

# what's nu?

May 2024

Nova Scotia  
Nurses  
Union



## 47th Annual General Meeting

### Highlights

Nurse Staffing Policy

Moving Forward  
on Pharmacare

CCR Reporting

COURAGE TO LEAD • CONFIDENCE TO CHALLENGE • COMMITMENT TO CARE



# Highlights

## PRESIDENT'S NOTEBOOK

Nurse Staffing Policy

## FEATURES

- 6** Nursing in Ireland  
*Nurse-Patient Ratios*
- 8** AGM Recap  
*United We Soared*
- 12** Education Day 2024  
*Scholarship/Grant Recipients*
- 20** Nursing Survey  
*Non Nursing Burden*
- 24** #NNW2024  
*Celebrating National Nursing Week*
- 27** LRR Retiree & New Hire  
*Farewell to Lilo, Welcoming Bev*



# Contact the NSNU

## LOCATION

150 Garland Ave. Dartmouth, N.S.

## CONTACT

1.800 / 902.469.1474

Fax: 1.902.466.6935

[nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca)

## WEBSITE

[www.nsnu.ca](http://www.nsnu.ca)

Staff Directory: [nsnu.ca/staff](http://nsnu.ca/staff)

## SOCIAL MEDIA

 Nova Scotia Nurses' Union

 @NS\_Nurses

 @NSNursesU

 NSNursesUnion

## MYNSNU APP

 Available in Apple App & Google Play stores  
OR: [nsnu.itacit.com](http://nsnu.itacit.com)



**President**  
janet.hazelton@nsnu.ca



**1st Vice-President**  
donna.gillis@nsnu.ca



**VP Finance**  
jamie.stewart@nsnu.ca



**Eastern VP**  
laurie.forrest@nsnu.ca



**Central VP**  
anne.boutilier@nsnu.ca



**Northern VP**  
denise.elms@nsnu.ca



**Western VP**  
tracy.d'entremont@nsnu.ca



**VP LPNs**  
alaine.halliday@nsnu.ca



**VP Long Term Care**  
glenda.sabine@nsnu.ca



**VP Community Care**  
kim.williams@nsnu.ca



**IWK VP**  
natalie.nymark@nsnu.ca

Like any corporate or organization's logo, the NSNU logo is copyright protected and is registered as such.

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

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

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



## Updating Info

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

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

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



## Union Dues

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

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

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

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

# President's Notebook

## *Nurse Staffing Policy a Game Changer*

The Nova Scotia Nurses' Union believes staffing language negotiated last summer for acute care nurses will alleviate shortages and longstanding issues impacting nurses.

Soon, Nova Scotia will be the second province in Canada with language that addresses staffing shortages. Earlier this year, British Columbia became first to implement minimum nurse-to-patient ratios. For instance, adult medical and surgical units, where the ratio will be one nurse to every four patients, and high-acuity units where it will be one nurse to two patients.

While participating at the NSNU's annual general meeting, members of the union and other nurse advocates heard from the Minister of Health and Wellness, Michelle Thompson, a nurse herself, about the government's assessment of the changes to come.

In this province, details have yet to be hammered out, but I am hopeful these guidelines will eventually

improve the delivery of quality patient care, enhance working conditions for nurses and create a stronger health-care system throughout Nova Scotia.

This staffing approach is new to Canada. It's about numbers but also flexibility to keep our hospital units appropriately staffed – including other disciplines of care providers. To echo the words of our B.C. counterparts, this commitment is a bold step for the government and a willingness to listen and invest in nurses. This initiative will improve job satisfaction, create safer and healthier workplaces for nurses, and improve patient care.

How will it work? In short, the delivery of patient care to a simple, clear formula that transparently indicates nurse staffing requirements throughout a facility. A nurse's workload will be determined by the ratio of Nursing Hours of Care per Patient Day (patient ratios). Nova Scotia Health and the IWK will provide a profile of all units and the current number of nurses working on each shift as an agreed upon starting point.



# Janet Hazelton

BScN RN, MPA



The Employers and Union will then develop a framework that determines the appropriate number of nurses for each unit across the province.

This approach recognizes that not all units are the same, and that different patient populations require different levels of nursing care provided by specific skill mixes while also providing a guaranteed level of nursing staff.

When those numbers are not met nurses will be able to formally report staffing deficiencies which will be brought to the newly established Nurse Staffing Advisory Committee. The joint committee will then determine the appropriate number of nurses for the unit. New language and changes to the Clinical

Capacity Reports would then be escalated to a newly established Nurse Staffing Advisory Committee in each zone if issues are unresolved by the labour management committee. Further escalation will include the Senior Management Representation and the Joint Nurse Staffing Steering Committee.

Minister Thompson says government looked for guidance from the committees tasked to develop the staffing formulas, expecting that the new model will eventually be implemented incrementally across the acute care system.

For this new staffing scheme to be successful, this initiative must be implemented in tandem with safety, retention and recruitment and other policies that will improve work-life balance and job satisfaction for nurses.

Formal nurse-patient ratios have long been in place in Australia, California, Ireland and other jurisdictions in Europe and Asia. In May, again in June, I will travel to nursing conferences in the United Kingdom to present the background and framework of Nova Scotia's new staffing policy.



# MOVING FORWARD ON PHARMACARE

## *Pharmacare legislation includes universal access to contraception and diabetes medications*

On May 24th, NSNU president Janet Hazelton stood shoulder to shoulder at a news conference in Truro with proponents of a national prescription drug program, including Prime Minister Justin Trudeau.

Asked to speak by the Prime Minister, President Hazelton was eager to share her thoughts on this missing piece of the Medicare vision.

It's clear through research and polling that many Canadians need access to quality medicines. People should not have to choose between paying for their medications and putting food on the table. Unfortunately, many Canadians are still forced to make this impossible decision.

In February 2024, the Government of Canada introduced C-64, the *Pharmacare Act*, that puts forward the plan for the first phase of national universal pharmacare in Canada and the intent to work with provinces and territories to provide universal, single-payer coverage for a number of contraceptives and diabetes medications. *The Pharmacare Act* is a concrete step towards a national pharmacare program that will improve the health of Canadians and build a stronger public health care system.

