relatable humour, and advocacy for the nursing profession while maintaining a professional profile and without breaching patient confidentiality.

Some of your favourite nurse influencers might be here in Nova Scotia, in our own back yard. If so, drop NSNU a line at communications@nsnu.ca.

Tell us about your favourite, and why you love what they have to say.



PODCASTS FOR THE HEALTHCARE PROFESSIONAL

Podcasts can be a convenient way for nurses to stay current on valuable information for their field. Research shows that healthcare podcasts have great potential as tools for professional development in the ever-evolving landscape of healthcare information.

Are you interested in listening to healthcare podcasts, but not sure where to start or which ones to trust?

The following pods are from credible Canadian and local content creators, who engage, inform and entertain their audiences:



CHATS ON CHANGE WITH KAREN OLDFIELD

Nova Scotia Health's Karen Oldfield explores thought-provoking ideas and bold initiatives shaping a new era of healthcare in NS. Each episode focuses on different aspects of change, from major system-wide initiatives like "One Person, One Record" to more localized improvements in access to care, digital health and workforce support.

Produced by Nova Scotia Health



CALLING ALL NURSES

A passionate group of newly retired Canadian nurses use their lived experience to help listeners navigate the challenges and opportunities of today's nursing practice. Season three highlights initiatives that speak to the strength of collaboration in nursing practice, research and education.

Produced by Martha Russell, Betty Tate and RaeAnn Hartman (Podcast Hosts)



CANADIAN HEALTH INFORMATION

Longtime journalist turned podcast host, Avis Favaro provides in-depth conversations about Canadian healthcare with the people who know it best: those who work on the front lines or behind the scenes, and the patients accessing healthcare. From the Canadian Institute for Health Information (CIHI).

Produced by the Canadian Institute for Health Information



THE FIFTH WAVE: CURING THE HEALTHCARE BIAS AGAINST WOMEN

Host Avis Favaro exposes the dangerous consequences of gaps in women's health and research. Human biology has long defaulted to the male body, limiting understanding of sex-based differences and leaving women with fewer, less effective treatments. We live in a world built for men - not only in health care, but in transportation, technology and beyond.

Produced by the IWK Foundation

Thank Your Union Reps!

They organize, send the invites, prepare the agendas and the coffee! They make a concerted effort to read and interpret contract language. They plan the Nursing Week gatherings and teas – they even make the tea. They know and understand occupational health and safety – and when they don't know, they know who to ask for answers.

These are your Local Table Officers (TO), Shop Stewards and activists. Typically, they are your president or co-presidents, vice-president, secretary and treasurers (or any combination of the afore mentioned), members of Standing Committees of the Union, and bargaining teams.

You probably recognize them by the NSNU lanyards around their necks, their cozy fleece vests or other NSNU swag.

If you're not familiar with what they do, speak to them, or have a look at the Table Officer's Manual at nsnu.ca. The Table Officer's Manual contains a variety of information enabling each Officer to be more effective in carrying out their responsibilities. The Manual provides guidance on a wide range of topics which Local Union Table Officers frequently encounter in dealing with members, local committees, employers and your communities.

The word "table" as in "table officer" refers to the group of officers sitting at a table, a common practice for meetings of an organization or governing body. But they do so much more than sit at tables. They attend

important labour meetings to better understand your rights and responsibilities as nurses. They rally and show support for each other, for issues, for other organized labour groups and fellow activists. They keep you informed, and they're your "go-to" when you have questions. They volunteer, they stay on top of union news, they're your cheerleaders when the going gets tough and, quite possibly, the friend you never knew you had.

Most notably, your fellow nurses in the labour movement do so because they believe. They believe in the power of a collective voice, they believe in protecting workers' right, and they believe in member accountability and ownership of the Union.

You may not attend union meetings or events, and that's okay. It's also okay to thank your union rep or shop steward, and union activists. Express your gratitude with a personal message, a public acknowledgement while on shift, or a cup of coffee. Showing active support for the union by getting involved, informing others about bargaining, or running for a leadership position are also valuable ways to thank them for their work, which is often a thankless volunteer role. First and foremost, start with a genuine thank-you and see how that goes.



Satellite or Off-Site Members

Does your Local have a satellite or off-site workplace? Perhaps a small remote clinic that is linked to your facility, but not in proximity.

