

# what's **nu?**

October 2018

Nursing and legal perspectives on legalized cannabis

CFNU and international partners working to end violence against nurses

## Stepping Into the Spotlight

Nurses and friends participate in new NSNU photo and video shoot



**ON THE COVER:** NSNU member Mitchell Proctor, RN and baby Carlos pose for a photo during the photoshoot on October 23

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*NSNU staff directory available at [nsnu.ca/staff](http://nsnu.ca/staff)*

## NSNU BOARD OF DIRECTORS



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# President's Notebook

Janet Hazelton, BScN RN, MPA

## A Haze of Uncertainty Surrounds Cannabis in the Workplace

Submitted by the Canadian Federation of Nurses Unions

On October 17th, cannabis became legal in Nova Scotia for those 19 years of age and older. This legislation has been met with mixed response from some employers, law enforcement and citizens who are concerned about the implementation and monitoring of the drug.

Our national partner, the Canadian Federation of Nurses Unions (CFNU) has issued the following position statement on behalf of its member organizations, including the NSNU:

*Among the many public sentiments that accompanied the recent legalization of recreational cannabis in Canada was uncertainty among many workers about the implications in their workplaces.*

*Workplace policies and procedures on impairment, accommodation, occupational health and safety and training, among other areas, will need to be reconsidered. For better or worse, federal labour laws, which apply to federally regulated workplaces, provided no guiding light to this process, receiving no changes as a result of legalization.*

*Workplace policies have been, to date, inconsistent.*

*The policy released by the Department of National Defence, for example, prohibits the military from using cannabis within eight hours of duty, and 24 hours for those handling weapons or who conduct firefighting or medical response. Meanwhile, RCMP officers in "safety-sensitive" roles must abstain from non-medicinal cannabis use a full 28 days before reporting to work.*

*For health care workplaces, the issues get even more clouded as policies must navigate the potential for patient and employee use of medical and/or recreational cannabis. In*

*such uncertainty, how can workplaces strike a fair balance between the interests of public safety and the rights of employees?*

*The CFNU has developed some guiding recommendations to medical and recreational use of cannabis.*

*In general, the CFNU supports a public health approach to cannabis and recommends that nurses "be provided with sufficient resources and training to acquire the necessary knowledge, skills and judgment to assist with the administration of medical cannabis, and to educate and respond to the public with respect to the health implications of recreational cannabis."*

*Where nurses may be exposed to cannabis in their workplaces, they must have "appropriate training and have access to recommended personal protective equipment (PPE)." Furthermore, "the risk of exposure to smoked cannabis must be included in safety policies, which need to provide for a non-consumption period prior to nurses entering a patient's residence or resident's room."*

*Regarding potential cannabis use by employees, nurses' unions are strongly opposed to random drug testing, a position that is generally supported by existing case law on the subject. The CFNU recommends that employees who use medical cannabis should be accommodated in a way that mirrors existing practices for an employee taking prescribed medications "that have the potential to impact or impair their work."*

*While more clarity and contention will emerge in the coming months, in the interim Nurses' Unions are encouraging nurses faced with improper training, lack of access to PPE, unsafe working conditions or whose right to accommodation is not respected, to contact their union.*

# What You Need to Know About Cannabis

Submitted by Pink Larkin



## Important Information about Cannabis

Even if a person uses cannabis infrequently, they may have residual amounts of THC in their system for more than 24 hours. A member who uses cannabis the night before going to work may not be legal to drive the next day.

THC builds up in a person's system over time. A regular user of cannabis (medical or recreational) will have significant amounts of THC in their system for a long period. Even after a regular user stops using, they may not be legal to drive for 30 days or longer since their last use.

There is evidence that a person continues to experience residual impairment during the time that THC remains in their system. A person may not feel "high" but still be impaired.

## Partial Legalization - What is legal?

Adults ages 19 and old can:

- possess up to 30 grams of legal cannabis in public, dried or equivalent in non-dried form
- share up to 30 grams of legal cannabis with other adults
- buy dried or fresh cannabis and cannabis oil from a provincially-licensed retailer
- grow, from licensed seed or seedlings, up to 4 cannabis plants per residence for personal use
- make cannabis products, such as food and drinks, at home as long as organic solvents are not used to create concentrated products

Cannabis edible products and concentrates will be legal for sale approximately one year from now.