"Nurses see first-hand the consequences of failing to provide universal, equitable coverage for diabetes and birth control to our patients. Like so many Canadians, nurses believe everyone should be covered by the same plan, on equal terms, without financial barriers. Access should be based on need, not location, ability to pay, age, employment, or other factors," says Janet Hazelton, NSNU president.

Coverage for contraceptives will mean that nine million Canadians of reproductive age will have better access to contraception and support their sexual and reproductive health. Cost has consistently been identified as the single most significant barrier to accessing these medications and this cost is unevenly borne by women and gender-diverse Canadians. Pharmacare will give women and gender diverse Canadians freedom over their reproductive health.

Diabetes is a complex disease that has no cure but can be treated with safe and effective medications. However, one in four Canadians with diabetes has reported not following their treatment plan due to cost. Improving access to diabetes medications will help improve the health of 3.7 million Canadians living with diabetes and reduce the risk of serious life-changing health complications, such as blindness or amputations.

The Government of Canada has committed to consulting widely about the path forward and plans to work with provinces, territories, Indigenous Peoples, and other partners and stakeholders to improve the accessibility, affordability, and appropriate use of pharmaceutical products.

Financial barriers should never be the reason people cannot access prescription drugs and related products. This is an important step forward to improve health equity, affordability, and health outcomes for Canadians, with potential long-term cost savings to our public health care system.





NSNU AGM 2024

# United we soared!





# AGM RECAP: *United we*



From May 5-8 members of the NSNU in attendance for the **47th Annual General Meeting** - *United We Soar* were treated to an assortment of business, networking, and social activities. With close to 250 registrants for the AGM and closer to 300 for Education Day, nurses and Locals were well represented.



The event kicked off on Sunday, May 5th with regional and component meetings, an IWK meeting, and the 1st Time Attendee and 35 and Under orientation meeting.



On Monday, things went into high gear with presentations from the Honourable Michelle Thompson, Minister of Health and Wellness and Linda Silas, president of the Canadian Federation of Nurses Unions.





# Soared!

Their discussion centered around NSNU's new collective agreement language, nurse staffing and skill mix framework (aka nurse-patient ratios).



After a brief question and answer period with the Minister and President Silas, the financial report was presented before the assembly by Jamie Stewart, Chair – Members at Large Jessica Gillis, Brenda Mingo, and Janet Hazelton. Tom Daniels is the Staff Resource.



On Tuesday, May 7 a motion was presented to accept the Finance Report as presented which was accepted. Financial statements can be found at [nsnu.ca/AGM2024](https://nsnu.ca/AGM2024).

Eight resolutions were submitted for debate at this year's AGM providing an opportunity for lively and thoughtful debate. All eight resolutions were accepted by the voting delegates. The resolutions can be found in their entirety at [nsnu.ca/AGM2024](https://nsnu.ca/AGM2024). Congratulations to the **Constitution/Resolutions Committee** on a job well done. They include Chair, Anne Boutilier, Members at Large, Vicki Royles and Jayne Fryday. The Staff Advisor is Chris Albrecht, NSNU Executive Director.

President Hazelton offered a recap of collective bargaining efforts in 2023, opening the floor to questions and commentary on new acute and long-



term care contracts, as well as the VON agreement. She also reviewed the NSNU's strategic plan, offering an update on actionable items and ongoing goal setting for the future. The NSNU's Strategic Plan can be found at [nsnu.ca/about/strategic-plan](https://nsnu.ca/about/strategic-plan).



NSNU was pleased to welcome Farrah Allen McKay from the Colchester Community Support Society to accept our donation of Dignity Products. **NSNU locals from across the province donated 436 lbs. of feminine hygiene products, diapers, incontinence briefs and more** to that organization making it the largest AGM donation to date from NSNU. We thank our members for their generosity and kindness.



NSNU welcomed Danielle Sampson, Atlantic Director of the Canadian Labour Congress who brought greetings and words of encouragement and solidarity from the CLC.





Danielle Sampson

The Nurses' Union was also pleased to have Alexandra Rose, provincial coordinator of the Nova Scotia Health Coalition on hand to share an update from the NSHA. The Coalition's mandate is to stop the privatization of the public health care system, ensure high levels of care, and create a forum for people and communities to discuss issues in health care.



Alexandra Rose

The NSHC is political but non-partisan and receives no government funding. The organization relies heavily on contributions from like-minded entities like NSNU to realize their goals. To that end, scores of NSNU Locals rushed to the microphones to pledge donations to the Coalition, to the tune of close to \$8400. The NSNU also tabled a motion to increase funding for the Health Coalition which was passed with a unanimous vote.

Maria Richard, 1st VP of NBNU, spoke on behalf of the New Brunswick's Nurses Union and was on hand for several days. We thank Maria for participating and for her words of support.



Maria Richard

On Thursday, May 8 Premier Tim Houston dropped by unexpectedly and received a warm reception from NSNU members. The Premier expressed his gratitude to nurses and a willingness to continue to work towards resolving outstanding issues confronting healthcare workers.



Premier Tim Houston

It takes many hands and innumerable hours to prepare and execute the Annual General Meeting. We wish to thank sponsors like belairdirect (who also provided NNW gifts – crossbody pouches – to Locals), Pink Larkin, Burchell MacDougall and Keltic Clothing for their contributions to coffee breaks, educational grants, the charity draw and more.

It is also important to thank our AGM Operations and Nominations Committee - Chair, Donna Gillis, Members at Large – Lisa Creed and Brooke MacKinnon (pictured below, left to right) and NSNU staff for the impeccable planning and thought that went into this event.



## Denim 'n Diamonds Country Glitz Dance 'n Hoedown

On May 7th, the east met the wild west as the meeting salons at the Best **Western** Glengarry Hotel were transformed into a barn dance banquet hall! Those attending the banquet donned their country best to celebrate another successful AGM.



The event welcomed past honorary members, guests, current members, staff and nursing students, while fetting outgoing NSNU advocates and retiring staff.

We were thrilled to induct Christine Van Zoost, Carolyn d'Entremont and Darlene Aucoin into the NSNU Lifetime Honorary Members club – all deserving NSNU activists and dedicated nurses.



Lilo Wessels, newly retired labour relations representative was given a fine send-off by her former coworkers, Shannon Wark and Patti Humphries. They regaled the crowd with “Lilo-isms”, a trip down memory lane that resulted in a few tears and plenty of laughs.

