

what's nu.

September 2024

Nova Scotia
Nurses
Union



Highlights

Council of the
Federation Recap

Council of Presidents

belairdirect Nurse
Appreciation Winners

COURAGE TO LEAD • CONFIDENCE TO CHALLENGE • COMMITMENT TO CARE

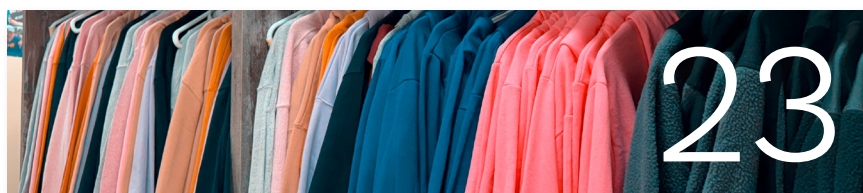
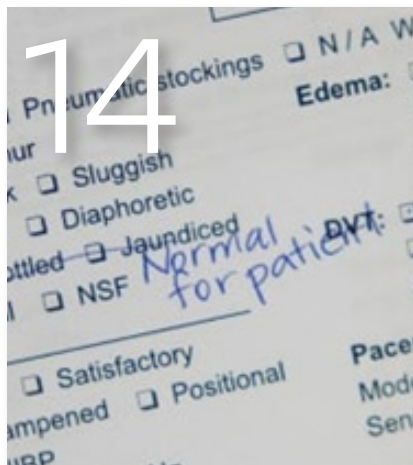
Highlights

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-  @NS_Nurses
-  @NSNursesU
-  NSNursesUnion

MYNSNU APP

-  Available in Apple App & Google Play stores
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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**.

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

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



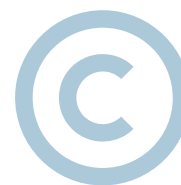
NSNU Logo Copyright

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** 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.



President's Notebook

The End of Summer - **Falling** Back into Routine

As we enter the final quarter of 2024, Autumn brings about a sense of completion but also renewal.

In September, kids and adults go back to school for the start of a new term, workers return to their jobs after a summer reset or vacation (if they've had time off in July or August) and we watch in awe as the landscape colourfully transforms before our very eyes.

In Nova Scotia, we're fortunate to have very distinct and diverse seasons that warrant different wardrobes and different mindsets. We are adept at change and many of us embrace those transitions. From hot to cool and cotton to wool; easy breezy to crazy busy. That is our summer-to-fall reality.

When it comes to healthcare, we hold our breath in anticipation of the flu, COVID and cold seasons and a return to "normal" after the lazy days of summer. That's the usual ebb and flow we experience at this time of year. A surge in your work and patient demands is imminent.

Unlike the summer 2023, when we were still hammering out a deal for acute care nurses, these past two months were relatively calm. When not working, I enjoyed time with my family and friends, a concert and barbeque here and there, and several rounds of golf throughout the Maritimes. I recharged my battery

in preparation of the "ber" months to come - September through December.

Now that I've put away my shorts and sandals, things are gearing up in typical fall fashion at NSNU. In coming issues of What's NU? you'll read about the CFNU Negotiators meeting hosted by NSNU September 24th and 25th. We'll report on ongoing CBS bargaining efforts. You'll be informed of the discussions stemming from the November 5th Council of President's Meeting in Truro, and the Health Ministers meetings later that month.

Our calendars are filled with commitments well into the new year. Meetings, conferences, nurse gatherings across the country and in this province, sessions with nursing students, educational opportunities, campaigns, our regular Board of Directors dates, and much more. It promises to be eventful.

Fall marks the end of a brief lull, ushering in a more structured routine. This shift helps us re-establish our regular schedules, tie up loose ends and tasks earmarked for completion before the coming year.

I remind our members to read your Campaigner e-memos for events and news, visit nsnu.ca for NSNU content, and stay up to date as 2024 winds down.

Janet is back on X

After being disconnected from X (formerly Twitter) for several months, NSNU President Janet Hazelton is back on the platform.

Technical glitches made it difficult to reestablish the account, preventing Janet from engaging with other social media enthusiasts.

To follow Janet, search **@JanetAHazey**.



Janet Hazelton
BScN RN, MPA, ICD.D





NURSES' UNIONS PUSH PREMIERS FOR BOLD PUBLIC HEALTH CARE TRANSFORMATIONS

Silas: We won't let premiers forget that access to care relies on health care workers!

As Canada's premiers prepared to meet at the July Council of the Federation in Halifax, nurses' unions pressed provincial leaders to commit to a bold vision for public health care and ensure everyone has access to care at all ages.

"A patchwork approach to our health care systems means access to care is continuing to suffer. As a nurse on the front lines, you come face to face with critical health issues that could have been avoided if only the patient had access to a family doctor or a nurse practitioner. You see seniors languishing as they wait for a long-term care bed without access to home care or community care," explains Linda Silas, president of the Canadian Federation of Nurses Unions (CFNU).

A bold vision to center patients in our models of care would greatly improve patient care while easing the conditions that are pushing nurses and health care workers out of the system."

The CFNU continues to call on all levels of government to work together on key evidence-based solutions to support the robust recovery of our health care systems by:

- Implementing nurse-patient ratios to address unsustainable workloads and improve patient care
- Enforcing mandatory long-term care standards to address the safety and quality of seniors' care
- Ensuring everyone has access to primary care in their community
- Collaborating on a pan-Canadian approach to health workforce planning data to ensure our public health care system is strong for generations to come

Decades of living through a growing crisis in health care might make it feel like this is just the way it is. But with a bold vision and strong leaders to back it, we can ensure everyone in Canada has access to care at all ages.