## What is illegal?

Possession over the limit

- Tickets for small amounts, up to 5 years imprisonment

Illegal distribution or sale

- Tickets for small amounts, up to 14 years imprisonment

Producing cannabis beyond personal cultivation limits or with combustible solvents

- Tickets for small amounts, up to 14 years imprisonment

Taking cannabis across Canada's borders

- Up to 14 years imprisonment

Giving or selling cannabis to a person under 18

- Up to 14 years imprisonment

Using a youth to commit a cannabis-related offence

- Up to 14 years imprisonment

Summary Conviction

- 18 months imprisonment

Indictment

- 5 years imprisonment

## What does this mean for work and what advice should the Union provide members?

| Workplace Issue   | Best Advice  |
|---|--|
| An employee may be disciplined or terminated if they use cannabis at work.  | Members should not bring cannabis to work.   |
| An employee may be disciplined or terminated if they are under the influence of cannabis at work.   | An occasional user would need at least 24 hours between use and return to work. A regular user would never be legal to drive. Best advice is to abstain.   |
| An employee may be disciplined or terminated if they operate a motor vehicle during the course of their work and they are above 2 ng of THC.  | An occasional user would need at least 24 hours between use and return to work. A regular user would never be legal to drive. Best advice is to abstain.   |
| If an employee is involved in a serious incident such as an MVA, they may be tested for drugs. If they have any THC in their system they may be disciplined or terminated.          | An occasional user would need at least 24 hours between use and return to work. A regular user would never be legal to drive. Best advice is to abstain.   |
| An employee is authorized to use medical cannabis and uses it on a regular basis.   | The member should discuss possible impairment and THC levels in their system with their physician. The member must report their medical use to occupational health. Employers have a duty to accommodate, but members who regularly use medical cannabis would likely be removed from driving or safety-sensitive positions. |
| An employee posts pictures of themselves using cannabis and in various stages of impairment on social media. Depending on the nature of an employee's job they may face discipline. | Members should use common sense. Keep drug and alcohol use off social media.   |
| An employee uses a strain of cannabis that they believe does not cause any impairment.  | The member should consult with their physician about impairment.   |
| The employer develops a policy regarding the use of cannabis. If an employee does not comply they may be disciplined or terminated.   | The member should follow the workplace rule. If they have concerns, they should contact the Union.   |

*Please note that if an employer disciplines or fires a member, the Union may challenge the decision. Each case will be analyzed based on its particular facts and there is no guarantee that the Union will grieve or pursue each case to arbitration.*

# Bargaining Update

## Council of Nursing Unions Concludes Face-To-Face Bargaining

Scheduled talks concluded October 30, for the Nova Scotia Council of Nursing Unions. The Nursing Council met this fall with the Employer group, a group of 19 representatives from the IWK and the Nova Scotia Health Authority (NSHA) on September 4, 5, 6, 19, 20, 21, and October 10, 11, 12, 17, 18, 19 and 30.

The 20-member Nursing Council is comprised of acute care nurses from NSNU, NSGEU, CUPE, and Unifor. The Council of Nursing Unions bargaining committee includes 11 members from NSNU, seven NSGEU, one from CUPE and one from Unifor.

The Council and the Employers made significant progress in the last two months with some outstanding issues yet to be settled.

Issues that have not been resolved at the negotiating table will now be sent to the independent, third-party mediator-arbitrator (William Kaplan) for a final and binding award. Mr. Kaplan has set aside November 19-22 for Nursing Bargaining Unit mediation/arbitration.

The Council of Nursing Unions continues to work hard to ensure your best interests are represented. The team thanks you for your continued support and commits to keeping you informed about the process.

## The following is a list of members and staff of the Nursing Council:

- Janet Hazelton, NSNU
- Janis Ritcey, NSNU
- Laura Lee Sharpe, NSNU
- Vivian Starkey, NSNU
- Alaine Halliday, NSNU
- Gerri Oakley, NSNU
- Karen MacDonald, NSNU
- Chris Van Zoost, NSNU
- Edson Castilho, NSNU
- Geoff Bennett, NSNU
- Jen Thiele, NSNU
- Shawna Boudreau, NSGEU
- Rochelle Ryan, NSGEU
- Trish MacLean, NSGEU
- Kerri McIsaac, NSGEU
- Denise Meade Jones, NSGEU
- Joanne Fairfax, NSGEU
- Trina Mauger, NSGEU
- Jim Laverie, CUPE
- Shauna Wilcox, Unifor

## Staff:

- Chris Albrecht, NSNU
- Shawn Fuller, NSGEU



The Council of Nursing Unions bargaining team



Glenda Sabine

## New Long-Term Care Vice President Elected to the Board of Directors

After a four-day vote which ended at noon on Friday, October 5th, NSNU members working in long-term care elected a new Vice President to the Board of Directors.

