

**50** Years Strong

what's  
MARCH nu.?

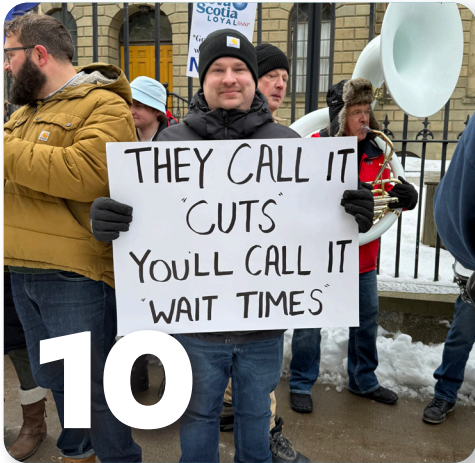


*highlights*

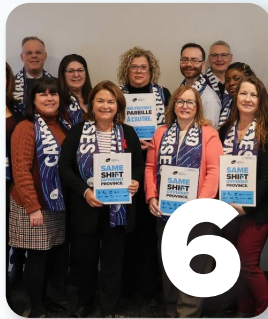
Bill-148  
Action in Ottawa  
Eastern Labour School

COURAGE TO *lead* • CONFIDENCE TO *challenge* • COMMITMENT TO *care*

# Highlights



10



6

## PRESIDENT'S NOTEBOOK

*Court Strikes Down Landmark Labour Bill*

## FEATURES

- 6** National Council  
*for NPR Implementation*
- 10** NS Rallies  
*Against 2026-2027 budget cuts*
- 11** Upcoming AGM  
*Attendee info*
- 13** International Women's Day  
*NSFL hosts 11th annual breakfast*
- 16** Alberta's Bill-11  
*and the future of Medicare*
- 23** CNSA National Conference  
*Building Bridges*



13



16



23

## Connect with us



150 GARLAND AVE.  
DARTMOUTH, N.S.



FAX  
1.902.466.6935



WEBSITE  
NSNU.CA



PHONE  
1.800 / 902.469.1474



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



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

## Follow us



FACEBOOK  
NOVA SCOTIA NURSES' UNION



INSTAGRAM  
NSNURSESU



BLUESKY  
NSNU.BSKY.SOCIAL



YOUTUBE  
NSNURSESUNION

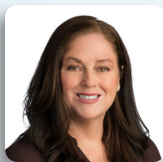
## ON THE COVER

NSNU Members & Others  
at CHC Rally in Ottawa

# 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



**ALAINE HALLIDAY**  
**VP LPNS**  
alaine.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

## Land Acknowledgement

The Nova Scotia Nurses' Union sits on and operates in Mi'kma'ki, the traditional and unceded territories of the Mi'kmaq.

As settlers and visitors of Nova Scotia we acknowledge the importance of these lands, which we call home. We are all Treaty People.

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

We honour and offer gratitude to those ancestors of African descent. We recognize that African Nova Scotians are a distinct people whose histories, legacies and contributions have enriched that part of Mi'kma'ki known as Nova Scotia for over 400 years.



[NSNU.CA/INDIGENOUS-RESOURCE-CENTRE](https://nsnu.ca/indigenous-resource-centre)

## Member Profiles

To update contact information and union status, go to [nsnu.ca/MembersOnly](https://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](https://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

## *Court Strikes Down Landmark Labour Bill*

In a pivotal ruling, the Nova Scotia Supreme Court found that Bill 148, the *Public Services Sustainability Act*, is unconstitutional.

Eleven years after the McNeil Liberals passed Bill 148, the Supreme Court of Nova Scotia issued an historic decision stating the government violated the constitutional rights of 75,000 public sector workers, including nurses. Among other things, the Act imposed a wage freeze, and ended a negotiated benefit, the Retirement Allowance, also known as the Long-Service Award.

The unions representing these workers (NSNU, NSGEU, CUPE, CUPE Local 1867, NSTU, Unifor, SEIU, IUOE, and CUPW) joined forces under the Nova Scotia Federation of Labour and were committed to fighting the legislation to the bitter end.

The ruling confirms what the NSNU and the other unions have been saying all along - Bill 148 was a punitive piece of unconstitutional legislation with longstanding negative consequences to our bargaining power and the collective bargaining process. The Court's decision restores balance in the collective bargaining framework and reaffirms workers' rights to free and fair negotiations.

Premier Houston had promised to repeal Bill 148 when he campaigned in August 2021. When elected Premier, he backtracked on that campaign promise. The ruling allows the government of the day an additional 12 months to find a remedy, but the judge has reserved jurisdiction on the case to order a remedy, if required. Government may appeal this decision.



*Bill 148 Rally 2017*

Janet Hazelton  
BScN RN, MPA, ICD.D



This landmark decision is a victory for workers in Nova Scotia and sends a message to government that they must allow fair and free collective bargaining across the board. NSNU looks forward to seeing restitution for this injustice, in whatever form that takes.

In the coming weeks to months, the NSNU and other unions will work to determine what the impact of the decision will be on our members. That information is not available to us at the moment while so much is still unknown.

We thank all members for their support as we navigated this rocky road. We ask that you remain patient as we move forward to the remedy phase of the legal process.

We also wish to thank Jill Houlihan and George Franklin of Pink Larkin who skillfully and patiently championed our cause and who celebrate this win with us.

*Janet Hazelton*  
BScN RN, MPA, ICD.D



Bill 148 Press Conference September 6, 2017

# CFNU Hosts First Meeting of National Council for Nurse Patient Ratios Implementation

In mid-February, the Canadian Federation of Nurses Unions (CFNU) hosted the first meeting of the National Council for Nurse-Patient Ratios Implementation, bringing together health employers, government representatives, academics and nurses' unions. The Council's mission is to coordinate knowledge, resources, and advocacy efforts across Canada to implement a framework for spreading and scaling nurse-patient ratios (NPR).