Linda Silas attended the Council of the Federation meetings, accompanied by provincial nursing union leaders, including NSNU president Janet Hazelton, to engage directly with premiers around solutions at a healthcare policy panel hosted by the CFNU on July 16.

Silas was joined by Dr. Jane Philpott, long-term care expert Dr. Samir Sinha and Nova Scotia nurse practitioner Santina Weatherby for a panel discussion on a vision to ensure Canadians have access to care at all ages. The panel presented solutions to bolster Canada's public health care system.

"The truth is that without a concentrated and collaborative effort to address the ongoing staffing crisis, the cracks in our health care system will only continue to grow," said Silas. "Canadians need to see our premiers working together to rise to the challenge. We need accessible primary care. We need to know that as we age, we can count on the care we need right in our communities."

Continued on the next page



CFNU Health Policy Breakfast Attendees, Halifax, July 16 2024



Santina Weatherby, NP



Donna Gillis, NSNU 1st VP



6 Nova Scotia Nurses' Union



PREMIERS HEAR FROM HEALTHCARE STAKEHOLDERS

Excerpts from CHC - Tracy Glynn, National Director of Projects & Operations for the CHC

Hundreds of frontline health care workers and patient advocates rallied outside the Council of the Federation (CoF) meeting in Halifax on Tuesday, July 16 to send a strong message to Canada's premiers that our public health care system is not for sale, and we want universal pharmacare now.

About 300 people, including public healthcare leaders like NSNU President, Janet Hazelton and NSNU 1st Vice-President, Donna Gillis, and other advocates joined the noon hour rally as premiers glanced from the balcony of the Westin Hotel.

Dr. Bob Barkwell, chair of the Nova Scotia Health Coalition, referenced Tommy Douglas, father of Medicare, when speaking about the need to finish his dream.

"This is our opportunity to do what Tommy Douglas did, and lock in what he always wanted, pharmacare, before the next election, just as he did with Medicare in 1962," said Barkwell.

A new poll by Environics Research for the Canadian Health Coalition found deep public concern about public health care. Canadians want their premiers to work with the federal government to end what 74 per cent believe is a crisis in their provincial health systems.

At the rally, Linda Silas, president of CFNU, denounced the use of agency nurses, a hot topic across the country, and other private-for-profit agencies.

"Public health care is not for sale," declared Silas.

Nurse union leaders from across the country joined Silas as a part of the anti-privatization and pro-public health care rally during the CoF meetings.

"Keeping health care public is critical to ensuring that every single person who lives and works in Canada has the care they need when they need it," said Silas. "In health care, the conditions of work are the conditions of care. Nurses everywhere know, the fight for safe working conditions and safe staffing is the fight for safe patient care. Privatization only threatens to worsen staffing, to worsen patient outcomes, and we will stand up together against it."

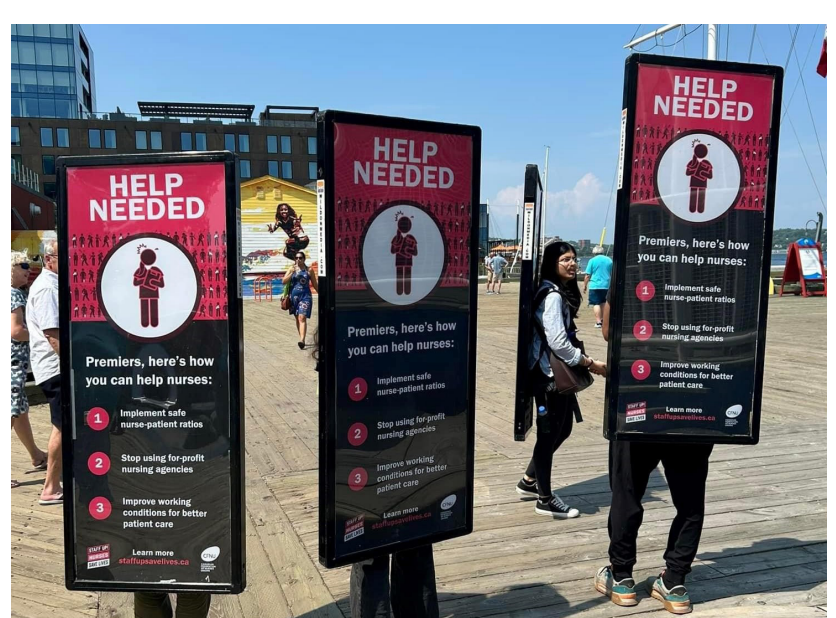
The Canadian Health Coalition Chair, Jason MacLean said, "We cannot and will not stand by as public health care is privatized and workers are left trying to keep the public system functioning. Stop the privatization, invest in public health care and move forward with pharmacare."

While the tone of the event was festive and welcoming, the messages were clear and somber. Action must be taken now to address the healthcare and prescription drugs needs of Canadians.

The rally was organized by the Nova Scotia Health Coalition and the Canadian Health Coalition. Both coalitions are comprised of labour unions representing health care workers, community organizations, and experts, including people with lived experience within the healthcare system.