Congratulations to Glenda Sabine. Glenda graduated from Western Memorial Regional Hospital School of Nursing in Newfoundland in 1996. Since then she has made Halifax her home, working primarily in the long-term care sector.

Glenda is currently president of approximately fifty members at Parkstone Enhanced Care and has held that position for over ten years. Glenda has also been active on the Regional Union Management Consultation Committee in Halifax for the past three years.

Thank you to the other candidates, Kim Grant and Michelle Swan, for putting their names forward in this election. Their activism in the NSNU, and ongoing support and involvement in the LTC sector is greatly appreciated.

Thank you, as well, to all who voted.

# Board of Directors & Standing Committees 2018-2020

Following the NSNU 2018 Annual General Meeting, the Board met in June to select the AGM Operations and Nominations Committee. That Committee was then charged with assigning the members-at-large (via blind selection) for the other Standing Committees of the Union (Committees of the Union). That process took place on September 26th.

After some unanticipated delays, the process of electing and selecting the Board and the Standing Committee members is now completed.

### Board of Directors

|                           |                     |
|---------------------------|---------------------|
| <b>President</b>          | Janet Hazelton      |
| <b>1st Vice-President</b> | Christine Van Zoost |
| <b>VP Finance</b>         | Jamie Stewart       |
| <b>VP IWK</b>             | Jayne Fryday        |
| <b>VP Central Area</b>    | Jennifer Thiele     |
| <b>VP Eastern Area</b>    | Geraldine Oakley    |
| <b>VP Northern Area</b>   | Ann Marie Murdock   |
| <b>VP Western Area</b>    | Michelle Lowe       |
| <b>VP Community Care</b>  | Tracy d'Entremont   |
| <b>VP Long Term Care</b>  | Glenda Sabine       |
| <b>VP LPN/Grad</b>        | Maria Langille      |

### Committee of the Board of Directors

#### Personnel Committee

Michelle Lowe, Chair  
Janet Hazelton  
Geraldine Oakley, Member  
Jean Candy, Staff Advisor

### Committees of the Union

#### AGM Operations and Nominations

Ann Marie Murdock, Chair  
Yolanda Mann (Aberdeen)  
Stephanie Roberts (Colchester)  
Coleen Logan, Staff Advisor  
Lorna Myers, Staff Assistant

#### Constitution/Resolutions

Jen Thiele, Chair  
Janet Hazelton  
Karen Eldridge (Hants Community)  
Donna Gillis (Aberdeen)  
Jean Candy, Staff Advisor

#### Finance Committee

Jamie Stewart, Chair  
Janet Hazelton  
Helen Uhlman (HSASS)  
David Fox (St. Mary's)  
Cindy Herbert, Staff Advisor

#### Education Committee

Jayne Fryday, Chair  
Kristina Jaques (VON Lunenburg)  
Tracy Lillington (Glace Bay Integrated Hospital)  
Paul Curry, Staff Advisor



## NSNU Takes Steps to be CYBERSECURE

The Nova Scotia Nurses' Union recently conducted a cybersecurity risk analysis to help prevent an attack and be prepared in the event of a data breach. We developed a communications strategy and response plan, and refined our data management and security. The NSNU felt this was a high priority considering the growing number of organizational cyber attacks and data breaches.

In today's hyper-connected world, theft of data by hackers or holding data for ransom through such methods as ransomware, is ever increasing. Given the digital landscape, organizations can be attacked across a much wider threat surface.

By understanding our risk profile for cybersecurity and having policies and procedures in place if a breach occurs, not only will NSNU be prepared, it can significantly reduce residual and adverse consequences.

As of November 1, 2018, a new federal law requires organizations to formally report any form of breach. The law requires organizations to advise the public and stakeholders within a set time frame of a data breach occurring. NSNU is well ahead of most organizations in having addressed this issue before a breach occurs.

Taking the new legislation into account and wanting to prevent a cyber attack from happening in the first place, the Nurses' Union engaged a third-party consultant to

work with staff and the Board to review our practices and measure our susceptibility to threats.

The NSNU conducted a digital audit / inventory of our office building, equipment, policies, platforms, software, and practices for the purpose of better understanding the breadth of potential exposure. We circulated an in-depth questionnaire to NSNU staff for completion along with our IT service provider and our web development firm. We met with our stakeholders to assess our strengths and examine any vulnerabilities.

The analysis revealed we have industry standard protections, systems and processes in place, with no requirement for additional protective measures. NSNU is receiving excellent IT/Web services from our current providers. While there is no guarantee that any system is perfect, NSNU's IT services provider and web development firm have deployed the best possible solutions available.