Nurse-patient ratios are an evidence-backed safe staffing model that has been proven to protect patient safety and improve retention of nurses in all health care settings. A wide body of academic literature over several decades has consistently found and continues to call for higher nurse staffing to improve nurse and patient safety.

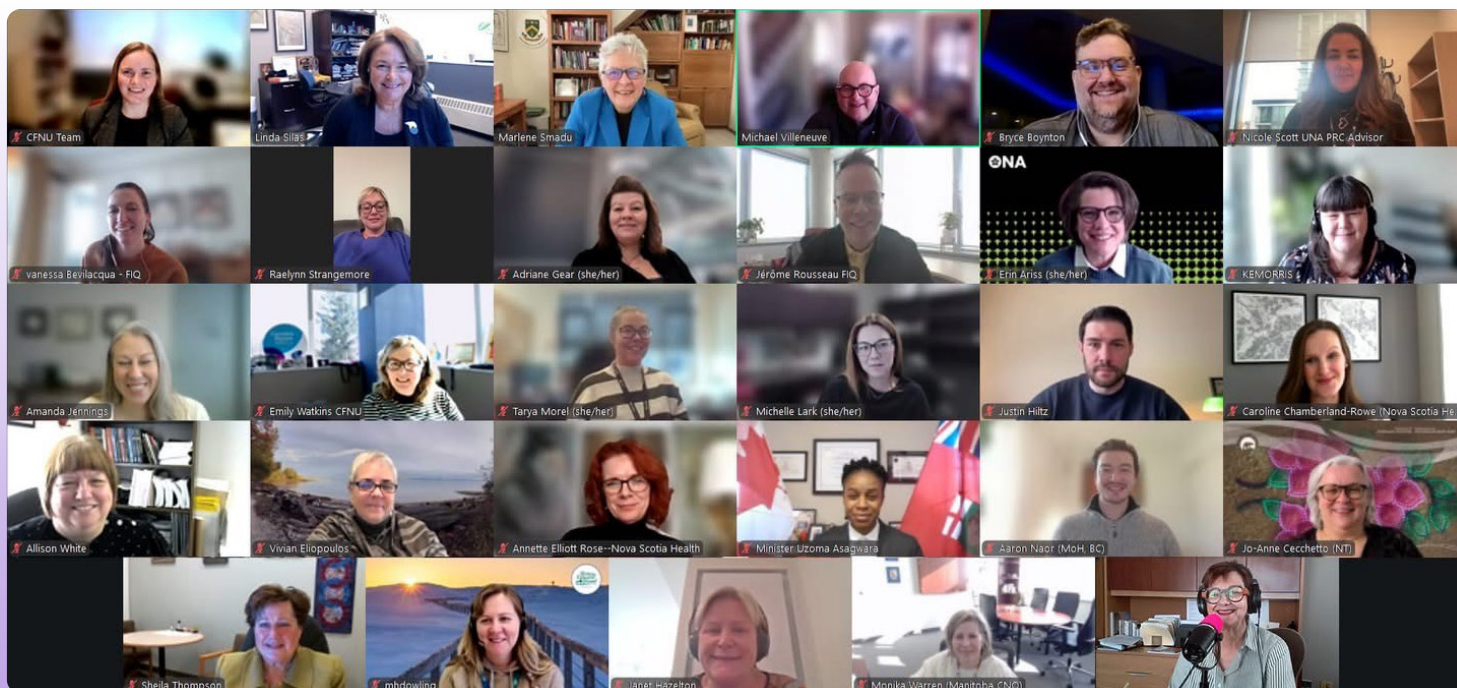
The National Council is co-chaired by CFNU President Linda Silas and Kerry Morrison, Provincial Chief Nursing

Officer of British Columbia. British Columbia became the first jurisdiction in Canada to commit to establishing minimum nurse-patient ratios in April 2023. Nova Scotia followed suit only months later, committing to develop a safe staffing framework to determine the appropriate number of nurses for safe care in different settings.

In recent months, the Manitoba government and Manitoba Nurses Union (MNU) have agreed to work on a safe staffing model.

NSNU president, Janet Hazelton participated in the meeting and is hopeful that the Council's collective voice will lead to standards that improve recruitment and retention of nurses nationwide.

The creation of a National Council was the top recommendation that emerged from the National NPR Summit held in the fall of 2024.





# CFNU NATIONAL EXECUTIVE BOARD

In early February, the National Executive Board (NEB) of the Canadian Federation of Nurses Unions (CFNU), including NSNU's President Janet Hazelton, 1st Vice-President Donna Gillis and Executive Director Chris Albrecht, met in Ottawa.

Led by President Linda Silas, the board focused on addressing the national health care crisis, including the implementation of safe nurse-patient ratios, ending workplace violence, tackling the nursing shortage, and preventing further health care privatization.

## Key Priorities included:

- ✔ **Lobby Day (Feb 4, 2026):** The National Executive Board met with numerous Members of Parliament and Senators to demand action on the health care crisis.
- ✔ **National Council Meeting (Feb 12, 2026):** CFNU prepared to host the inaugural meeting of the National Council for Nurse-Patient Ratios Implementation, co-chaired by Linda Silas and Kerry Morrison (Provincial Chief Nursing Officer of B.C.).
- ✔ **Solidarity Actions:** The board expressed support for nurses in New York (NYSNA) and highlighted the need for national/international unity among nursing unions.
- ✔ **Policy Focus:** The board emphasized the need for federal leadership to address the crisis, arguing that it is not a local issue but a national one.

The NEB is the governing body that leads the organization's affairs. The Board, which meets at least twice a year, plays a crucial role in advocating for nurses' rights, patient safety, information sharing and public health-care through policy development, lobbying, and raising public awareness.

The CFNU represents over 250,000 frontline nurses and nursing students across Canada.