At the banquet, Donna Gillis, 1st Vice President and Chair of the AGM Operations and Nominations Committee announced that the hospitality night 50/50 raised \$1,810.00 in total, the banquet 50/50 raised \$1,260.00 and the charity draw raised \$3479.00.

**The proceeds from all three initiatives collected a \$6549.00 contribution** for the Marguerite Centre in Timerblea and Hope House in Sydney – organizations that assist women in their addiction recovery.

Thank you to all who bought tickets in support of these fundraisers and congratulations to all the winners.

The night ended with a dance, some hoedown and some uptown grooves, and a chance for nurses to enjoy each other's company in a relaxed and denim 'n diamonds themed setting.

## AGM Photo Gallery

In the coming weeks, watch for the NSNU AGM 2024 photo gallery posted at [nsnu.ca/AGM2024Photos](https://nsnu.ca/AGM2024Photos) to see familiar faces and catch a glimpse of your teams in action.





# EDUCATION DAY RECAP

The NSNU offered an impactful and entertaining education day on May 8th, welcoming close to 300 registrants.

Led by an experienced organizing committee including Committee Chair and Western Vice-President, Tracy d'Entremont, NSNU members Misty Hynes and Robert Burrows, staff advisor, Chad O'Brien, with assistance from Coleen Logan. Other NSNU staff members were also instrumental in the success of the day.

The committee opted for an open theme to allow a diverse set of speakers and sessions, keeping things interesting and relevant. The sessions spoke to diversity in the workplace, international nurses, and levity to raise everyone's spirits.



NSNU then introduced **Augy Jones** to present his session titled, "Inclusive Professionalism". Augy Jones is currently the Executive Director with African Nova Scotia Affairs. The veteran speaker has conducted numerous professional development sessions to facilitate conversations around the intersectionality of race, class, ability, and gender in society. His NSNU address did not disappoint. It was flawless and genuine. He captivated the audience with his stories, perspectives, and unparalleled presentation skills.

The afternoon kicked off with a **panel discussion of internationally educated nurses\*** working in Nova Scotia. They provided remarkable insights into nursing and living in this province as a newcomer.



The day concluded with the comedic styling of **Martha Chaves**, an award-winning comedian, writer, and actor whose career spans over two decades. The Nicaraguan-Canadian LGBTQ+ stand-up comedian offered a hilariously relatable performance that tapped into nursing and Canadian culture. It was a great way to end the day.



To start the day, the floor was open for members to share stories, ideas, and experiences during an Open Forum. Members determined the direction of the conversation based on the issues important to them. The discussion was recorded to allow staff and the Board to further explore information gleaned from this exercise.





## \* PANEL DISCUSSION OF INTERNATIONALLY EDUCATED NURSES:

**Abena Abraham** a registered nurse working at Colchester Regional

**Princess Abid** a registered nurse working with the Aberdeen Hospital

**Dorothee Dianda** a registered nurse working at Colchester Regional

**Stacy Elliott** a clinical nurse educator with the learner experience team, IPPL – Academic & Community Partnerships

**Donna Gillis** 1st Vice-President, NSNU

**Janet Hazelton** NSNU President and moderator



## NSNU Scholarships & Grants

Annually, the Nova Scotia Nurses' Union and Canadian Federation of Nurses Unions and other partners offer several annual scholarships and bursaries to NSNU members and their families. Typically, the deadline to apply is the end of March.

The Education Committee met in April to determine the recipients of the scholarships and grants.

The winner of the *belairdirect Grant* of \$1000 is **Kayla Briand**.

The recipient of the *NSNU Continuing Education Scholarship* of \$2000 is **Rajvinder Kaur**.

The recipient of the *NSNU Degree/Diploma Scholarship* of \$2000 is **Jocelyn Dunn**.

The recipient of the \$2000 *NSNU Delores Chase Scholarship* is **David Fox**.

The winner of the \$2000 *NSNU Family Scholarship for a nursing degree program* is awarded to **Breanna Gilby**. Suzanne MacDonald-Gilby, who works at Eastern Shore Memorial, is Breanna's mom.

The winner of the \$2000 *NSNU Family Scholarship for the Licensed Practice Nursing Program* is **Maggie Woolvett-Lemaire**. Craig Lemaire, who works at Surf Lodge Community Care Centre, is Maggie's father.

The recipient of the \$1000.00 *CFNU Annual Scholarship* is **Tevin Crawford**.

And the recipient of the \$1000.00 *Elizabeth and Brittany MacPherson Annual Scholarship* is awarded to **Elizabeth Grace Clements**.

Congratulations to our winners and we wish them the best in their studies. For more information about NSNU scholarship and grant offerings visit [nsnu.ca/resources/education/scholarships](https://nsnu.ca/resources/education/scholarships)





# NURSING ON THE EMERALD ISLE

In early May, NSNU president Janet Hazelton, NSNU Researcher/Government Relations/OHS Specialist, Justin Hiltz and members of the Canadian Federation of Nurses Unions flew to Dublin, Ireland to sample the flavour of nursing in that country and maybe a pint of Guinness!

The Irish Nurses and Midwives Organization (INMO), the only trade union and professional organization for nurses and midwives in Ireland representing 40,000 nurses and midwives, hosted the Canadian team upon their arrival.

Ireland has been implementing the framework of a safe staffing tool, a form of nurse/patient ratios (NPR), since 2015. A framework for safe nurse staffing and skill-mix in general and specialist medical and surgical care settings in adult hospitals was developed, piloted in three hospitals, with the final report published in 2018.

Nova Scotia is on the cusp of attaining a mechanism (Nursing Hours Per Patient Day -NHPPD- Framework)

to address staffing shortages and better ensure safe practice. The purpose is to calculate nurse staffing based on actual patient needs, ensuring adequate coverage and care quality. The Nova Scotia model is meant to align with similar staffing practices in Australia and Ireland and is a tailored version of the British Columbia model, the first in Canada.

While in Ireland the delegation heard evidence of the Irish experience; the pilots, staffing recommendations, roles and supports, metrics and evaluations.

The group also met with representatives from the Royal College of Nursing, Northern Ireland to validate what frontline nurses are asking for, review NPRs, and emphasize the importance of learning from each other to find global solutions. The team also visited hospitals and met with frontline nurses dealing with ratios.