It has come to the attention of the NSNU that some of our members are not receiving Nurses' Planners and other materials from the provincial union because their workspace is not physically part of a larger, main facility.

Just a reminder to Local Table Officers, if this applies to your facility be sure to include all your union sisters and brothers (regardless of where they work) in communication sharing, handouts and celebrations.

Schedule regular check-ins with off-site nurses to discuss their needs, offer support, and provide professional development opportunities.

Be sure to leverage and extend your reach through technology (Teams and Zoom sessions), invite remote members to events at your main site, and notify the NSNU if your off-site members have specific requests – NSNU might be able to help.

The information provided to the NSNU by employers lists members by their primary employer (i.e. IWK), not their remote or satellite location.

Thank you in advance for your assistance on this matter.



NSFL Convention 2025

The NSFL will convene for their 53rd Convention in Halifax, from **Sunday, October 26th to Tuesday, October 28, 2025.**

The NSNU held draws this summer to fund eight Local presidents (or co-presidents) and two members-at-large to attend the event which offers workshops, networking, and informative discussion.

The draw winners are as follows:

LOCAL PRESIDENT/CO-PRESIDENT DRAW

Nicole Langille – Lillian Fraser Memorial Hospital
Brianna MacDonald – Dykeland Lodge
Meghan Jordan – St. Mary's Hospital
Michelle Luker – VON Cape Breton
Stephanie Cormier – Colchester Regional Hospital
Annette Lesley – Aberdeen Hospital
Gillian MacInnis – Habourstone Enhance Care
Tammy Jones – VON Greater Halifax

MEMBER-AT-LARGE DRAW

Erin Pope – Lillian Fraser Memorial Hospital
Amanda Bateman – Valley Regional Hospital

To learn more about the event including the guest speaker lineup, resolutions, and the election of the new executive council, go to nslabour.ca/convention-2025/.

NEW OPTION FOR MEMBERS WITH NIHB COVERAGE

NSNU members employed by Nova Scotia Health who receive benefits under the Non-Insured Health Benefits (NIHB) program can now opt out of the employer's group insurance plan for health, dental and travel benefits. Members may choose to remain enrolled in the employer's group insurance plan if they wish.

What is the NIHB program?

NIHB is a federal program that provides eligible First Nations and Inuit individuals with coverage for a range of health care benefits.

How Does the Opt-Out Process Work?

To opt out of the employer plan, members can contact the plan administrator, Health Association Nova Scotia (HANS). Members will need to provide proof of eligibility for NIHB and confirm in writing that they wish to opt out in the form required by HANS. Call HANS at **1-866-886-7246** or email benefits@healthassociation.ns.ca.

What If You Work for a Different Employer?

If you are a member with coverage through the NIHB program working for an employer other than Nova Scotia Health, please contact your NSNU Labour Relations Representative.



From Burnout to Renewal: WHAT NURSES LOVED ABOUT CAMP NURSECON

This August, nurses from across North America traded their scrubs for s'mores, gathering in the Poconos, Pennsylvania, for Camp NurseCon, a unique retreat designed to help nurses recharge from burnout while building community and professional skills. Hosted at a sprawling summer camp two hours outside New York City, the camp combined outdoor adventure, reflection and continuing education, offering participants a truly restorative experience.

Camp NurseCon stands apart from traditional nursing conferences by blending accredited education with classic camp adventures—think sunrise yoga, team relays, lake kayaking, and nightly campfire gatherings, all set in a relaxed, nature-filled retreat. Instead of formal seminars in hotel ballrooms, learning at Camp happens lakeside, on hiking trails, and during hands-on wellness sessions, fostering authentic connections and joy in a way conventional conferences rarely match.

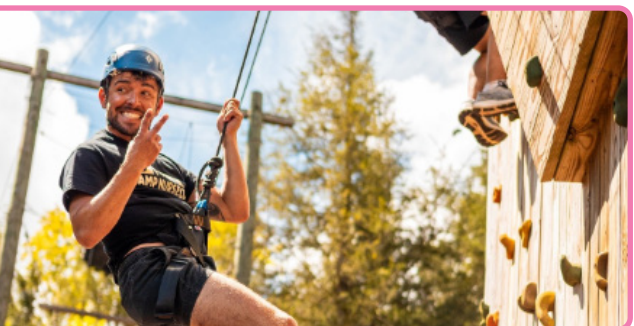
In addition to relaxation and camp camaraderie, Camp NurseCon included more than 20 hours of continuing nursing education, with sessions on trusting intuition in practice, journaling for resilience, stress and grief management, financial well-being, creating supportive work environments and exploring alternative nursing

careers. There were also wellness-focused workshops, like healing through sound and movement, designed to nurture both mental health and professional identity. Nurses gained new tools and perspectives to bring back to their work and lives.