# LOBBY ON THE HILL

## Nurses demand Federal Action to solve national health crisis

On February 3rd, nurse union leaders from across the country descended on Parliament Hill for the Canadian Federation of Nurses Unions' (CFNU) Lobby Day about the key challenges facing nurses across the country. In more than 25 meetings with MPs and senators, nurses pressed for the federal government to meaningfully solve the national health care crisis.

Nurses advocated, proposed solutions and demanded action on four key areas: growing violence and nurse safety, the persistent nursing shortage, health care privatization and Indigenous health equity.

“Every day, nurses face violence, unsafe staffing and health care system that continues to ask for more from health care workers while giving less. The health care crisis is not a local issue – it’s a national crisis that demands federal leadership,” explained CFNU President Linda Silas.

The CFNU is calling on the federal government to lead Canada out of the ongoing crisis in health care by implementing key solutions, including:

- Ensure infrastructure upgrades are made to protect health care workers and enhance safety as part of the Health Infrastructure Fund;
- Use conditional health funding agreements to require provinces and territories to include safe nurse-patient ratios in health human resources strategies;
- Follow and fund the recommendations in the Chief Nursing Officer’s Nursing Retention Toolkit;
- Prohibit the use of federal health funding for private health care initiatives;
- Implement the Safe Long-Term Care Act with enforceable national standards;
- Ensure greater progress on the Truth and Reconciliation Calls to Action on health by increasing the number of Indigenous health care workers and expanding access to Indigenous-led traditional healing and wellness.

NSNU’s 1st Vice President, Donna Gillis was photographed with MP Sonia Sidhu and 1st VP of the United Nurses of Alberta, Danielle Larivee. NSNU president Janet Hazelton met with NS MP, Chris d’Entremont and others.

The work doesn’t stop here. Join nurses raising their voices and demand our leaders confront the health care crisis head-on at [sameshiftdifferentprovince.ca](http://sameshiftdifferentprovince.ca).





## CHC RALLY ON THE HILL

### Save Public Health Care!

Union activists from across the country gathered on Parliament Hill on February 10th in freezing temperatures to defend public health care, part of the Canadian Health Coalition Lobby Day 2026.

Health care workers, union members, advocates, and everyday Canadians came together to send a clear message to the federal government: enforce the *Canada Health Act* and stop two-tier health care from spreading across the country.

Over two hundred health care professionals and labour leaders were on Parliament Hill asking Senators and MPs to save and improve public health care. They were focused on universal health care, opposing privatization, the full implementation of a national pharmacare program, and support for frontline workers.

NSNU Board members Donna Gillis, Glenda Sabine, Anne Boutilier, Natalie Nymark and Tracey d'Entremont attended the rally to save public health care, along with

hundreds of health care advocates. Some NSNU reps met with MP Chris D'Entremont and Senator Allister Surette.

Our public health care system was founded on the belief that every single person deserves care, regardless of where they come from or how much money they have. Today, creeping health care privatization threatens this promise. Nurses are standing up for a public health care system for all.

As CFNU President Linda Silas said at the rally, "We know it's hard out there. And it is not by privatizing our system that we will fix it. It is by providing stable funding, stable staffing, respecting your health care workforce, providing pharmacare to everyone that needs it."

When public health care is under attack, we fight back! Join the fight to protect public health care at [sameshiftdifferentprovince.ca/privatization](https://sameshiftdifferentprovince.ca/privatization).

*When public health care is under attack, we fight back!*

Join the fight to protect public health care:

[sameshiftdifferentprovince.ca/privatization-cannot-go-unchecked](https://sameshiftdifferentprovince.ca/privatization-cannot-go-unchecked)





## Rally Against Cuts to Public Services

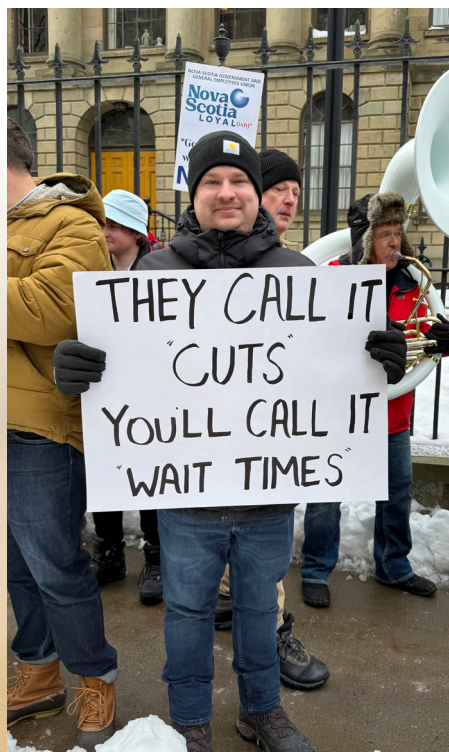
On February 25th, the Nova Scotia Government and General Employees Union (NSGEU) hosted a Rally Against Cuts to Public Services outside Province House in Halifax, calling on the provincial government to protect the essential services that Nova Scotians rely on.

Close to two hundred people employed by the provincial government rallied in front of the legislature to protest what the NSGEU described as a “slash-and-burn” 2026-27 budget.

The budget calls for a 5% per year reduction in the number of public servants in each of the next four years as well as a 3% cut to employees with regional education centres and provincial agencies.

Along with fellow labour leaders in attendance, NSNU President Janet Hazelton spoke to the crowd about government spending decisions and their potential impact on frontline services. Protecting public services means protecting the people who deliver them and the communities they serve.

Numerous other protests by affected groups have taken place since the release of the budget.



# AGM 2026



Are you attending the 2026 Annual General Meeting? If yes, start packing! Nurses, nursing students, presenters, guests and staff will soon gather in Truro for NSNU's 50th Anniversary AGM.