The CFNU group was intrigued to hear that the Beaumont Hospital, in Dublin does not have a nursing shortage. A goal to aspire to.





# Health Summit with Premier Houston

On May 1st an in-person meeting was held Premier Tim Houston. The Premier's Health Summit meetings bring together key healthcare stakeholders from across the province to tackle tough topics and explore innovative solutions. Since early 2023, half a dozen summit meetings have taken place.

Held at the Innovation Hub on Grafton Street, Halifax the group discusses a range of issues including internationally educated health workers, communications flow, interdisciplinary support, technology, administrative burden, collaborative practice and many other important matters.

According to the Premier, the summit is a chance to get "all the people who have an impact on how health care is managed in the province in one room so we can all talk about the same sense of urgency."

As NSNU president, Janet Hazelton famously said in January 2023, "There's no time for us and them anymore, what we need is all us. We owe that to Nova Scotians, we owe people confidence when they enter our health-care system that they are going to get good care."

The Health Summit meetings provide an opportunity for the like-minded collective to hear other perspectives while also working towards a common goal.



## Standing Committee on Health

On March 19th, NSNU president Janet Hazelton appeared as a witness before the Standing Committee on Health to discuss the impacts of the labour shortage on the healthcare system.

President Hazelton spoke about the ongoing shortage of nurses across all sectors in this province, including close to 1000 vacancies in Nova Scotia Health alone. She urged the government to be less reliant on private agency nursing, instead investing in professionals currently in the system and future generations of nurses.



NSNU'S PRESENTATION



WATCH THE SESSION







# THE FIGHT CONTINUES FOR FIQ

On March 16, 2024, they weathered the cold in Quebec City for a major FIQ (Fédération interprofessionnelle de la santé du Québec) healthcare professional rally in support of provincial negotiations.

Demonstrators took to the street in the thousands, close to 3000 in total, due to stalled talks at the bargaining table. The protest was intended to remind the Quebec government that FIQ is still in the fight for healthcare professionals and their right to a negotiated collective agreement that meets their expectations.

Those gathered asked government to unlock the negotiations and recognize the expertise

of care professionals.

In April, FIQ's 60,000 members voted in a referendum with the majority saying NO to the tentative agreement. Registered nurses, licensed practical nurses, respiratory therapists and clinical perfusionists in that province are fighting for recognition, respect, and safe working conditions.

Helping to amplify their voices were representatives of the CFNU including Linda Silas, Janet Hazelton and Angela Preocanin, 1st Vice-President of the Ontario Nurses' Association.





# A MESSAGE FROM THE NOVA SCOTIA HEALTH COALITION

The Nova Scotia Health Coalition would like to extend sincere gratitude for inviting the organization to speak at the recent NSNU Annual General Meeting. It is always an honour and privilege to share the Coalition's journey, accomplishments, and goals for the future with nurses.

NSHC is an organization comprised of local health committees, community groups, organized labour, students, and individuals who share the core belief that all Nova Scotians deserve equitable, high-quality, timely, and compassionate healthcare, regardless of financial status or geographic location.

The Coalition's mission is to advocate for and safeguard the accessibility of healthcare services, free of charge, within the public sector. We work towards this goal by engaging in various initiatives including collaborating with community partners to organize events aimed at raising public awareness about health issues and promoting public education.

Looking ahead into 2024, our focus provincially shifts to championing pharmacare, resisting increasing

privatization, and addressing staffing shortages by advocating for retention efforts such as appropriate financial compensation, workforce development, and combating burnout.

We would like to express our deepest appreciation for the generous support and contributions of NSNU and its Locals. Your unwavering commitment to our efforts has made a profound impact to fulfill our mission to achieve accessible healthcare services for all Nova Scotians. Your support has enabled us to travel to Ottawa to lobby for Pharmacare, hold events with the Access Now NS Coalition to advocate for free contraception and much more, empowering us to make a difference.

As we continue our work, we are deeply grateful to have NSNU standing by our side. We look forward to continuing to work together to ensure that every Nova Scotian has access to the equitable healthcare that they need and deserve.

In Solidarity,  
The Nova Scotia Health Coalition



**SUBMITTED BY ALEXANDRA ROSE, NSHC COORDINATOR**



# Day of Mourning

Nova Scotians solemnly observed the National Day of Mourning from one end of the province to the other on Sunday, April 28th.

Annually, we pause on this date to mourn the lives lost in the workplace and acknowledge the injuries, harm and illnesses acquired by workers while on the job. We reflect on these tragedies and remind ourselves that our work in heightening public awareness of these issues is crucial.

We remember the health care and other workers who have lost their lives to senseless acts of violence, employer neglect, and unsafe workplaces.

In 2023, 18 Nova Scotians died at work or because of their work, including seven acute traumatic injuries and 11 chronic injury fatalities.

The annual Day of Mourning event is led by the Nova Scotia Federation of Labour (NSFL) and is supported by the Department of Labour, Skills and Immigration, WCB Nova Scotia, and Threads of Life with the largest gatherings held at Province House since 2002.

“We will not relent on our dedication to safe workplaces and on this Day of Mourning, we reaffirm our solidarity and commitment to workplace health and safety and as we mourn the dead, we pledge to continue fighting for the living,” said Danny Cavanagh, president of the NSFL.

NSNU president, Janet Hazelton joined labour leaders, politicians, workers and those who lost loved ones at the Province House ceremony this year.



## ANTI-SCAB LEGISLATION

On March 19th, the provincial NDP called on Nova Scotia to ban the use of replacement workers.

NDP Leader, Claudia Chender introduced a bill in the legislature that would prevent employers from using replacements when workers are on strike or locked out. Representatives from Unifor and the Nova Scotia Federation of Labour were on hand to support the bill.

The legislation notes that in case of a legal strike by workers or a lockout, no employer and no person acting on behalf of an employer shall “use the services of a person, whether paid or unpaid, to perform work ordinarily done by an employee in a bargaining unit that is on strike or locked out”.