NSNU has taken steps to mitigate risks and is working towards improving our policies and governance around this issue. We have taken appropriate steps to reduce the exposure of the organisation. NSNU can demonstrate it has taken reasonable actions to reduce risk, is prepared for communications with stakeholders including the public, and has taken a proactive approach to protecting the data of its members and stakeholders.

# NSNU President Among Presenters at 6th International Conference on Violence in the Health Sector

NSNU president, Janet Hazelton was in Toronto from October 24-26 participating in the 6th International Conference on Violence in the Health Sector. The event brought together experts from around the world representing a variety of professions, including nurses, doctors, health and safety specialists, clinical and forensic psychologists and academic researchers. The conference presented an important opportunity to network with experts and policy makers and learn about best practices from across the globe.



Janet Hazelton presents on the NSNU's efforts to end workplace violence



Janet Hazelton joins her CFNU colleagues to present during the conference

The theme of this year's event was "Advancing the Delivery of Positive Practice".

The conference included numerous keynote speakers and break-out workshops, squeezing a great deal of content and perspectives into three short days. Janet was pleased to speak during two of the workshops alongside her colleagues in the Canadian Federation of Nurses Unions.

Janet's first presentation, "Interventions for Change: Driving best practices for workplace violence prevention through constructive stakeholder engagement", included CFNU President Linda Silas, Manitoba Nurses Union President Darlene Jackson, and health and safety specialists from the Ontario Nurses' Association and United Nurses of Alberta, Erna Bujna and Dewey Funk, respectively. During this presentation, speakers drew on the work they were doing in their own provinces, and federally, to collaborate with health care and community stakeholders for change.

In her second presentation, Janet was joined once again by Linda Silas and Darlene Jackson, as well as by Laurie Brown who is a Vice-President with the Ontario Nurses' Association. This presentation, "PTSD and Occupational Stress Injuries Among Nurses: advocating for national recognition of workplace impacts", was particularly timely. Over the past few years numerous provinces, including Nova Scotia, have enacted PTSD legislation that includes nurses. This enables nurses to apply for support for PTSD without having to prove that the condition was the result of trauma experienced on the job.

Janet and her CFNU counterparts were pleased to participate in many important discussions around violence and wellness in the health sector during the conference. With these conversations happening at the international level, there is more hope that workplace safety is becoming a greater priority around the world, as well as in our communities here in Nova Scotia.

# Ending Violence in Health Care

*An online hub for resources, research, information, tools and best practices to help end violence in health care.*

## Workplace Violence Toolkit

nursesunions.ca 



The Canadian Federation of Nurses Unions has launched an online toolkit for resources, research, information, tools and best practices related to violence in health care workplaces.

The purpose of this toolkit is to provide a 'one-stop shop' for relevant resources on this topic, to share and spread the implementation of best practices related to violence prevention, and return to work programmes in jurisdictions across Canada.

Canada's nurses hope that these resources will help spur governments, employers, unions and individuals to take action to end workplace violence in health care across the country.

Visit the new workplace violence toolkit at: [nursesunions.ca/workplace-violence-toolkit](https://nursesunions.ca/workplace-violence-toolkit).

## SIGN PETITION E-1902

### Canada's Nurses Launch a National Petition on Violence Against Health Care Workers

The Canadian Federation of Nurses Unions (CFNU) is calling on Canadians to sign a petition, E-1902. Through the petition, CFNU president Linda Silas asks the Minister of Health to develop a pan-Canadian prevention strategy to address growing incidents of violence against health care workers.

National data shows that the number of violence-related accepted lost-time injuries for frontline health care workers increased by close to 66 per cent between 2006 and 2015, and that 61 per cent of nurses experienced a serious problem with some form of violence over a recent 12-month period.

To sign the e-petition, go to [tinyurl.com/PetitionE-1902](https://tinyurl.com/PetitionE-1902).



# Nova Scotia Broadens PTSD Benefits for First Responders

## Excerpts from Canadian Press

Nova Scotia first responders with post-traumatic stress disorder will now have an easier time accessing workers' compensation benefits. As of October 26th the province has eliminated a requirement that those in emergency response occupations must prove that a PTSD diagnosis is work-related.

The updated *Workers' Compensation Act* regulations, first unveiled last year, will clarify who is eligible for presumption and who can diagnose PTSD. For a claim to be considered under the *Act*, PTSD must be diagnosed by a psychiatrist or registered psychologist.

Eligible workers include nurses, police, paid and volunteer firefighters, paramedics, correctional officers, continuing care assistants, emergency-response dispatchers and sheriffs covered by the *Workers' Compensation Board*.