The following are tips for conference attendees - information to keep in mind:

- ▶ There will be no early check-ins or room changes. Check-in starts at 3:00 pm regardless of the day you arrive. Contact [debbie.grady@nsnu.ca](mailto:debbie.grady@nsnu.ca) or [tom.daniels@nsnu.ca](mailto:tom.daniels@nsnu.ca) to address hotel reservation issues.
- ▶ Attendees must register upon arrival to receive a conference kit, but also “check-in” with NSNU registration each morning to confirm your participation.
- ▶ Tickets for the Charity Draw can be purchased in the MacLeod rooms. Debit, credit and cash accepted on tickets sales. Ticket sales close at 1pm, April 15.
- ▶ 50/50 draws will take place at the hospitality event and the banquet in support of our charities, the Marguerite Centre and Hope House.
- ▶ There will be a Casino Night on April 14th at the Glengarry - be prepared to have fun.
- ▶ The theme for the April 15th banquet is **Golden** as we celebrate our 50th.
- ▶ No door prizes will be collected from Locals - please consider donating a charity draw item and/or personal care items (menstruation and incontinence products for all ages).
- ▶ The AGM is a scent-free environment.
- ▶ Once again, the venue will hold space for a “quiet zone” where members can retreat from debate and discussions.
- ▶ If you have “nursing” items (photos, old buttons, etc.) you’d like to display at our **50th Anniversary Memorabilia Exhibit** in the Nicholson Boardroom, please consider loaning them.
- ▶ Members staying at the Inn on Prince can ride-share to the Glengarry Hotel via Layton’s Taxi (902) 895-4471. Show your AGM credentials or NSNU membership card in lieu payment.
- ▶ Parking at the Glengarry Hotel is tight. Overflow may park at NSCC behind Davis Hall, the entrance is from Arthur Street just a two-block walk from the Glengarry Hotel.
- ▶ Breakfast will be served in the dining room/restaurant of your respective hotel.
- ▶ Keltic Clothing will be on site selling uniforms and accessories. Signs for hours of operation for Keltic Clothing and the Merchandise Boutique will be posted throughout the Glengarry Hotel.

If you have questions, please reach out to [communications@nsnu.ca](mailto:communications@nsnu.ca).

*Still Fighting. Always Caring.*

# BCNU: Ratios Save Lives: From Policy to Practice

On March 11th, BCNU kicked off their first-ever conference on minimum nurse-to-patient ratios, bringing together nurses, researchers and health leaders from across BC, Canada and around the world to focus on the next phase of implementation.

On March 11th, BCNU President Adriane Gear welcomed more than 200 members from across BC to Vancouver for day one of the union's 2026 professional practice conference, Ratios Save Lives: From Policy to Practice.

The first phase of implementation in British Columbia, which includes staffing ratios on medical and surgical, rehabilitation, palliative, intensive care and pediatric units is now nearly three-quarters complete. Early results and members' experiences are already showing how ratios are improving patient care and helping address the nurse staffing crisis. BC nurses are helping lead the way.

Speakers included academic experts who shared evidence on the significant positive impacts of minimum nurse-to-patient ratios, alongside new BC data highlight-

ing why they are so urgently needed to support healthier nurses and safer patient care. Guests from nursing unions in Australia, the United States and across Canada spoke about their jurisdictions' experiences fighting for, implementing and defending ratios. An afternoon panel featured BCNU members sharing their firsthand experiences and challenges on units where ratios have already been activated. Provincial Chief Nursing Officer Kerry Morrison and Adriane Gear presented an update on ratio implementation in BC.

The two-day conference aimed to build on the solid progress BC has made implementing minimum nurse-to-patient ratios across the province and to keep moving this important work forward together.

NSNU President Janet Hazelton and NSNU Researcher/Gov't Relations Justin Hiltz were in attendance for the event, participating in discussions and gathering important insights for the implementation of NPRs in Nova Scotia.



**Dr. Karen Lasater (UPenn) shared findings from a 2025 study on NPRs in BC showing that each additional patient assigned to a nurse increases the risk of 30-day mortality by 7% for all patients in their care.**



# International Women's Day Breakfast

On March 6, the Nova Scotia Federation of Labour observed International Women's Day (IWD) with its 11th annual breakfast celebration. The NSFL Women's Committee, including Chair Donna Gillis, NSNU's 1st Vice-President, and Natalie Nymark, VP IWK, presented an informative and impactful agenda to mark the occasion.

For the second year, the NSFL Women's Committee conferred two Bread and Roses Awards. The **New Sister of the Year Award**, introduced at the 2025 IWD Breakfast, recognizes a sister who is new to union activism and has already made a meaningful impact.



**Carolynn MacLeod, Sharon Hubley**

This year's recipient, **Carolynn MacLeod**, was honoured for her contributions to the labour movement through her active involvement with CUPE.

The **Sister of the Year Award** celebrates a union sister who has demonstrated a deep commitment to the trade union movement and to advancing women's voices.

The 2026 recipient is NSNU's very own **Kim Williams**, Vice-President Community Care. Presented by her colleagues on the NSNU Board of Directors, Donna Gillis and Natalie Nymark spoke to Kim's compassion, dedication and tireless advocacy – both as a friend and as a labour leader representing members in the community sector.

Kim is a fierce advocate for community care members, continually working to ensure their voices are heard and that they have the protections and supports they need

to do their jobs safely. Her leadership reflects a deep commitment to solidarity, fairness and ensuring that every nurse has the ability to provide care and make it home safely at the end of the day.

Attendees at the sold-out event were inspired by keynote speaker Chanda MacDonald, RN and NSNU member. Chanda shared her unique perspective on both sides of the health-care system as a nurse-mom. She reflected on her personal journey and the challenges of returning to work after adversity. Her talk highlighted the importance of compassion, resilience and supportive workplace policies in helping nurses thrive both professionally and personally.

Thank you to the Women's Committee and NSFL staff for organizing such a successful and meaningful event.