CONTINUED ON NEXT PAGE





JUST ANOTHER DAY AT THE BEACH...*NOT EXACTLY*

Nova Scotians are inclined to escape their busy lives for the peace and tranquility of the seashore, by which we are surrounded. One such destination is Conrad's Beach, beautifully sheltered and just minutes from Dartmouth. Popular for its long sandy beach and relatively gentle surf, it's a maritime favourite.

This past July 17th, two strangers seeking the quintessential beach experience became acquainted and gained public acclaim at Conrad's Beach.

Twelve-year-old Fiona, who was enjoying a day in the ocean with her friend Naomi and Naomi's mom, was pulled into a hazardous rip current. Swimmers who are caught in a rip current, which can move at speeds of up to eight feet per second, often find themselves at risk of drowning.

"I was just in the water with my friend, and we were just jumping waves. One wave was too big for me to jump, so I just wanted to swim it. That one ended up taking me out to sea, and I didn't notice until I couldn't touch the ground," Fiona recalled.

Hearing panicked cries for help, a woman sunning herself on the beach with an out-of-town friend jumped into action, swimming to the girl and successfully bringing her safely to shore despite the high waves that at times hid Fiona from view. That woman, Emily Churchill, a graduate from the nursing program at Memorial University in St. John's and former lifeguard is being hailed a hero after her brave and quick response.

Later that day, Fiona's mom, Sarah Poulin took to social media to find and properly thank her daughter's rescuer, whom Sarah only knew by her first name.

That prompted calls to the NSNU from reporters, hoping the Nurses' Union could connect the mom and Fiona's rescuer. With little information to go on and over 100 nurses named Emily in the NSNU database, the Union

could not provide answers. However, Facebook contacts saved the day.

Once the nurse's full identity was revealed, NSNU reached out to arrange a reunion between Emily and Fiona at a coffee shop in downtown Dartmouth on July 31st. Together, the two reserved and self-proclaimed introverts reconnected and recounted the unusual circumstances of the day they first met.

Emily, an avid beach goer and soccer player, praised the young girl for her swift thinking, saying their teamwork saved the day. Fiona reacted by staying focused and afloat, swimming diagonally, and signaling for help. Just two days prior to the incident, Fiona's mom had instructed her to swim diagonally back to shore if she ever found herself in distress. Good job mom!

While both Emily and Fiona are uncomfortable in the spotlight and with the media attention they have received since that day at the beach, they contend they've made a lifelong bond. They don't mind sharing their story if it leads to signage on that beach about the risks, a beach that does not have lifeguard service, to raise awareness about dangerous currents and swimming conditions.

Fiona says her memory of that day is a bit of a blur but that she's eternally grateful to Emily. And, as Emily continues nursing at the IWK and Yellowknife this fall, she's relieved her lifeguarding skills still hold up, and to have been there for Fiona.

As for mom, Sarah Poulin wrote the following message on Facebook:

"I'm just so thankful that nurse Emily was there to bring Fiona back. Fiona told me that it was too difficult for her to get out of the rip current. She just had to concentrate on staying afloat. This could have ended in complete tragedy for my family, and I am very thankful that God was watching over my daughter and sent someone to rescue her."

One more shining example of a nurse going above and beyond the call of duty.



Council of Presidents

November 5th

The Nova Scotia Nurses' Union will host a Council of Presidents (CoP) meeting from 10:00 am until 3:00 pm on **Tuesday, November 5th** at the Best Western Glengarry Hotel in Truro.

The purpose of the fall CoP, which is comprised of Local presidents, co-presidents or a designate from each of our 124 Locals, is to discuss the latest collective agreements, Local administration, and safe hours of work. Via Teams, NSNU will welcome the authors of CFNU's recent report, *Safe Hours Save Lives: Study on Safe Working Hours for Nurses* for a 90-minute session.

Article 14.02(b) of the NSNU Constitution states that the President/Co-President of each Chartered Local, or

designate, shall have the right to attend the Council of Presidents which shall meet at the discretion of the Board of Directors. Of note, Locals with Co-Presidents may send both, and Locals that have no Table Officer representation may designate someone from their Local to attend.

Please refer to the September 16th Campaigner e-memo for details. For additional information or clarification on registration, etc., contact debbie.grady@nsnu.ca.

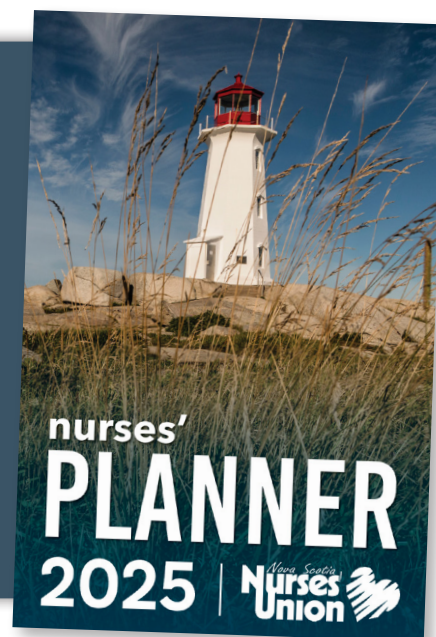
The NSNU estimates the event is valued at **5 professional practice points**. We recommend that you speak with your supervisor/manager in advance to confirm.

We're happy to share that the 2025 Nurses' Planners will be arriving soon!