Between workshops, nurses bonded over canoeing, hiking, storytelling and other traditional camp activities, creating a sense of belonging that was as healing as the sessions themselves. Beyond the fun, the heart of Camp NurseCon was connection. Nurses opened up about burnout, shared tears, hugged strangers-turned-friends, and left with new support systems. Some came alone and left with lifelong friends. Others came ready to quit the profession but left feeling renewed, supported, and ready to thrive.

The camp serves as a powerful reminder that burnout is universal and prioritizing wellness can be a powerful antidote. Events like this show the value in creating spaces where nurses can rest, reconnect and return to practice with resilience and renewed energy.

Let's go Canada! Let's establish our own **Camp CanNurseCon** to offer our hardworking nurses a reprieve and reset.



LEARN MORE AT nurse.org/articles/camp-nursecon-summer-camp-review/

Celebrating Pride

JUNE-SEPTEMBER 2025

During Pride Month, and year-round, the Nova Scotia Nurses' Union is proud to represent and support our 2SLGBTQIA+ members. This year, NSNU members proudly joined Pride events throughout Nova Scotia, with President Janet Hazelton marching in the Halifax Pride Parade, and Central VP and NSFL Pride Representative Anne Boutilier leading members in several others. Many nurses also took time to participate in their local celebrations, and the NSNU continued its support by donating to Pride organizations across the province.

The presence of healthcare professionals at Pride shines a light on the importance of health equity for a community that still faces stigma, discrimination and barriers to care. Too many 2SLGBTQIA+ patients report experiencing microaggressions, slurs, or harassment in healthcare settings. At the same time, 2SLGBTQIA+ nurses themselves often face challenges in the workplace.

For the NSNU, supporting Pride is not a seasonal acknowledgment but a reflection of the core values of nursing: empathy, respect, advocacy, and a commitment to social justice.



NSNU President Janet Hazelton @ Halifax Pride



what's nu? snapshots



NURSES FOR DFA

On August 27th, NSNU President Janet Hazelton dropped by Dalhousie's Agricultural Campus in Truro, showing support for locked-out Dalhousie University professors and other teaching staff.

The NSNU encourages our members to stand in solidarity with fellow unions experiencing unfair labour practices!

CANADA'S NURSES ON THE ROCK

NSNU Member Jackie Pratt enjoyed hiking through Newfoundland's Gros Morne National Park this Summer, proudly sporting her CFNU "Canada's Nurses" jacket!

Our counterparts at RNUNL certainly have a beautiful province to explore!



NSNU PRESIDENT ADDRESSES PRACTICAL NURSING STUDENTS

On September 23rd, NSNU President Janet Hazelton met virtually with practical nursing students from NSCC's Kingstec, Annapolis Valley and Strait Area campuses.

Janet emphasized the essential contributions students will make to patient care. She also provided guidance on the evolving landscape of healthcare, and the resources and advocacy support the NSNU offers its members. By connecting early with students, the Union helps build confidence, a sense of professional identity and reassurance that they will be supported as they begin their careers.





AWARE-NS AGM 2025

On September 11th, Aware-NS held their AGM in Halifax.

Aware-NS, the Nova Scotia Health and Community Services Association, provides supports and re-sources in the health and community service sector to help reverse injuries and illness.

Attendees heard from Barbara Adams, Minister of Seniors and Long-Term Care, Dr. Arla Day, a Professor of Industrial/Organization -al Psychology, Eve Webster, Senior Director-Occupational Health & Safety with the Department of Labour, Skills and Immigration, and others.

NSNU Occupational Health and Safety Advisor, Heather Matthews attended on behalf of the NSNU, as well as Tracy d'Entremont, NSNU Western VP, Karen Graves, Dykeland Lodge and Charline Robicheau Saulnier, Yarmouth VON.

UNPAID WORK WON'T FLY!

Alongside NSGEU President Sandra Mullen (pictured) and other labour leaders on August 17th, NSNU President Janet Hazelton visited the picket line at the Halifax Stanfield International Airport to show support for CUPE's striking Air Canada flight attendants. Solidarity!