The board says eligible workers with a PTSD diagnosis received on or after Oct. 26, 2013, can refile a claim even if they were denied benefits in the past.

It also said an evidence-based PTSD prevention program would be developed in collaboration with first responders over the next year.



## New Assessment Tool for Long-Term Care to be Implemented in Response to the NSNU's *Broken Homes* Report

A new electronic system should enhance quality of care in long-term care facilities across Nova Scotia, according to the Department of Health and Wellness.

If implemented properly, the International Resident Assessment Instrument for Long Term Care Facilities, commonly called interRAI, will allow health professionals to complete standardized assessments of residents in long-term care.

"This is about supporting dedicated staff and making sure people living in our long-term care homes are getting the best care possible," said Minister of Health and Wellness Randy Delorey.

The online care management tool will help staff identify important health issues among residents, develop appropriate care plans and monitor the progress of residents or changes in health on an ongoing basis.

InterRAI is also intended to support consistent collection of data. The

system will be able to generate reports that are specific to residents and facilities. The data will be used to measure quality and areas for improvement. InterRAI will also facilitate reporting to the Canadian Institute for Health Information.

The implementation of interRAI is a recommendation of the Long-Term Care Working Conditions Group, which was comprised of stakeholders from unions and employers, in response to the Nova Scotia Nurses' Union *Broken Homes* report.

"This is a step in the right direction and an affirmation of the research in the *Broken Homes* report," said Janet Hazelton, president of the union. "With the right supports, this tool will provide a clear picture of the health of long-term care residents and staffing requirements."

This investment is part of a 10-year federal funding commitment of \$286 million for initiatives related to youth, mental health, home and community care announced in August.

# AGM 2019 Dates & Deadlines



NSNU is preparing to host our 2019 Annual General Meeting in Truro. It will be another exciting event as we gather to conduct business on behalf of the organization, develop strategies, make important decisions for the coming year, and inform members of previous and future activities.

The 2019 AGM is scheduled to take place, Monday April 15 – Wednesday April 17 at the Best Western Glengarry Hotel in Truro. However, it is possible an additional day could be added to the schedule depending on the final agenda and requirements. Those details will be determined the end of November.

## 2019 AGM Tentative Schedule

### Monday, April 15

8:30am - 12:15pm  
Regional & Component Meetings

1:30pm - 5pm  
AGM Business Day 1

6:30pm  
Hospitality Event

### Tuesday, April 16

8:30am - 3pm  
AGM Business Day 2

6:30pm - 12am  
Banquet and Dance

### Wednesday, April 17

8:30am - 4pm  
Education Day

*The following are important AGM related submission deadlines which must be adhered to:*

#### **AGM / Education / Component Meeting Registration**

More information will be distributed to Locals in the New Year; however, please note the deadline to register for the AGM, Education Day, Regional and Component Meetings is March 15, 2019. Registration will be live online starting Wednesday, February 13th.

This year, one representative from your local (likely a member of the local executive) will be responsible for the online registration of **all** your delegates and observers. Individual registration will not be possible.

#### **Resolutions**

Locals are encouraged to submit resolutions to assist the Board and leaders within the organization in making informed decisions on behalf of the membership. For guidance on how to prepare your submission, please visit the NSNU Members' Only page and click AGM 2019 - Forms and Deadlines to see "How to Write a Resolution". Submissions are due 90 days prior to the commencement of the AGM, which is Wednesday, January 16th.



### **Honorary Members Submissions**

As per NSNU Policy, honorary member submissions must also be submitted to the NSNU Office 90 days in advance of the Annual Meeting. If you wish to nominate a nurse to become an honorary member, the criteria and the 'Honorary Member Nomination Form' can be found on the Members' Only page. The deadline to nominate a member is Wednesday, January 16, 2019.

### **35 and Under Members & First Time Attendees**

Intended to encourage grassroots participation, these attendees are fully funded by the NSNU. This is an opportunity for our younger members, as well as others who are new to the labour movement, to learn about their union and network with fellow members.

NSNU will sponsor 5 members under the age of 35 as well as 7 members who have never attended the AGM. Interested members who meet the criteria are encouraged to submit an Expression of Interest Form by January 8, 2019. Only those selected will be contacted. Forms can be found and submitted online on the Members' Only page.

### **Small Local Observer's Draw**

If you are a local with 100 members or less, you are eligible to register for the NSNU Small Local Draw. That deadline is March 15. Application will be online at [nsnu.ca/MembersOnly](http://nsnu.ca/MembersOnly). We will know how many potential spots are available after registration is closed and will contact your local if it is drawn.