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

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

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



CFNU SURVEY *Today's Nurse*

CFNU is partnered with Dr. Kimberly McMillan (University of Ottawa) to conduct a research study entitled, *Today's Nurse: A national conversation about what contemporary Canadian nurses need to stay in the workforce for the longevity of their career*. The purpose of the study is to examine the needs of the modern Canadian nurse as an employee. Research questions guiding this study are:

- #1** What do Canadian nurses across career stages feel they need to stay in the profession for the longevity of their careers. What is needed to make a job more attractive?
- #2** What are motivators that keep nurses in the workforce and enhance long term retention?

The study is currently recruiting nurses with 0-5 years of experience and nurses with 6-15 years of experience. The virtual focus group will last 60-90 minutes and will be with other nurses in Nova Scotia. Please note, participants will be selected on a first-come, first-served basis.

If you are interested in participating, please email kim.mcmillan@uottawa.ca directly to discuss further.

FIQ TO CEASE PRESSURE TACTICS, VOTE IN OCTOBER

Government proposals to the FIQ are nothing but “smoke and mirrors,” according to the union organization.

In a press release issued in late August, the Fédération interprofessionnelle de la santé du Québec (FIQ) described the government’s proposal, tabled after more than 500 days since the expiry of the collective agreements, as “window dressing” and “rehashing.”

The union federation, which represents 80,000 nurses, nursing assistants, respiratory therapists and clinical perfusionists, was responding to the new contract offer presented by Quebec’s Treasury Board. At the heart of this dispute, is the mobility required of nurses.

According to the FIQ, Quebec demands even greater flexibility from its members. Managers of healthcare establishments want to be able to move nurses from one care unit to another, or even from one establishment to another, to meet needs wherever they arise.

Nurses see this as a way of denying their expertise and treating them as interchangeable pawns. They also see it as a problem for quality of care and patient follow-up. It was for this reason that in April, 61 per cent of members rejected the agreement in principle, despite a recommendation to accept it.

The union says they have poor working conditions including mandatory overtime, inadequate equipment and denied or displaced leave.

On September 17th, FIQ nurse union representatives agreed to submit a conciliator’s proposed agreement to their membership. After months of rallying, the conciliator’s recommendation has finally raised some hope.

The union will hold a vote in mid-October. In the meantime, FIQ members will cease their pressure tactics.

N.B. NURSES REJECT TA PAUSE NEGOTIATIONS UNTIL AFTER PROVINCIAL ELECTION

Excerpts from CBC

Nurses reject tentative agreement by margin of 59 per cent

The New Brunswick government and the NBNU will have to return to the negotiating table after the largest segment of nurses in the province voted against a new tentative collective agreement on September 12.

About 90 per cent of the New Brunswick Nurses Union membership voted against the tentative agreement by a margin of 59 per cent, said union president Paula Doucet.

The rejection means “Part 3” nurses (nurses who work in hospitals, clinics and extramural care, and make up about 7,800 of the union’s 8,500 members) will remain with a collective agreement that expired at the end of last year. And, with a looming provincial election scheduled for Oct. 21, both parties have signaled they

don’t plan on recommencing negotiations until after a new government is formed.

“The contract that was offered would have made New Brunswick nurses the highest paid in Atlantic Canada, and fourth highest paid in Canada,” said Health Minister Bruce Fitch, in an email statement on September 13.

The NBNU president said that nurses recognize that their working conditions need serious attention and that there are concerns with the long-term disability plan and benefits nurses must pay for entirely on their own.

While Part 3 nurses rejected their tentative agreement, about 225 nurse managers and supervisors voted in favour of their agreement by a margin of 56 per cent.

Fran Harper

Memorial Award Recipients 2020-2024

Fran Harper was a hard working and caring nurse who worked at the IWK Health Centre until her retirement in 2001. Working the MABLE Program enabled Fran to work with mothers and families, ensuring a healthy transition to home during the postpartum period.

Fran, who served proudly in the NSNU, understood the importance of continuing education, as evidenced by her graduation from St.FX shortly before her retirement. Her community service demonstrated a commitment to improving the health of women and babies. The Fran Harper Memorial Award is presented to a nurse who is committed to improving the lives of women, children and families. The successful recipient must also be active in the NSNU and show an enthusiasm for continuing education.

The COVID-19 pandemic prevented the IWK from holding their Fran Harper Awards in recent years, making for an extra special ceremony this year.

On July 11th, Fran Harper Memorial Awards were presented to the 2021-2024 recipients:

2021: Christine Pitman

2022: Wendy Johnson

2023: Elizabeth Green

2024: Natalie Nymark

The IWK Local presented the 2021-2024 awards in the presence of Fran's family, including daughters Angela Harper and Kim Beals, and granddaughters Yasmine Harper and Ariel Beals. Additionally, the IWK will present the 2020 Fran Harper Award posthumously to Jesslyn Lefort, who was integral in unionizing the IWK.

Like Fran, each of these women exhibits a dedicated and caring nature, understanding the importance of empathy in nursing. Each of them display a commitment to lifelong learning, actively seeking opportunities for professional development. Through mentorship roles, these women guide new nurses in their professional journeys, sharing their wisdom and experience while fostering a supportive environment. Each recipient is a testament to proud union involvement, showing dedication to advocating for their patients and fellow nurses – qualities that Fran possessed in abundance.

In essence, these nurses embody the values that Fran held dear, continuing her legacy of excellence in patient care and advocacy at the IWK.



We Want to Hear from YOU

If you have a story idea that you believe would make a great feature for our What's NU? Newsletter, please don't hesitate to share it with us.