The legislation also ensures that, during a strike or lockout, employers will not:

1. Refuse to employ or continue to employ the person
2. Threaten the person, including a threat of dismissal
3. Intimidate, coerce, impose a penalty on the person

Autoport was using scab labour, violating the legal picket line of 239 striking CN Autoworkers in Halifax. Unifor Local 100 were on strike for fair treatment of workers and fair pay. Local members, union leaders (including NSNU's Janet Hazelton) and friends were at the Legislature in solidarity.

On April 3rd, Unifor announced that the 200+ striking workers at the Autoport vehicle shipment facility in Eastern Passage voted to ratify an agreement ending a 37-day long strike.





# EMPOWERING CHANGE

## The Impact of Clinical Capacity Reports

As a dedicated nurse, your commitment to patient care and professional excellence is unwavering. However, the challenges posed by understaffing and equipment shortages can hinder your ability to deliver the high-quality care you strive for. This is where Clinical Capacity Reports (CCR) become an invaluable tool. Filed with the Nova Scotia Nurses' Union, CCRs document the working conditions that compromise your professional practice, ensuring your voice is heard and driving positive change in your workplace.

Filing a CCR might seem like another burden in your heavy workload, but its significance cannot be overstated. These reports serve multiple vital functions. First and foremost, they bring critical issues to the attention of management and leaders, fostering dialogue and collaboration aimed at resolving the problems. When you document staffing shortages, resource deficits, or any other impediments, you are not just reporting a problem, you are advocating for a solution.

CCRs create a formal record that safeguards you when incidents occur. This documentation can be crucial in demonstrating that any adverse events were not due to negligence, but rather the direct result of the systemic issues you flagged. This protection is

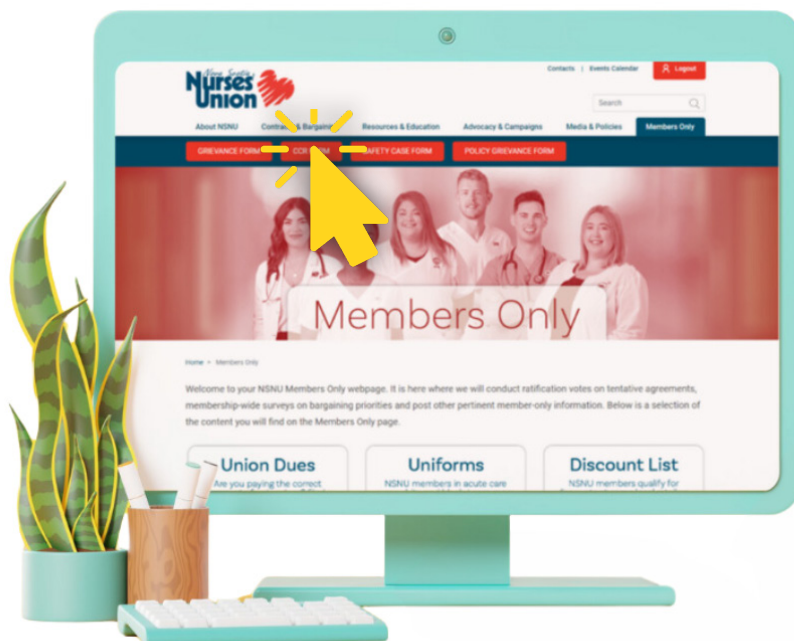
invaluable, providing peace of mind as you navigate the complexities of your role.

To harness the power of CCRs, it is essential that every nurse takes the time to complete them. Your individual report might seem like a drop in the ocean, but collectively these reports can catalyze substantial improvements. By consistently highlighting issues, we can drive the systemic changes needed to enhance our working conditions and, ultimately, patient care.

We also encourage you to share your success stories. Have you seen improvements in your workplace as a result of filing a CCR? Your experiences can inspire and motivate your colleagues, illustrating the tangible impact of these reports. Email [chad.obrien@nsnu.ca](mailto:chad.obrien@nsnu.ca) with any of these stories so they can be shared with fellow members. Together, we can create a supportive, well-resourced environment that allows us to excel in our professional practice.

Your voice matters, and together, we can make a difference.

Login to the Members Only portal of nsnu.ca to access the CCR form and for more information.







# NON-NURSING BURDEN SURVEY

Nursing is a vital aspect of patient care in our healthcare system. But too often, nurses are being asked to complete tasks that are outdated, unnecessarily complex or duplicative, add no value to the system, or are something someone else should do. These unnecessary or non-nursing nursing tasks take nurses away from doing what they do best – taking care of patients.

The Nova Scotia Office of Regulatory Affairs and Service Effectiveness (the Office) has recently met with members of the nursing community across the province to learn more about unnecessary or non-nursing work. From acute to primary and long-term care, and organizations representing LPN, RN and NP designations, they heard about the time, sources and impact of unnecessary nursing burden. Without exception, all partners confirmed the meaningful impact reducing this burden would have on our nurses.

The Office wants to hear directly from nurses on the unnecessary administrative and non-nursing work you do. To share your thoughts, you're invited to take the Office's survey on unnecessary nursing burden ([approximate length: 15 minutes](#)). The results will help shape a plan to reduce unnecessary burden for nurses and allow you to focus more time caring for Nova Scotians.

Don't miss your opportunity to have your voice heard. For more information on the project and to complete the survey, visit [novascotia.ca/regulatoryopportunity](https://novascotia.ca/regulatoryopportunity).



SCAN QR CODE TO  
**COMPLETE SURVEY**  
OR FIND MORE INFO



**Canadian  
Blood  
Services**

Canadian Blood Services' journey to make donation criteria, processes, policies, and interactions with that organization as inclusive as possible has come to fruition.

On May 10th, 2024 Canadian Blood Services delivered an apology to 2SLGBTQIA+ communities across Canada, for the impact of a former donor eligibility policy (the so-called 'men who have sex with men' policy). The apology acknowledged the harms experienced by gay, bisexual, and queer men, trans people, and other members of the 2SLGBTQIA+ community, because of this policy.

In September 2022, Canadian Blood Services implemented sexual behaviour-based screening in the donation process, and removed historical screening questions that prevented many sexually active men who have sex with men, and some trans people, from donating blood.

## ISSUES APOLOGY TO 2SLGBTQIA+ COMMUNITIES

This change represented an important step towards greater inclusion within Canada's blood system. However, it did not erase the harmful public perceptions that the policy contributed to, that someone's blood is somehow less safe, because of their sexual orientation.