### **Scholarship Applications**

NSNU offers various union scholarship options. Annual \$1,500 scholarships available are the 'Dolores Chase Scholarship', 'Nursing Degree or Diploma Scholarship', 'Certificate Program Scholarship' as well as the \$1,000 'Elizabeth and Brittany MacPherson Scholarship'. For family members of NSNU members there are two (2) 'NSNU Family Scholarships' of \$1,000 each. There is also a CFNU scholarship for \$1,000.

Scholarship Applications can be found on the NSNU website at [nsnu.ca](http://nsnu.ca). The deadline for submissions is Wednesday, March 27, 2019.

All forms can be found on the Members' Only page. If you have difficulty with your login credentials, please contact Lorna Myers at [lorna.myers@nsnu.ca](mailto:lorna.myers@nsnu.ca) or Christie Blotnicky at [christie.blotnicky@nsnu.ca](mailto:christie.blotnicky@nsnu.ca) before the deadlines indicated.

# #GettheshotNS

What's your favourite thing about having the flu? Is it the coughing and sneezing? The runny nose and sore throat? How about the total exhaustion paired with sleepless nights?

Wait a minute... none of that sounds like much fun. I guess this year, like every year, getting the flu is just plain miserable.

In early November, NSNU president Janet Hazelton made the rounds to numerous television and radio stations to encourage Nova Scotians to get the shot. It marked the beginning of our annual month-long influenza awareness campaign, during which Nova Scotians are likely to see NSNU flu ads playing on TV, in the movie theatre, and even while picking up a Double Double at Tim Horton's.

The NSNU has also developed graphics for members to share within their online communities, available on the NSNU website and social media pages.

The NSNU continues to support nurses who decline influenza immunization, but advocates in favour of getting the flu shot. Some health care workers decline flu vaccination in favour of other preventative measures such as personal protective equipment and other sterile practices. They may wish to maintain decisional autonomy - especially over one's body and health. Some feel that prolonged exposure to viruses and other pathogens strengthens the immune system, warding off colds and flu.



Janet Hazelton speaks with CBC's Amy Smith on October 18, Nova Scotia's Influenza Immunization launch date for 2018

More often, the best defense is immunization. That said, the NSNU respects the right to refuse and does not back mandatory vaccines for our members.

Let's work together to prevent getting and spreading the flu this season. Get your shot and encourage others to do so as well.

For more information about the 2018-19 flu vaccine, helpful links and resources, visit [www.nsnu.ca/flu](http://www.nsnu.ca/flu).



#GettheshotNS

Because we all play a part in a healthy community.



GET YOUR SHOT

It's not just your health – it's her health too.

#GettheshotNS

NSNU's take on "motivational posters" calls on Nova Scotians to get immunized to protect themselves and others against the flu

# NSNU Members Step into the Spotlight

With several exciting new projects coming down the pipeline, and folders full of heavily-used photos, the NSNU decided that it was time for a new photoshoot. Members were invited from all regions of the province to join us at the NSNU office and at the NSCC Ivany Campus in Dartmouth for two days of shooting.

We were overwhelmed by the interest from members about this project. More than 30 nurses came out on October 23rd and 24th to participate. They were joined by over a dozen family members and friends who graciously volunteered their time to act as “patients” in various nursing scenarios.

Over the next few months you will see the results of the photoshoot on our website, social media, print publications and in the pages of *What’s Nu?*. We look forward to sharing these photos with members, as they represent a broad range of nursing environments, including primary and emergency care, community care, long-term care, poison control and so much more.

Thank you to photographer Alex MacAulay, who has been providing NSNU with beautiful images for many years. We truly believe he has outdone himself. Thanks also to videographer Frank Clifford, who joined us to take live-action shots throughout the two days of shooting. That footage will go into a bank to be used in commercials, online videos, tutorials and more. We also appreciate the work done by make-up artist Elle Munster, who gave participants the star treatment and helped make it a special event for all involved.

The biggest thanks, of course, goes to the dozens of members and friends who participated in the photoshoot. It was wonderful to see so many new faces, and some familiar ones as well. Time off is often a luxury for nurses, and we very much appreciate those who chose to spend that time with us.

Keep your eyes peeled as we begin to roll out the new photos in the coming weeks and months. In the meantime, enjoy some of these “behind the scenes” photos from the shoot.



# Mental Health Commission Discusses Suicide Prevention While in Halifax

Louise Bradley, the president and CEO of the Mental Health Commission of Canada says, despite the growing discussion around mental health, there remains a “hidden crisis” of suicide in our country.

Bradley and other commission officials were in Nova Scotia the week of September 24th speaking with representatives of the Nova Scotia Health Authority, the Nova Scotia Mental Health Foundation and other organizations to promote a co-operative approach in dealing with mental health issues.