**Chanda MacDonald**



**Donna Gillis, Kim Williams, Natalie Nymark**



# NATIONAL NURSING WEEK

Mark your calendars! National Nursing Week (NNW) takes place from **Monday, May 11 to Sunday, May 17, 2026**, offering an opportunity to recognize and celebrate the hard work, expertise and dedication of nurses across Canada and around the world.

This year's theme is again, **The Power of Nurses to Transform Health**, highlight the profound impact nurses have in shaping the future of health care. Every day, nurses bring knowledge, compassion and leadership to their work, improving patient outcomes and strengthening the health-care system for everyone.

The power of nurses extends beyond the bedside. Nurses are also powerful advocates – for their patients, their profession and the public health-care system Canadians rely on. Through collective action and union activism, nurses have long fought to ensure their voices are heard in the decisions that shape

health care. From advocating for safe staffing levels and better working conditions to speaking out for stronger public health care, nurses continue to lead meaningful change.

When nurses advocate for themselves and their colleagues, they are also advocating for safer care and better outcomes for patients. Strong working conditions for nurses mean stronger health care for everyone.

This National Nursing Week, we reflect on the Nova Scotia Nurses' Union's milestone anniversary. For five decades, NSNU members have stood together to advance the nursing profession, strengthen working conditions and fight for the resources needed to deliver safe, high-quality care to Nova Scotians.

As always, the NSNU looks forward to sharing your Local NNW celebrations. Send details and photos to [communications@nsnu.ca](mailto:communications@nsnu.ca) to be featured on social media channels and in an upcoming newsletter.

## MAY 12 INTERNATIONAL NURSES DAY



# Eastern Labour School

## NEW BRUNSWICK | 2026

### When & Where

NSNU encourages members, old and new, to attend Eastern Labour School from **May 31 - June 2** at UNB in Fredericton.

Eastern Labour School is a biennial educational event hosted by NSNU, NBNU, PEINU, RNUNL on a rotational basis. Nurses from all four provincial unions come together for two days of education sessions related to various labour/union topics.

### Eligibility to Attend

NSNU sponsors one member per local to attend Eastern Labour School – that includes your travel, accommodations, and salary replacement.

Locals can send additional participants at their own expense, as can individuals.

### Registration Details

Registration for ELS 2026 will be open from **April 6** until **April 27**. All members attending ELS 2026, including draw and scholarship winners, must fill out a registration form by the Monday, April 27 deadline.

More information regarding registration, expenses and travel details can be located online.

### Course Selection

Members who are participating for the first time will select one of the foundation courses (which includes a French option), while those returning to ELS can choose from a selection of other courses. The host province will do their best to accommodate your course preferences as ranked on your form.

When courses are finalized by NBNU, the selection will be available on [nsnu.ca/ELS2026](https://nsnu.ca/ELS2026), for members to read descriptions and select their top choices.

### Travel & Logistics

With gas prices soaring and limited parking available on campus, please consider car-share options with your coworkers.

Watch for e-memos from NSNU as details and logistics are confirmed by NBNU.

NSNU will continue to update the ELS webpage as information is made available:

[nsnu.ca/ELS2026](https://nsnu.ca/ELS2026)

# Alberta's Bill 11 and the future of Medicare

On December 18, 2025, Alberta became the first province to legislate two-tier health care which is defined as a system that provides faster access to those with the ability to pay for medically necessary services, and thus, longer public wait times for those unable to pay for queue jumping.

Alberta restructured their provincial health authority, transferred ownership of health care facilities, expanded for-profit surgical outsourcing, and made complex changes to the hospital funding model to create profit driven incentives.

Here are eight points about Alberta's new two-tier health care system:

## 1. Dual Practice

Alberta will allow "dual practice" where doctors can work in both the public system and private-pay market, known to increase public wait times and create unequal access based on income.

## 2. First private insurance market for medically necessary care

Bill 11 creates an unrestricted private health insurance market, which is also likely to increase public health care costs to retain staff also providing services in in a for-profit system.

## 3. The introduction of private payment increases public wait times

The introduction of private payment for publicly insured services will increase public wait times as physicians and surgeons focus their time in the lucrative and less complex private-pay market.

## 4. User fees just like the USA

Under Bill 11, Alberta can determine which acute care programs will be available free of charge to patients and which services will require user fees.

## 5. The definition of a "hospital"

Bill 11 has introduced a new form of "hospital services facility" that may be owned and operated by a public, non-profit, or for-profit as a "health services facility operator."

## 6. Private insurance market

Bill 11 encourages the creation of a much larger private health insurance market, inviting existing employer-sponsored insurance plans to expand into medically necessary health care.

## 7. Hospitals to compete for revenue from user fees and private health insurance

The Alberta government is creating health care insurance and provider markets where every patient is seen as a source of revenue.

## 8. Bill 11 contravenes the Canada Health Act

The Alberta government has effectively ended universal health care in that province by encouraging preferential access for medically necessary care through a private-pay market, in violation of the *Canada Health Act*.

If other provinces join Alberta in privatizing health care, a real possibility, we could see the dismantling of the *Canada Health Act* as the federal framework that upholds provincial public health insurance plans. This could end Canadian Medicare as we know it.