CBS has worked closely with 2SLGBTQIA+ communities to develop the apology and see it as a necessary step in Canadian Blood Services' journey to build trust and repair relationships with 2SLGBTQIA+ communities in Canada.

To learn more go to [blood.ca/en/apology](https://blood.ca/en/apology).



SCAN QR CODE TO  
**LEARN MORE**  
AT BLOOD.CA



# NSNU President Recent ICD Graduate

On May 11th, NSNU president Janet Hazelton graduated from an intensive program that equips board members with new insights, expert guidance, and vital perspectives, ultimately helping boards like the NSNU to operate effectively and with confidence.

Granted by the Institute of Corporate Directors, the ICD.D designation represents a lifelong commitment to excellence in the boardroom, a desire to stay current and be a more effective director.

President Hazelton, who sits on numerous boards as the NSNU representative, has a lengthy resume of board experience and acumen. She recently completed the ICD-Rotman Directors Education Program and the examination process, which is conducted by seasoned directors.

The ICD program welcomes all levels of experience and backgrounds to the course with the understanding that all contributions – from expert to novice – have value and enrich the process.

Given the honour of valedictorian of her graduating class, Janet had this to say about the ICD program:

*“As a longtime administrator of board governance, I was confident in my skills and extensive knowledge as a board chair and director prior to enrolling in the ICD-Rotman Directors Program. This course reminded me that learning is limitless; that sustained exposure to a wide range of diverse perspectives can better refine our intentions, expand our toolkits, and hone our leadership competencies.*

*Through example, expert instruction, and experiential learning this comprehensive program challenges participants to avoid complacency so that critical thinking and adaptability endure. It’s not often that a labour leader has an opportunity to engage with such an array of professionals, but it’s imperative that the voice of labour be heard at more boardroom tables and that a greater and more mutual understanding of each others’ aspirations be achieved.*

*From start to finish, the interactions with my assorted classmates – now considered friends – made me eager to listen and contribute. I have no doubt that our collective insight on board governance will benefit society, lessening the divide between the pillars of our communities.”*





# MEETINGS of the NSNU Board of Directors

Meetings of the Board of Directors of the Nova Scotia Nurses' Union have been set for the remainder of 2024.

The NSNU Board of Directors holds meetings throughout the year to discuss current issues in the various sectors and disciplines and to attend to Union business. Those meetings typically take place in person at the NSNU office located in Dartmouth.

NSNU members are eligible to attend meetings of the Board. If you would like to join the Board for a meeting, as an observer we ask that you state your intention to participate at least one month in advance by emailing [debbie.grady@nsnu.ca](mailto:debbie.grady@nsnu.ca).

Board of Directors meetings are listed on the [nsnu.ca/calendar](https://nsnu.ca/calendar) for reference and are listed below:

**TUESDAY, JUNE 25**

📍 Dartmouth

**FRIDAY, SEPTEMBER 6**

📍 Dartmouth

**WEDNESDAY, OCTOBER 2**

📍 Sydney

**THURSDAY, NOVEMBER 14**

📍 Dartmouth

## belairdirect.

### Scholarship Program 2024

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

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

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

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



**Deadline:** July 31, 2024



# PREPARING FOR PRIDE

*With Pride celebrations taking place all summer, it's a time for festivities, reflection and advocacy for the LGBTQ+ community.*

Participating in Pride is one of the ways that the Nurses' Union shows our ongoing support for the diversity of our membership. We celebrate our LGBTQ+ members and the valuable work they do for Nova Scotians each and every day. It is important that LGBTQ+ nurses are visible and that the profession is considered a safe place for all. It is equally as important that nurses know the Union supports them.

Pride celebrations are a wonderful opportunity to show support for the LGBTQ+ community and celebrate diversity. We are fortunate to have several Pride events organized across the province.

If you're looking for a way to get involved in your local Pride festivities, consider volunteering, attending events, or simply showing up to support the cause. By participating in Pride, you can help create a more inclusive and accepting world for all. Whether it's wearing a rainbow pin or attending a local parade, every little bit helps to spread love and acceptance.

If you would like to sport an NSNU Pride t-shirt while at a Pride Event this summer, email us at [communications@nsnu.ca](mailto:communications@nsnu.ca) to inquire about t-shirts, banners and more!

Join the celebrations, uphold the fight for equality and inclusivity, and let's make this year's Pride festivities truly memorable!



visit [nsnu.ca/Pride2024](https://nsnu.ca/Pride2024) this summer for more information



# NATIONAL NURSING WEEK 2024

As we reflect on another National Nursing Week, we want to express our appreciation for our members' unwavering commitment to patient care.

This special week is a tribute to the remarkable work that nurses do and the profound impact they have on patients, their families, our communities and the healthcare system. It's also a chance to raise awareness about the challenges nurses face and the importance of investing in the nursing profession - a time to support and advocate for nurses, ensuring they have the tools and resources needed to provide the best possible care.

The theme, **Changing Lives. Shaping Tomorrow.** was chosen by the Canadian Nurses Association to recognize the contributions and tremendous impact that nurses have on individuals, communities and the future of health care.

While it can be hard to take the time to celebrate National Nursing Week while on the job, we hope that our members found a moment to reflect positively on their nursing profession. Despite the long hours, high

stress and demanding work, you show up with compassion, expertise and a commitment to making a difference. Your tireless efforts to not go unnoticed.

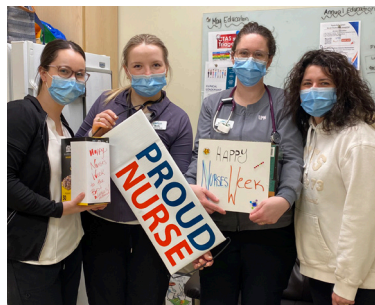
National Nursing Week resources, including the NSNU's 2024 Nursing Week commercial and a message from Janet Hazelton remain available on our webpage, [nsnu.ca/NNW2024](https://nsnu.ca/NNW2024).

We encouraged our members to be self-promoters, sharing what makes them strong and proud to be a nurse through our initiative called MySelf(ie). We were thrilled to share many Self(ie)s with meaningful and inspiring messages. In addition, several Locals also took the time to send us photos from their **#NNW2024** celebrations, which we shared on our social media platforms.