Whether it's a positive initiative at your facility, a special nurse who deserves recognition, or something

interesting going on in the nursing industry, your insights can help inspire and inform your fellow nurses.

Send your story ideas to communications@nsnu.ca and a member of our communications team will reach out to you.

Mental Health Foundation of N.S. Thanks NSNU Members

The Mental Health Foundation of NS held their AGM on July 4th, a time to reflect on a successful year of building connections and improving the mental wellness of Nova Scotians. In 2023-2024, the agency awarded over \$3.58 million in funding through 361 grants!

They also acknowledged the continued support and dedication of their 2023-2024 Vision Award winners: the Nova Scotia Office of Addictions and Mental Health, Dani Squires, and the Nova Scotia Nurses' Union.

In April of 2023, the Foundation President & CEO, Starr Cunningham, spoke at the NSNU 2023 Education Day event in Truro. Her presentation, Mental Health is Health, resonated with the 300 nurses in attendance.

At the end of her session, Starr was presented with a \$1,500 cheque from the NSNU for the Foundation. Then, our exceptional NSNU Local representatives showcased their commitment to community as one-by-one they stood to spontaneously donate to the



Starr Cunningham, President & CEO, Mental Health Foundation of NS | **Chris Albrecht**, NSNU Executive Director | **Morgan Manzer**, Chair, Mental Health Foundation of NS

cause. This impromptu wave of generosity resulted in more than \$11,000 being raised for mental health in an awe-inspiring ten minutes.

Chris Albrecht, NSNU Executive Director, accepted the award for Outstanding Achievement on behalf of our amazing Locals.

The NSNU thanks the Foundation for this recognition and the invaluable work they do in our communities.

ATTENTION! Leadership & Practice Premiums

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

• PRACTICE PREMIUM

Requires 70 points from activities like specialty certification, courses, workshops, and educational sessions. Shorter e-learning courses may be combined for points.

- ◊ Workshops and seminars offered by NSNU staff also count towards your practice points. Members are encouraged to contact the Union if interested in arranging such education for their local.

• LEADERSHIP PREMIUM

Requires 60 points from committee involvement, professional association participation, publications, research, special responsibilities, or projects.

Refer to your collective agreement (Appendix B) for further information. Consult your manager for point values of activities.

The NSNU provides a helpful video explaining the premiums which can be found on our YouTube channel: youtube.com/watch?v=Vnu-q2Ehi_c&t=7s

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

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

CHARTING A COURSE

FOR MORE APPROPRIATE AND INCLUSIVE PATIENT CARE

Nurses' suggestion leads to changes on critical care patient assessment forms

CBC | Michael Gorman | July 2024

Yolanda Baker and Robin Fraser, both registered nurses and NSNU members in the ICU at Aberdeen Hospital in New Glasgow, noticed their assessment forms were not inclusive of an increasingly diverse patient population. The forms described skin color changes only with terms like pink, pale, mottled, or jaundiced, which did not apply to non-white patients. Baker and Fraser both found themselves frequently altering the forms to indicate “normal for ethnicity.”

Realizing they were independently making similar changes, both nurses contacted the health authority's diversity and inclusion committee to express their concerns. The committee was receptive, and a working group was formed to address the issue. As a result, critical care records across Nova Scotia Health now include accurate skin documentation fields for all patient backgrounds and recommend checking pupils for jaundice, which can be a more reliable indicator than skin color.

Dr. Yinka Akin-Deko, a family medicine doctor in Cole Harbour, emphasized the importance of recognizing how various skin conditions, like jaundice and cellulitis, manifest differently on different skin tones. She noted that medical training and textbooks have historically presented a narrow view of patient care that often

excludes non-white individuals. She stressed the need to individualize care, ensuring it is not uniform for everyone.

According to Akin-Deko, the changes initiated by Fraser and Baker serve dual purposes: reminding healthcare workers of the diversity among patients that must be considered during examinations and acknowledging patients' diverse backgrounds to provide appropriate care. This initiative aims for everyone to receive the right assessment and care, leading to better health outcomes.

Fraser mentioned that their successful suggestion prompted them to reconsider other forms and aspects of care that might lack inclusivity. Both nurses were encouraged by the health authority's positive response, which made them feel valued as employees. Akin-Deko highlighted the importance of the healthcare system supporting staff who bring forward ideas for improving patient care, advocating for continual change to maintain patient trust and engagement.

“We need to be driving the change. We need to be making the changes so that our patients continue to trust us and come in and engage with us.”



ROBIN FRASER & YOLANDA BAKER

Registered Nurses, Aberdeen Hospital ICU

THANS Donation

On September 9th, NSNU President Janet Hazelton presented Ann de Ste Croix, the Provincial Coordinator of Transition House Association of Nova Scotia (THANS) with a donation of close to \$15,000.

Contributions from belairdirect (formerly Johnson Insurance) and Efficom, the producers of the Nurses' Planner, enable NSNU to make donations to various organizations like THANS and others.

The NSNU takes pride in being a consistent supporter of THANS, an umbrella organization for violence-against-



women groups throughout the province. Their eleven shelters offer a wide array of services and support for women and children facing violence, including 24/7 emergency shelters, crisis lines, counselling and outreach services.

The donation from NSNU will directly benefit women and children by enabling the shelters to buy essential items such as clothing, bedding, cleaning supplies, baby products, and grocery gift cards. We are sincerely grateful that we can build relationships and provide assistance to various organizations that support Nova Scotians.