# LTC Solidarity

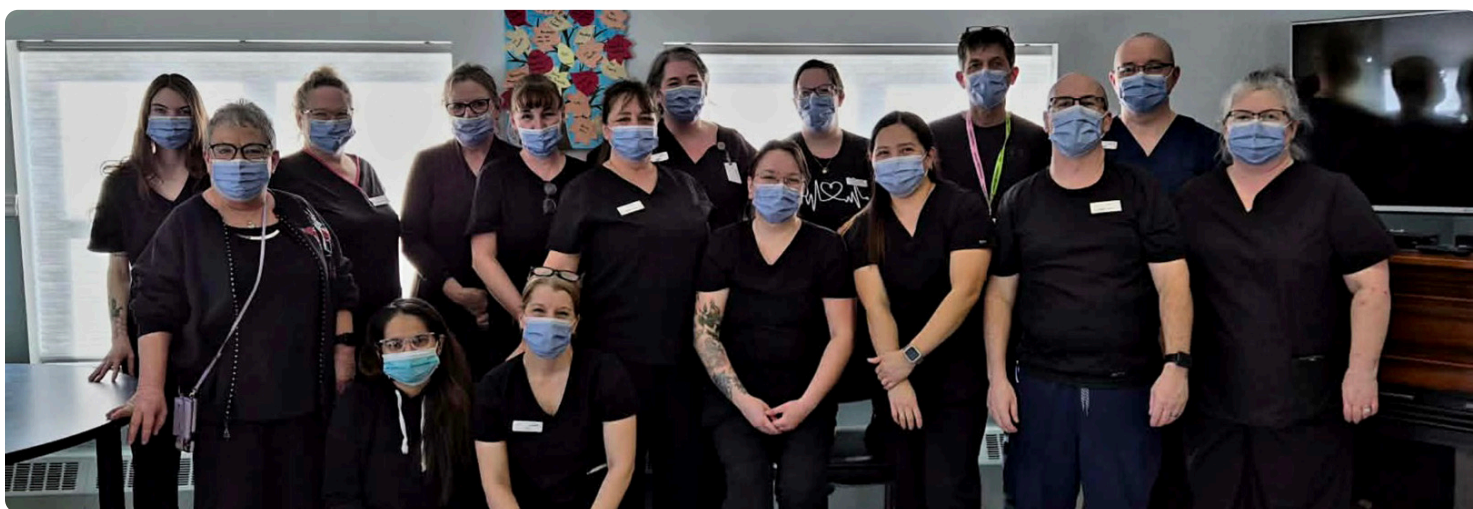
---

In late January, NSNU members and staff at Glen Haven Manor wore black in solidarity with other long term care healthcare workers who are at a bargaining impasse with the provincial government.

Thousands of dedicated long-term care workers in this province were offered an unfair deal after working without a contract since 2023 and, despite repeated attempts to bargain a fair agreement, the government has tabled the same offer four times.

The offer, which amounts to only a few dollars over four years for the majority, leaves these workers several dollars behind both the rest of Atlantic Canada and the living wage in Nova Scotia.

The NSNU stands in solidarity with our sisters and brothers affected by this stalemate, and applauds our members at Glen Haven Manor for their activism.



# One Person, One Record

---

Issues abound as Nova Scotia Health grapples with the implementation of a new electronic records system.

One Person One Record (OPOR), which is scheduled to launch in the central zone in early May, is the electronic record-keeping system intended to replace paper records and reduce the number of programs that health professionals use to track patient health information. OPOR rolled out at the IWK Health Centre in December but will eventually expand across the province. The \$365-million system, designed by health-care giant Oracle Cerner, is intended to replace paper medical records and lead to better co-ordination.

At issue are the length of time it will take to scan and convert hard files to electronic form and the fact that this work is being outsourced to a company in Ontario. These patient records will not be accessible until those files are digitized.

Nova Scotia Health responded by saying trucking boxes to Ontario is “not a OPOR initiative,” and that the health authority regularly does business with Iron Mountain Canada, a subsidiary of the U.S. company Iron Mountain Inc.

In several media interviews, NSNU president Janet Hazelton has asserted that nurses find it cumbersome, and that OPOR is causing delays admitting patients in part because basic tasks are taking much longer as staff navigate the new system.

President Hazelton adds, the employer is providing IT support, but it’s not enough. Nurses feel that the program was implemented too soon, and that they should have been afforded more education and more opportunities to work out the kinks before going live.

# CNSA National Conference

## BUILDING BRIDGES

The NSNU was a proud sponsor of the Canadian Nursing Student's Association (CNSA) National Conference in Saskatoon in late January, an annual gathering of nursing students in Canada. Each year, it brings together over 300 delegates from across the country, including students, faculty, and healthcare partners. In 2025, the meeting was held in Halifax.

The NSNU is pleased to count nursing students amongst its newest members, and happy to support an event that guides young nurses on the path to a successful and healthy career.

### *The conference provided:*

- Educational Opportunities – inspiring keynote speakers, engaging workshops, and thought-provoking panels on nursing practice, education, leadership, and advocacy.
- Networking & Collaboration – a chance to connect with nursing students, educators, and healthcare organizations nationwide.
- Student Leadership & Advocacy – through the National Assembly, delegates debate, vote on, and pass resolutions that shape CNSA's national priorities.
- Career Development – with exhibitors, sponsors, and partners showcasing opportunities for students entering the nursing profession.

Held this year in the “City of Bridges” (Saskatoon), the location provided a vibrant cultural backdrop and a symbolic connection with the conference theme – Building Bridges.

CNSA meetings present an opportunity to learn, connect, and lead the future of nursing in Canada.



# Dalhousie inks new nursing degree agreement with university in India

*Program designed to encourage nurses to come to Nova Scotia | Excerpts from CBC News*

Dalhousie University will soon be offering its nursing program to students in India. The Halifax university announced it has signed a memorandum of understanding with the SRM Institute of Science and Technology in Chennai, India, to create a dual-degree program in nursing.

Graduates of the program, which will be taught in Chennai, will receive a degree from both institutions and be accredited to practice nursing in both India and Nova Scotia. According to the memorandum of understanding, the partnership involves seats for 25 students.

A Dal spokesperson says the program was designed to create an avenue for nurses to come to Nova Scotia to practice. Dalhousie worked with the Department of

Health, Nova Scotia Health and the College of Nurses to ensure there will be a “coherent pathway” for the new nurses. It’s possible some Dal faculty will travel to Chennai to teach the program that could be operational by next fall.

SRM Institute of Science and Technology describes itself as one of the top-ranking universities in India with more than 60,000 students. It offers undergraduate and graduate programs in medicine and health sciences among other faculties.

The dual-degree nursing program is one of three new agreements Dalhousie recently made with institutions in India.