We thank you for all that you do, not just this week, but every day. It is an honor to represent our members as we strive to make a positive impact on the lives of nurses in Nova Scotia and the nursing profession.







FOR MORE #NNW2024



# NURSE LED FOCUS GROUP AT AGM

Of the many meetings and activities held during this year's AGM, a focus group was part of the busy agenda.

On May 5th, NSNU leaders participated in a CFNU focus group with Dr. Kimberly McMillan (University of Ottawa) conducting the session on Today's Nurse: *A national conversation about what contemporary Canadian nurses need to stay in the workforce for the longevity of their career.*

Approximately ten NSNU AGM participants joined the focus group to discuss and examine the needs of the modern Canadian nurse as an employee.

The study, which is nationwide, will explore what

Canadian nurses across career stages feel they need to stay in the profession for the longevity of their careers. In particular, what is needed to make a job attractive to a nurse including hours of work, support, workload?

The study will look at current motivators to keep nurses in the workforce, and how nurses believe these motivators could be better leveraged to enhance long term retention.

The 90-minute focus group was well received and will lend a Nova Scotia perspective to the data collected.

Watch for the the release of the findings from this research in the coming months.

## Shirley Farrell Memorial Solidarity & Wellness Grant

While at the 47th Annual General Meeting of the NSNU, members were introduced to a new policy brought forward by the Board of Directors.

**The policy recommended and accepted by voting delegates at the event reads as follows:**

*That the Shirley Farrell Memorial Solidarity and Wellness Grant, a sum of \$2,000, be awarded annually to a Local(s) for an event(s) to promote union activism.*

*Locals will be required to submit an action plan, including budgeting, in their grant application. In return, the recipient Local(s) must share photos and other promotional materials with the Nurses' Union for dissemination across communications channels.*

*A subcommittee of the Board and the NSNU Education Officer will determine a comprehensive criteria and guidelines for the grant, including the timeline for application and endowment.*

Shirley graduated with a diploma from St. Martha's School of Nursing in 1985. Her dedication to nursing



and her pursuit of justice for her colleagues led her to many positions within the Nova Scotia Nurses' Union where she served as shop steward and local president. Her career in nursing and her involvement in the NSNU brought her great joy; she formed many friendships and loved representing her members.

A fixture at NSNU gatherings and events, she was known for her outspoken demeanour and strongly held beliefs. Shirley will also be remembered for her steadfast dedication to her family and her limitless generosity.

This policy, including timing for applications, will be posted online at [nsnu.ca/resources/education/scholarships/nsnu](https://nsnu.ca/resources/education/scholarships/nsnu)



# LABOUR RELATIONS REPRESENTATIVE RETIRES

Lilo Wessels is no stranger to many NSNU members. The registered nurse was once employed at the Dartmouth General Hospital, sat on the Board of Directors, and has been a labour relations representative with the NSNU for close to 25 years.

Lilo came to Canada from her native Germany when she was in her twenties and made a comfortable home here before joining the union ranks.

Her union activism drew her to work with, then at the NSNU, often teaching at Eastern Labour School and providing professional guidance to scores of nurses over her lengthy career.

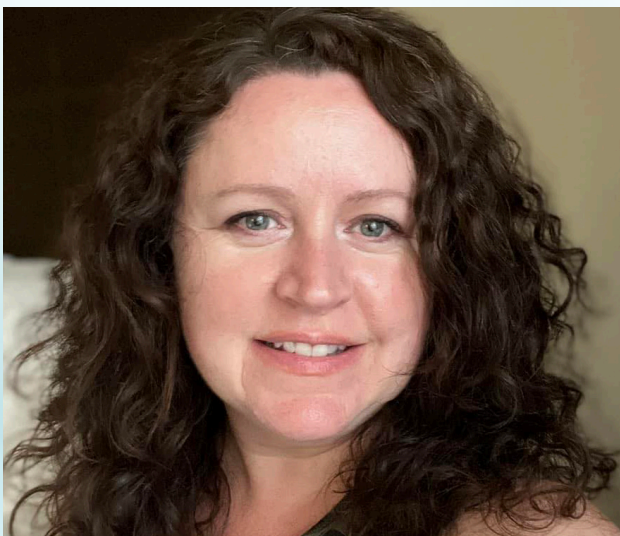
She was feted at a staff luncheon on April 26th and again at the AGM banquet on May 7th, where her coworkers and fellow nurses got to say a touching and humorous goodbye to their dear friend.

The NSNU, including the Board, members, and her coworkers, wish Lilo a long and happy retirement.

She will be missed, including her exceptional yodeling skills!



## NSNU New Hire



Following in Lilos' footsteps is new hire, **Bev Strachan**. Bev brings with her many years of experience as the CUPE Local 8920 president and as a CUPE national Labour Relations Representative.

Bev is well known and respected throughout the labour movement and has been involved with the creation of the provincial Councils since they were created in 2015.

Bev will start in early June and will assume Lilo's previous assignment in the Central Region.



# what's nu? with members

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

## Steps for Life Charity Run

On May 4th, members of the Nova Scotia Federation of Labour's OH&S / WCB Committee met to host their Steps for Life Charity Fundraiser at Point Pleasant Park. This 5km walk raises funds to support families of workers to have suffered death or life-altering injuries in the workplace. Kim Williams, NSNU's Vice-President of Community Care, participated in Steps for Life as an NSFL Committee Member.



## Pets of CBRH Dialysis

The nurses at Cape Breton Regional Hospital's Renal Dialysis Unit would like to thank and acknowledge the hard work of one of their most recent RN graduates, Erin MacIsaac. Erin took initiative and used her spare time to create the Renal Dialysis Unit Pet Wall for staff, patients and guests to enjoy while in the waiting room.

Well done Erin!

## The Coveted Yeti Cooler

Each year at our Annual General Meeting, members and friends of the NSNU generously donate items to raise money for charitable organizations – namely The Marguerite Centre in Timberlea and Hope House in Cape Breton. This Charity Draw brings great fun to the event, and members are always excited to pick up their prizes before leaving Truro.

This coveted sporty red Yeti cooler, donated by uniform supplier, Keltic Clothing, was on many wish lists at the Charity Draw this year. We are happy to announce that the lucky winner was one of our student attendees! Congratulations to Brittainy Paige of NSCC's Marconi Campus Licensed Practical Nursing program – may you enjoy your prize to the fullest this summer!