THANK YOU, FROM BRIGADOON VILLAGE

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

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

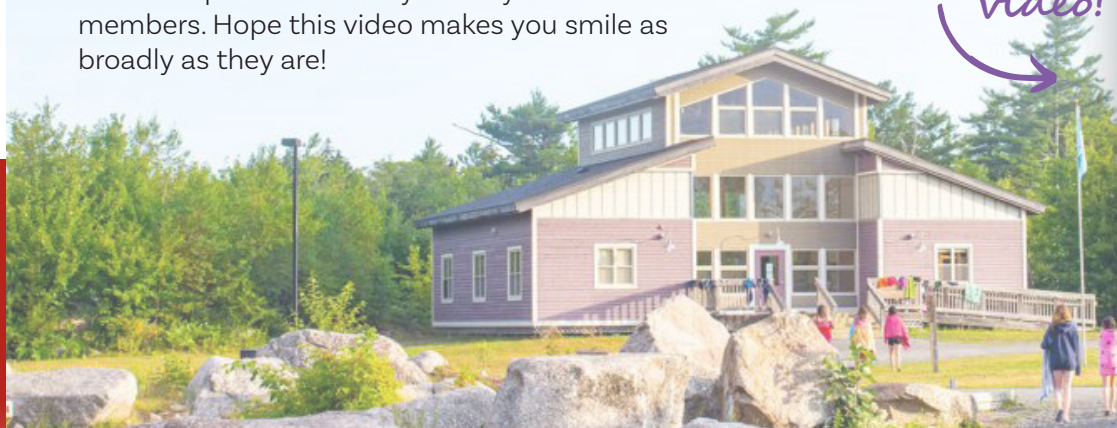
Again this year, NSNU helped make this possible by paying a small honorarium to these big-hearted nurses. Brigadoon wishes to thank both NSNU and our amazing members who volunteer at the camp. Thank YOU!

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

Their campers want to say thank you to NSNU and members. Hope this video makes you smile as broadly as they are!



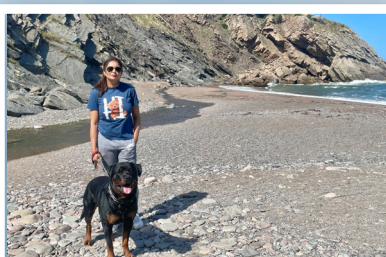
Watch their Thank You video!



Summer Photo Contest Entries



Annette Leslie



Amandeep Gill



Allana Ivany



Denise Sears



Jessica Gillis



Jackie Pratt



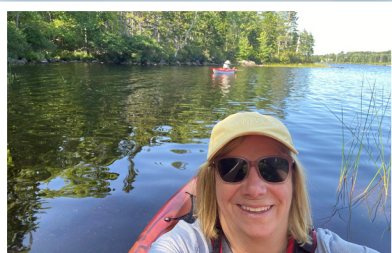
Erin Pope



Robin Whooten



Kimberly Shaw



Emmi Champion



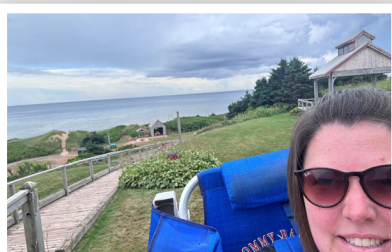
Maria George



Caroline Hennessey



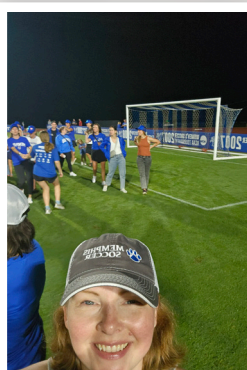
Noel Grady



Courtney Comeau



Shalene MacNeil

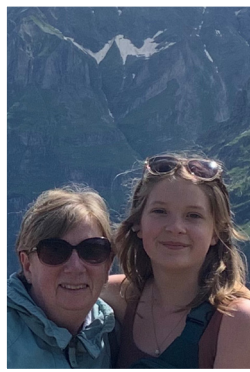


Jennifer Rossetti



Alyson Pickard

The full
gallery will
be posted at
nsnu.ca/escape



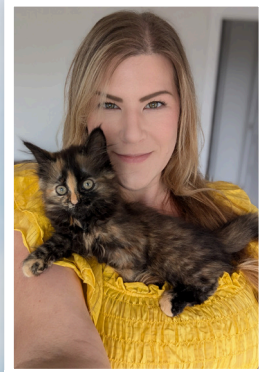
Nancy Thompson



Sarah Jane Shea



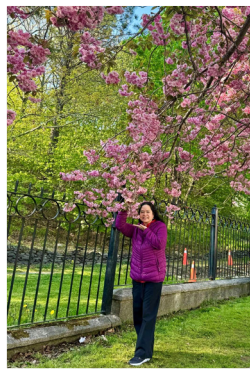
Jennifer Kirk



Gracie Critchley



Mark Librinca



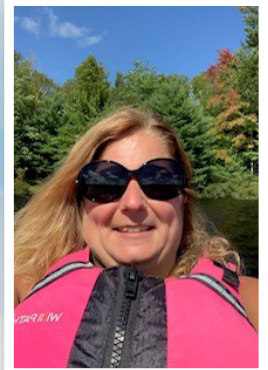
Mennie Alba



Mark & Aye Rodolfo



Aimee Rideout



Michele Jelfs



Karen Roberts



Marsha Tanner



Koista Covert



Sue Sheppard



Rosa Kendall



Lenora Brace



Veronica MacDonald



Jillgan Cottreau



Amanda Bower



Sharmaine Langille

AND THE WINNER IS

Sarah Hicks

RN, Cape Breton Regional Hospital

We appreciate all of the entries to our photo contests - seeing what our members are up to in their free time as each season comes and goes.