## Untangling Workplace Conflicts

SUBMITTED

Did you know Conciliation and Mediation Services has a suite of free programs and services that can help your labour-management relationship? From workshops on effective joint committees and enhancing workplace trust, to grievance mediation and facilitated labour-management conversations. Their highly trained staff will come to you wherever you are in the province.

Workplace conflicts are complex. Often you can see the symptoms, but the underlying causes remain unclear. They are multi-layered, multi-armed, and most people want to ignore them at all costs! People are, by and large, conflict avoiders, but that can have real impacts on people and organizations. When not managed properly, conflict can lead to morale and performance problems, stress and mental health issues, absenteeism and presenteeism, grievances, and recruitment and retention issues, to name a few.

A neutral, like CMS, is an individual outside of your organization, who has no stake in the conflict or outcome. They have no decision-making power and are not necessarily experts in the facts of the case, rather they assist individuals in voluntarily reaching their own settlements, by utilizing a neutral process.

CMS has a variety of free-of-charge programs and workshops available to assist unionized workplaces in Nova Scotia, as well as skill-building workshops on relevant topics, such as conflict management and resolution.

To find out more go to [novascotia.ca/lae/conciliation/](http://novascotia.ca/lae/conciliation/), email [conciliation@novascotia.ca](mailto:conciliation@novascotia.ca) or call (902) 424-4156.

# what's nu? snapshots



## ADDRESSING FUTURE NURSES

On February 11th, NSNU President Janet Hazelton met virtually with practical nursing students from NSCC's Kingstec campus.

Janet enjoys engaging with the next generation of nurses, highlighting the essential contributions they will make to patient care. She shared insights on the evolving healthcare landscape and the resources and advocacy support that the NSNU provides members. By connecting early with students, the Union helps foster confidence, a strong professional identity, and reassurance that they will be supported as they begin their careers.

## ST. JOHN'S IWD LUNCHEON

On March 6th, some of Atlantic Canada's most formidable nurse leaders, past and present, attended a luncheon in St. John's hosted by the Honourable Joan Marie Aylward, Lieutenant Governor of Newfoundland and Labrador.

Photographed are Debbie Forward former RNUNL president, Mona O'Shea former PEINU president, Shelly Duggan former NBNU VP, Lieutenant Governor Aylward, Marilyn Quinn, former president of NSNU, and Janet Hazelton.



## GOT TO HOLD THE GOLD!

While enjoying some downtime at the 2026 Montana's Brier in Newfoundland, Janet ran into Canadian gold medallist Brad Jacobs. After Brad and his team ended Canada's 12-year wait for Olympic men's curling gold in Milan, they travelled to St. John's for Canada's premier men's curling championship, the Brier, where they fell two wins short of repeating as national champions.

While they may not have won on the Rock, their determination and sportsmanship were on full display. Janet was thrilled to meet Brad, hold the gold, and congratulate him on an incredible season for Canadian curling.





## REMEMBERING ALEX PRETTI

On January 24th, Alex Pretti, an intensive care nurse for the United States Department of Veteran Affairs, was shot and killed in Minneapolis, Minnesota, while trying to protect others.

In his honour, nurses around the world held moments of silence, candlelight vigils and took the time to stand together in solidarity, remembering a colleague whose instinct to care for and protect others extended far beyond the bedside.

Thank you to Michelle Lowe and President Janet Hazelton for sharing these photos.



## PRE-RETIREMENT SESSION

On Thursday, March 12th, NSNU members attended a pre-retirement information session led by NSHEPP's Christy Settle, CEBS Manager, Pension Administration.

The session, offered both in person at the Nova Scotia Nurses' Union office in Dartmouth and virtually, helped members gain a clearer understanding of their pension plan and what to expect as they approach retirement.

With 22 attendees in person and 142 online, there was a great turnout. Participants learned how pension benefits are calculated, how to read and understand key details in their Annual Pension Statement, and explored additional features of the plan. The session walked members through the retirement process. Members had the opportunity to ask questions and gain valuable information to support their retirement planning.



share your local updates:  
send to [communications@nsnu.ca](mailto:communications@nsnu.ca)

# RESUBSCRIBING TO NSNU EMAILS

Campaigner is the secure email service that enables the NSNU to share information with members all at once, or with specific groups of members, in an efficient and timely manner.

We use Campaigner to distribute important information promptly and securely allowing members to receive timely updates regarding bargaining, educational opportunities, contests, events and more.

Many members are unsubscribed to our Campaigner email messages. Often, when a member reaches out looking for missing emails – they have unknowingly unsubscribed to our emails. **If you believe you have unsubscribed and would like to opt in to NSNU's emails again, you will need to go through the resubscription process:**

1. **Visit the following link, or scan the QR code**  
[secure.campaigner.com/CSB/Public/Form.aspx?fid=1003060&ac=9k10](https://secure.campaigner.com/CSB/Public/Form.aspx?fid=1003060&ac=9k10)



2. **Fill in your information, and standby for a confirmation email**

- ▶ This email may take a few minutes to arrive
- ▶ If you have not received your confirmation email, check junk mail

3. **Follow the link in your confirmation email to complete the subscription process**

## St. Martha's Regional Hospital

Many NSNU members, both past and present, were graduates and longtime employees of St. Martha's Regional Hospital founded by the Congregation of the Sisters of St. Martha in 1906 to respond to the community's needs. The Sisters built a 120-year legacy that shaped healthcare in Antigonish and surrounding communities.

The Sisters' stewardship, service and leadership in healthcare included the delivery of exemplary care and also contributed to the education and preparation of thousands of healthcare professionals including nurses, lab technicians and X-ray technicians.

The Congregation has given notice they will conclude their role as sponsors of the Mission Assurance Agreement held with the Department of Health and Wellness (DHW) and Nova Scotia Health (NSH) since 1996. The DHW and NSH have accepted the Congregation's decision, and the agreement will conclude on September 30, 2026.