Janet Hazelton, NSNU president was invited to the welcome reception held at the Lord Nelson Hotel in Halifax where she met with members of the Commission and other advocates who are deeply engaged in the conversation about mental health.

Tragically, according to Statistics Canada, there were 134 suicides in Nova Scotia in 2016, compared to 2000 when there were 75 deaths. Between 2000 and 2012, Nova Scotia’s suicide rate increased more than any other province in Canada.

The Commission is talking with the Nova Scotia Health Authority about implementing a Roots of Hope program



Minister of Health and Wellness, Randy Delorey, Louise Bradley, Janet Hazelton, and the Honourable Tony Ince.

which specifically targets suicide reduction with strategies such as crisis intervention and using e-health technology. The program, which originated in Europe, was implemented in Quebec and over the past two years has reduced the suicide rate there by 30 per cent.

The Commission is optimistic Nova Scotia will follow in Quebec’s footsteps and implement the program here.

## Resources

Know the risk factors and warning signs for suicide: [cmha.ca/documents/preventing-suicide](http://cmha.ca/documents/preventing-suicide)

### How to get help:

If you or someone you know needs immediate mental health help, go to the nearest hospital, call 911, or call the Nova Scotia crisis line:

Halifax: 902-429-8167  
Toll-free: 1-888-429-8167

### Additional services:

[www.nshealth.ca/mental-health-addictions](http://www.nshealth.ca/mental-health-addictions)  
[www.ementalhealth.ca/Nova-Scotia](http://www.ementalhealth.ca/Nova-Scotia)

Anywhere in Canada, you can contact:

### Kids Help Phone

1-800-668-6868  
[kidshelpphone.ca](http://kidshelpphone.ca)

### Crisis Services Canada

Phone:1-833-456-4566

## United Nurses of Alberta Welcome NSNU President to AGM

Janet Hazelton, NSNU president was an invited guest at the recent United Nurses of Alberta annual general meeting held in Edmonton. She brought greetings on behalf of nurses in Nova Scotia and participated in Wear White Wednesday, a practice UNA instituted in facilities across Alberta to stand up for safe patient care and the nursing profession.

UNA welcomed over 1000 delegates, member observers and others to the union's 29th Annual General Meeting



*Janet Hazelton with UNA First Vice-President Jane Sustrik and President Heather Smith at the UNA AGM on October 24, 2018 – Wear White Wednesday.*



*Janet Hazelton brings greetings from the NSNU during the UNA AGM*

starting on October 23rd – a three-day event with impacts far beyond the next year according to Heather Smith, UNA's president.

Smith noted the push-back in 2018 by the union's members "in the face of overcapacity and inadequate resources" at their health care worksites.

Like so many others across the country, Alberta's nurses are working tirelessly to hold health officials and administrators accountable for the jeopardy they have created to patient safety.

Smith also spoke of UNA's commitment to the momentum for a national pharmacare program – supported by a coalition of more than 70 national organizations that includes UNA and the entire Canadian Federation of Nurses Union.

Congratulations UNA on another successful AGM.

## Education Day at the Gaelic College

Nurses in the Cape Breton (represented by the NSNU and other health care unions) recently attended an educational workshop on geriatric/dementia care. The guest speaker, Catherine Shepherd, is the education co-ordinator of the Alzheimer Society of Nova Scotia in Cape Breton. Catherine provides valuable insight, resources and support for people on the dementia journey, including care providers.

It was a full day of learning at its best, and well presented by the leadership team.

The session was very interesting and informative, while the view of the fall colours was outstanding.



*Top row, left to right: Sandy Skinner RN, Phyllis Jewels LPN, Linda Betts RN, Norman Bowles LPN, Norah Anderson, BScN. Seated: Catherine Sorrey RN and Esther Difabio LPN*

# 5 Helpful Tips for Running a Local Meeting

Did you know the NSNU website includes a Toolkit for Locals to help you plan and execute meetings? The Toolkit includes process guides, templates, checklists and samples to help make planning your meeting a breeze.

You can download all of these documents, and more, at [nsnu.ca/ToolkitForLocals](http://nsnu.ca/ToolkitForLocals). If you have any questions about Local meetings, please contact your Labour Relations Representative.



## 1 Planning a Meeting and Agenda

Before going into a Local meeting, the Local President and meeting Chair should develop an agenda that is comprehensive of Local business, financial reports, committee reports, and sets aside plenty of time for motions and discussion. Planning a meeting agenda will help Locals stay on task and cover all of the important business of the day.