From hikers, kayakers and stunning beach photos to gatherings with friends and family, the variety of these submissions reflects the diverse interests of our membership!

This season's winner of the \$500 prize is Sarah Hicks, seen with her harvest of summer garlic. We know there will be lots of flavour in the Hicks home this fall!

Thank you to all who submitted entries.

Congratulations!



Sue Smith Retires from Job at NSCN

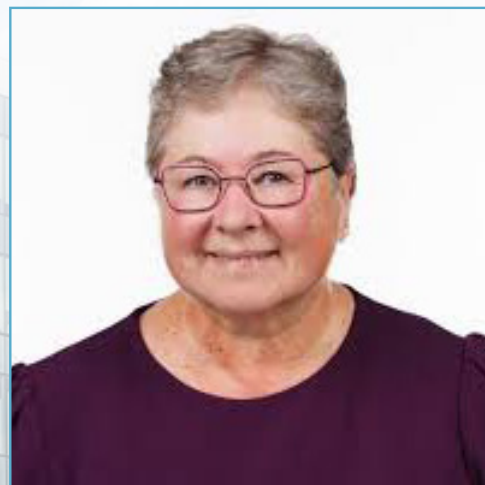
Sue Smith is retiring as CEO of the Nova Scotia College of Nursing.

As she nears the end of her second five-year term, the 66-year-old says she is leaving on a high note following the success of the foreign-trained nurses' program and expedited licensing which added 5,200 new nurses, of which 3,800 are internationally educated, in the province.

A new CEO, who will likely join the organization this fall or winter, will guide the college as it begins regulating the profession of midwifery in 2026.

Sue, a regular at NSNU banquets and healthcare roundtables, is looking forward to golfing, travelling with her husband, spending time with her eight-year-old twin grandchildren, and participating on other boards within Nova Scotia.

The NSNU wishes Sue a long and happy retirement.





CFNU SCHOLARSHIP RECIPIENT

The CFNU and NSNU congratulate the successful applicant for the 2024 CFNU Scholarship.

As representatives of nearly 250,000 members and associate members, and as trusted patient advocates, we know the importance of ensuring sufficient health human resources and the advancement of nursing skills and knowledge. Continued studies enrich Nova Scotia's nursing workforce and improve our quality of health care.

The CFNU is happy to award this year's scholarship to **Tevin Crawford**, a licensed practical nurse currently working at Lillian Fraser Memorial Hospital in Tatamagouche.

This \$1000.00 award will assist in his ongoing studies. Tevin is enrolled in the LPN to BScN Program at St. Francis Xavier University.

celebrating LABOUR DAY 2024

On September 2nd Canadians celebrated Labour Day. Taking place on the first Monday of September since its adoption as a statutory public holiday in 1894, Labour Day has long been enjoyed as the last long weekend of the summer.

For hundreds of years, unions have fought for the rights and freedoms that workers experience today. Labour Day is an opportunity to recognize how far we have come, goals for the future of the labour movement, and the contributions of the hard-working individuals who make our communities a healthy and happy place to live and grow.

Labour Day events were held across the province, with activists and community members coming together to enjoy music, food, conversation and fun.

You can learn more about the significance and history of Labour Day on our website, at nsnu.ca/LabourDay2024.

We would like to extend a heartfelt thank you to all of our nurses for your continued commitment to care every day, and a special thanks to those who worked through the holiday.

LABOUR DAY
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what's nu? with members + other nurses



Dragon Boat Festival

This summer, members of the Aberdeen Hospital NSNU Local embraced the spirit of community and camaraderie by participating in the Race on the River - Pictou County Dragon Boat Festival. The event saw many enthusiastic members racing on different teams, showcasing their athleticism and teamwork for charity.



The Medical Misfits stood out, earning an impressive 2nd place in the Community Final! Congratulations to all teams for their dedication and effort, making the event a memorable highlight of the season!

Top Photo (L - R): Jackie (Reef-knots), Maricel & John (Oriental Sun), Jordan, Laurie, Madison, Stephanie, Jill, Jessica, Annette, & Stacy (Medical Misfits) - All Nurses from the Aberdeen Hospital.

New Hospital in Pugwash

On June 26, NSNU labour relations representative, Patti Humphries met with members Martha Ferguson, Angela Gullens, and Julie Rushton for the first labour/management meeting at their new facility.

Located in Pugwash, the North Cumberland Health Care Centre opened on June 10th. This state-of-the-art healthcare facility will deliver improved, more efficient and co-ordinated care and is a testament to the dedication of local health leaders and community members.



To share what you or your Local is up to, send a photo & description to communications@nsnu.ca



Celebrating Pride Across N.S.

Alongside other NSNU members, our Central VP and NSFL Pride Representative, Anne Boutilier was able to lead our members in parades, including Cape Breton and Lunenburg Pride where NSNU marched alongside our affiliates within the Nova Scotia Federation of Labour. Many other NSNU members found the time to participate in Pride events in their communities throughout the summer.

Truro Pride



Lunenburg

The presence of healthcare professionals, like our nurses, at Pride events can help to promote health equity and access to healthcare for a population that often faces health disparities due to stigma and discrimination.