When the current agreement concludes, the services and policies at St. Martha's will more closely align with all other hospitals across Nova Scotia.

NSNU joins the chorus in honouring the legacy of the Congregation of the Sisters of St. Martha and the long-standing commitment they have had to the hospital and the community of Antigonish and eastern Nova Scotia.



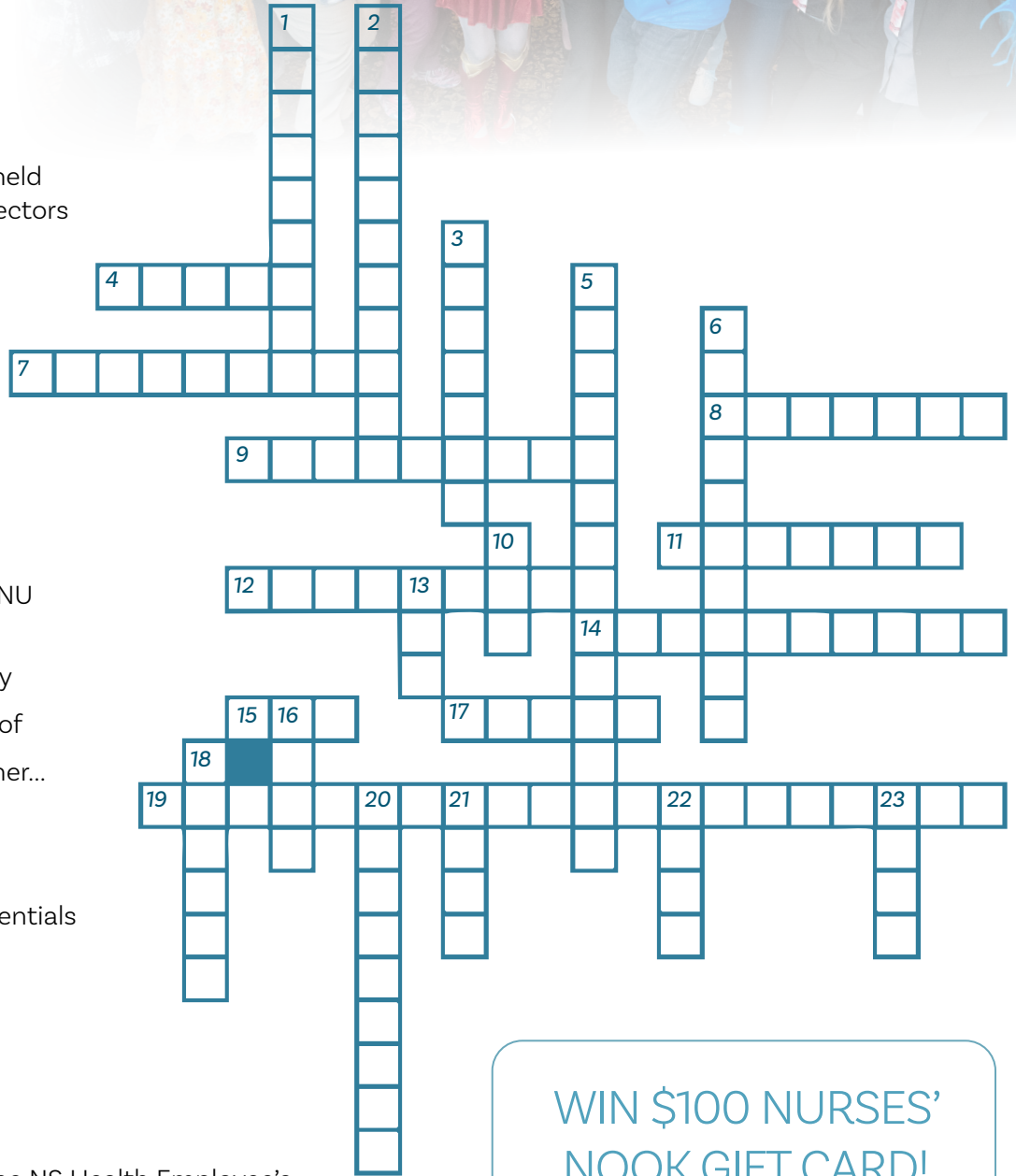
# CROSSWORD

## How well do you know your Provincial Union President?



### DOWN

1. Before elected president, Janet held this position on the Board of Directors
2. Aside from her cellphone, you won't find Janet without her...
3. Janet's happy place
5. Janet's first role in the Union
6. Janet's hometown
10. Where you'll find Janet before she starts her day
13. How many Premiers have been in office since Janet became NSNU President in 2002?
16. Janet's favourite summer activity
18. Who Janet advocates on behalf of
20. Janet will never be too far from her...
21. Janet's favourite furry friends
22. Janet's alma mater
23. The impressive governance credentials Janet earned in 2024



### ACROSS

4. Janet has \_\_\_\_\_ siblings
7. Janet's role in the Union
8. Janet is a \_\_\_\_\_ for both the NS Health Employee's Pension Plan and NSAHO Long-Term Disability Plan Trust Fund
9. Janet's signature Halloween costume
11. Janet is a new fan of this genre of music
12. What aspect of Janet's appearance is always changing?
14. Janet's favourite union chant
15. Janet Chairs this important (upcoming) meeting
17. President of the CFNU and long-time friend of Janet
19. In 2010, Janet earned her Master of \_\_\_\_\_ from Dalhousie

WIN \$100 NURSES' NOOK GIFT CARD!

Submit a scan or clear photo of your completed crossword to [communications@nsnu.ca](mailto:communications@nsnu.ca) by May 1st for your chance to win a \$100 Nurses' Nook gift card!

*Only complete, correct entries received on time will be considered.*

# Say hello to exclusive savings on home insurance.

Get your preferred rate  
on home insurance.



**belairdirect.**  
home insurance



Scan the QR code or call  
**1 833 583.3301** to get your price.



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