# IWK Shop Steward Training

On April 3rd, members from the IWK Health Centre Local arrived at the NSNU office in Burnside eager to participate in a full day of shop steward training. The training session was facilitated by NSNU Education and Technology Officer, Chad O'Brien, with NSNU's President Janet Hazelton in attendance to address the group. Also present was the NSNU's Labour Relations Representative for the IWK, Angela McKenna.

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

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

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

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



## 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**  
<https://secure.campaigner.com/CSB/Public/Form.aspx?fid=1003060&ac=9k10>
2. **Fill in your information, and standby for a confirmation email**
  - If you have not received your confirmation email, check your spam/junk folder
  - This email may take a few minutes to arrive
3. **Follow the link in your confirmation email to complete the subscription process**





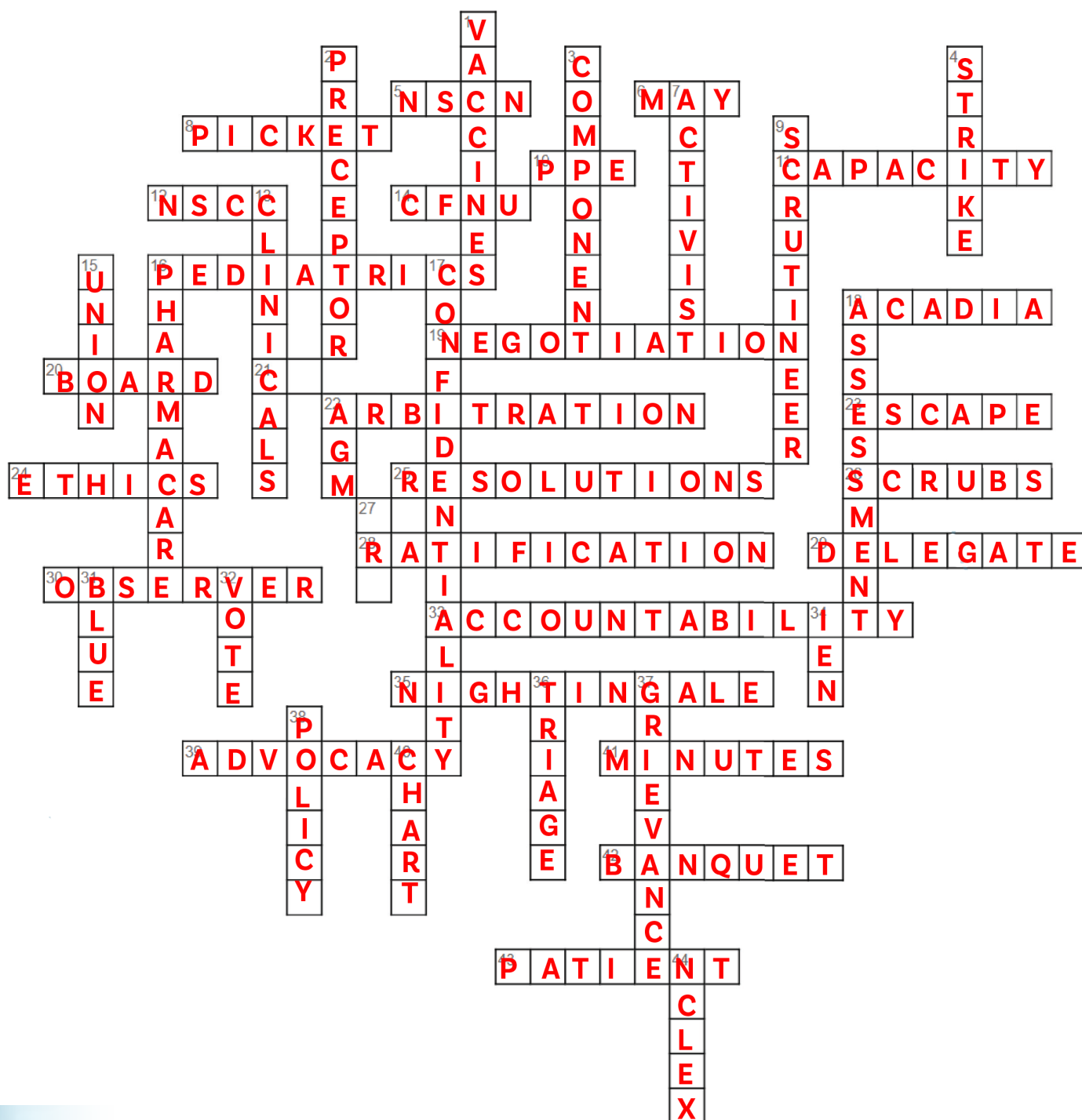
# NURSES' UNION CROSSWORD

## Answer Key

Forty-two entries later and we have a winner! NSNU was happy to receive so many wonderful responses to our first ever Nurses' Union Crossword Puzzle - almost all with perfect results.

Submissions with 100% accuracy were entered in the random draw for a \$250 voucher redeemable for NSNU merchandise.

And the winner is **Sabine Kruse**, RN at Debert Court.





# Stoneman's Jewellery Inc.



## THANK YOU

To show their appreciation for nurses, Stoneman's Jewellery, located in Sackville, donated a silver ring or silver pendant and chain to the AGM charity draw.

Participants at the AGM purchased draw tickets to win this prize, valued at approximately \$450.00.

The winner had a choice between the ring or the pendant and chain.

***Wear your nursing ring/pendant proudly.***

---

Additionally, they're currently seeking design input for future rings. If you're creative and wish to share your ideas, reach out.

To view the Jewellery, or to share your ideas, go to [www.stonemans.ca](http://www.stonemans.ca).

**STONEMANS.CA**

668 SACKVILLE DRIVE, LOWER SACKVILLE, NS

902-864-7617





# WIN 1 OF 10 CASH PRIZES OF \$1,000\*

Scan for your chance to win with our  
Nurses Appreciation Giveaway!



[belairdirect.com/nurses2024](https://belairdirect.com/nurses2024)

**belairdirect.**



Materials used to produce this document  
are Forest Stewardship Certified (FSC)



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