Cape Breton Pride

B-Boy Dany Dann Wins Silver

Although he may not be an NSNU member, this French Champion has demonstrated that nurses can achieve great feats and deliver exceptional care. He brought home a silver medal to the host country in breakdancing at the Paris Olympic Games.

Before qualifying for the Olympics as breakdancing B-Boy Dany Dann, his patients recognized him as Dany Nurse. Both Dann and his breakdancing wife were dedicated acute care nurses before he choose to set aside that passion in order to pursue his breakdancing career. "I love helping people. The best part for me was that my patients didn't know about Dany Dann; they only knew Dany Nurse."





IWK NICU Nurse Runs Across NS

Allison MacFadden, a dedicated NICU nurse and an avid long-distance runner, recently completed a remarkable cross-province run to raise funds for the IWK NICU. Driven by her passion for running and her commitment to supporting a cause dear to her heart, this ambitious fundraising effort began in July.

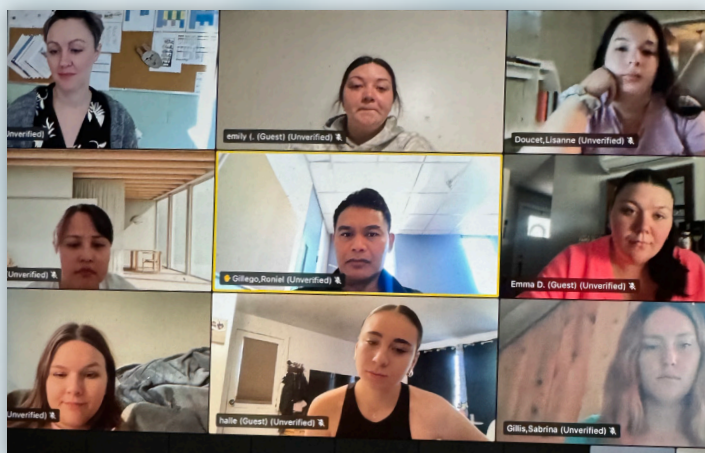
The fundraiser was part of the IWK Foundation's DIY Fundraising program, which empowers individuals and teams to support IWK patients and families in creative and personalized ways. Through this program, MacFadden not only raised money but also brought her unique spirit and dedication to the cause.

The NSNU understands that Allison raised well over \$5000 for the cause. Congratulations to Allison for her incredible achievement and her unwavering commitment to making a difference in the lives of NICU families and babies.

CBRH Celebrates 50 Years Delivering Renal Dialysis Care

In July, the Renal Dialysis Unit at Cape Breton Regional Hospital marked 50 years of delivering quality patient care. Celebrations to mark the milestone were organized by retired staff from the unit and included staff, physicians and patients, past and present.

The unit started as a two-bed/chair unit at Sydney City Hospital in 1973. Since then, it has grown to be a vital part of the renal program in the Eastern Zone. The program now includes five units in Cape Breton and one in Antigonish that provide care to more than 230 patients; a pre-renal clinic that has more than 800 patients and a team that includes three nephrologists and 150 nursing and multi-disciplinary staff.



Union President + NSCC Students

On September 17th NSNU president Janet Hazelton was invited to address students in the Practical Nursing program at the Annapolis Valley campus of NSCC.

Janet typically discusses professional practice concerns, the value of becoming involved with your union, the realities of nursing and other issues of the day. She enjoys creating a dialogue with future nurses, many of whom will become members of the NSNU when they graduate and begin their careers.

NAME the NSNU BOUTIQUE

To win NSNU Brand Bucks, Merch Money,
a Cash Card to shop for NSNU Apparel!

Since the opening of the NSNU's new office building in 2016, the NSNU Boutique has become a favourite spot for nurses to find everything from professional attire to unique NSNU-branded merchandise. However, there's one thing that has been missing: **an official name** that truly reflects the wonderful nurses who shop here!

The best way to find the perfect name is to ask the people who know and appreciate the boutique the most - our dedicated members! We are excited to announce we are launching a poll to rate your favorite shop names. Your input is valuable to us, and we want this name to resonate with the spirit and dedication of our nursing community.

To participate in the poll, and for your chance to win a \$200 giftcard for the boutique, please use the **QR code**.



Here, you can rate a list of suggested names that capture the essence of our boutique.

If you have additional suggestions, we would love to hear them! Just fill in the idea box on the form.

The contest **closes on November 8th**.

Thank you for your help in this exciting endeavor. We look forward to seeing your creative and inspiring ideas!

belairdirect.

Nurse Appreciation Giveaway Winners!

NSNU and **belairdirect** are happy to report that three of the 2024 Nurse Appreciation Giveaway prizes were awarded to NSNU members this summer. Each winner received \$1000 (ten prizes awarded nationally).

The winners are as follows:

Mennie Alba - Oakwood Terrace

Jessica Murphy - VON Antigonish

Jolene Cormier - VON Cumberland

Congratulations to our winners!

NSNU represented a high percentage of the entries received NATIONALLY! Way to go, Nova Scotia nurses! This speaks volumes to the communications tools and messaging NSNU and belairdirect have established to engage and inform members. That relationship continues to serve our nurses very well.

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



COMING UP

In Oct.-Nov.

- COUNCIL OF PRESIDENTS
- MEN IN NURSING
- NEW GRAD ON THE JOB

Look no further for exclusive group savings

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



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