PROUD NSNU AUNT

The NSNU would like to thank Paula MacDonald, one of our members from the Aberdeen Hospital, for sharing this wonderful photo of her niece, Claire.

Claire, who has Down Syndrome, joined her Highland Dance School teammates in a special performance celebrating the relaunch of Ship Hector in July. This was a proud moment for Paula and her family, longtime advocates for Down Syndrome inclusion.

SHARE YOUR LOCAL UPDATES:
SEND A PHOTO AND DESCRIPTION TO COMMUNICATIONS@NSNU.CA



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

This summer, NSNU proudly partnered with Brigadoon Village to provide funding for nurses who help care for kids attending camp Silly-Yak. These nurse-volunteers ensure campers receive care from appropriate, qualified professionals while enjoying a worry-free camp experi-

ence. NSNU helped make this possible by paying a small honorarium to these big-hearted nurses. Brigadoon wishes to thank both NSNU and our amazing members who volunteer at the camp. Thank YOU!

Summer camp has ended but family camps, school groups and corporate partners will continue to experience the joy of "camp" throughout the autumn!

ATTENTION: LEADERSHIP & PRACTICE PREMIUMS

The deadline for submitting practice and leadership premium points is **October 31st**, with points collected until then. Each premium is worth \$850 (pro-rated) and will be paid out in late November or early December.

Refer to your collective agreement (Appendix B) for further information.

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

Practice and leadership premiums are a means of recognizing the value of professional development.

PRACTICE PREMIUM

- » Requires **70 points** from activities like specialty certification, courses, workshops and educational sessions.
- » Workshops and seminars offered by NSNU staff also count towards your practice points.

LEADERSHIP PREMIUM

- » Requires at least **60 points** from committee involvement, professional association participation, publications, research, special responsibilities or projects.

NSNU'S ONGOING SUPPORT FOR THANS & NSHC

The Nova Scotia Nurses' Union was proud to provide annual donations to the Transition House Association of Nova Scotia (THANS) and the Nova Scotia Health Coalition (NSHC), made possible through contributions from belairdirect and Efficom, the producers of the Nurses' Planner.

The NSNU has long been a supporter of THANS, an umbrella organization for violence-against-women groups across the province. Their eleven shelters provide vital services for women and children experiencing violence, including 24/7 emergency shelters, crisis lines, counselling and outreach. Donations help cover essential needs like clothing, bedding, cleaning supplies, baby products and grocery gift cards. The donation was received on behalf of THANS by their Provincial Coordinator, Ann de Ste Croix.

We are also pleased to support NSHC, a grassroots, non-partisan organization dedicated to protecting and strengthening public health care. NSHC works alongside communities, unions and advocacy groups to ensure accessible, high-quality, publicly funded health care for all Nova Scotians. The donation was received on behalf of NSHC by their Provincial Coordinator, Jennifer Benoit.

The NSNU is grateful for the opportunity to build lasting relationships and contribute to organizations that make a real difference in the lives of Nova Scotians.



belairdirect. NURSE APPRECIATION GIVEAWAY WINNERS!

NSNU and belairdirect are happy to report that three of the 2025 Nurse Appreciation Giveaway prizes were awarded to NSNU members this summer. Each winner received a \$1000 cash prize.

The winners are as follows:

Suzanne Sheppard, RN – Queens General Hospital

Laura Whitfield, RN – Bissett Court

Taylor MacInnis, RN – St. Martha's Regional Hospital

Congratulations to our winners!

Nova Scotia won three of the ten prizes awarded, with nurses from across Canada entering the draw! Way to go, Nova Scotia nurses! This speaks volumes to the communications tools and messaging NSNU and belairdirect have established to engage and inform members. That relationship continues to serve our nurses very well.

belairdirect and NSNU thank you for your continued interest in our programs and your enthusiasm.



Coming Up: *November*

- 👏 AGM 2026
- 👏 CELEBRATING 50 YEARS
- 👏 BARGAINING CONFERENCE RECEPTION

belairdirect.
car and home insurance



Extra coverage is always a plus.

With the complimentary Affinity Plus endorsement,
Nova Scotia Nurses' Union (NSNU) nurses have exclusive
access to enhanced home insurance coverages and
add-ons.



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