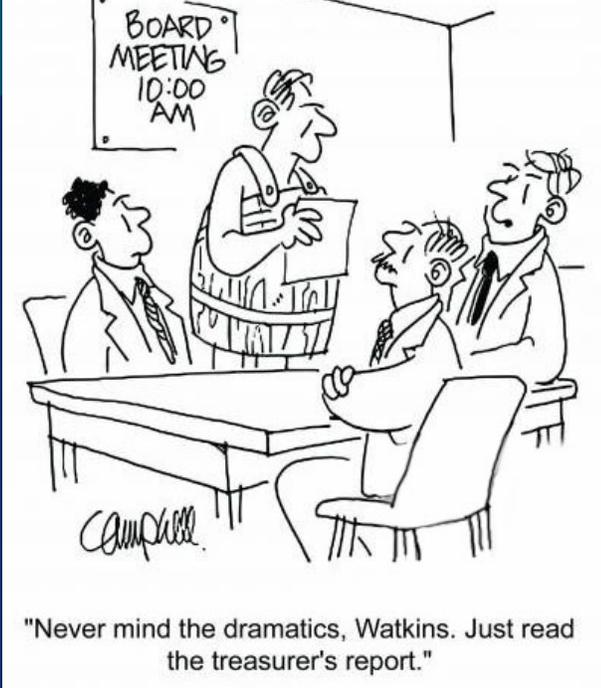
The Toolkit includes documents on how to plan a meeting and build an agenda. It is strongly recommended that Local Presidents and Chairs become acquainted with these documents.

## 2 How to Submit a Motion

Planning a Local meeting requires giving members sufficient notice to build the meeting into their schedule and plan what they would like to contribute; for example, submitting a motion.

Submitting a motion requires members to consider what they would like to see resolved in the next meeting, discuss it with colleagues who may second the motion, and prepare a written submission.

A template for submitting motions is available in the Toolkit.



"Never mind the dramatics, Watkins. Just read the treasurer's report."

### 3 What are the Roles in a Local Meeting?

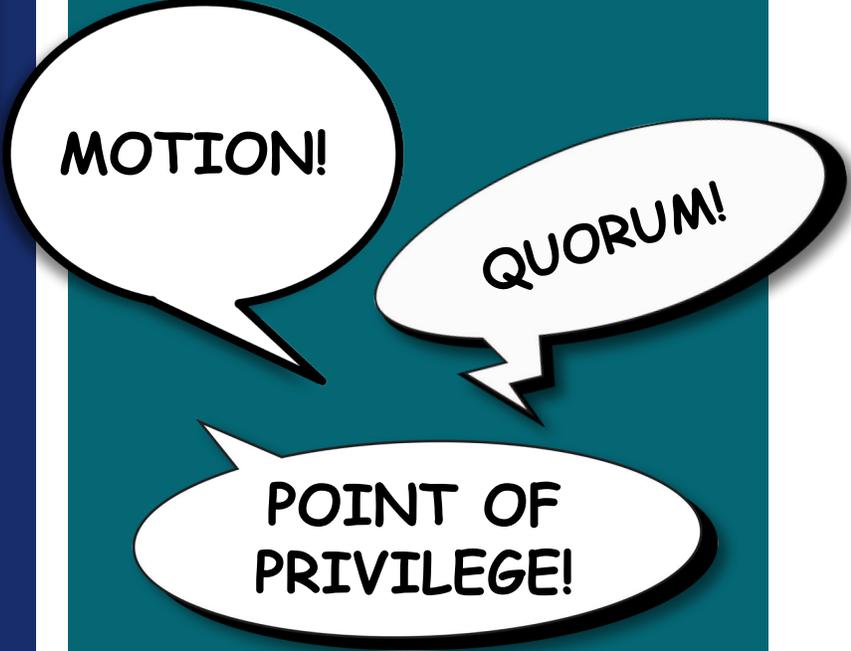
There are two primary roles in a Local meeting, the Chair, who leads the meeting, and the Secretary, who reads and takes minutes. Other members of the Local executive will typically be called upon to report on their activities, like the treasurer who will provide a financial update.

If not the local president or a member of the executive regularly chairing, it is recommended that a Chair be named at the end of each meeting for the next, to ensure that the responsibility for planning regular meetings is always assigned.

## 4 Learn the Language

Sometimes sitting in a union meeting can feel like watching a foreign film. You can probably follow the action, but the language is a bit of a head scratcher.

Luckily, the Toolkit includes a list of Parliamentary Procedure Definitions that will help you go into your Local meeting better prepared. Think of it as the "Rosetta Stone" of meeting lingo.

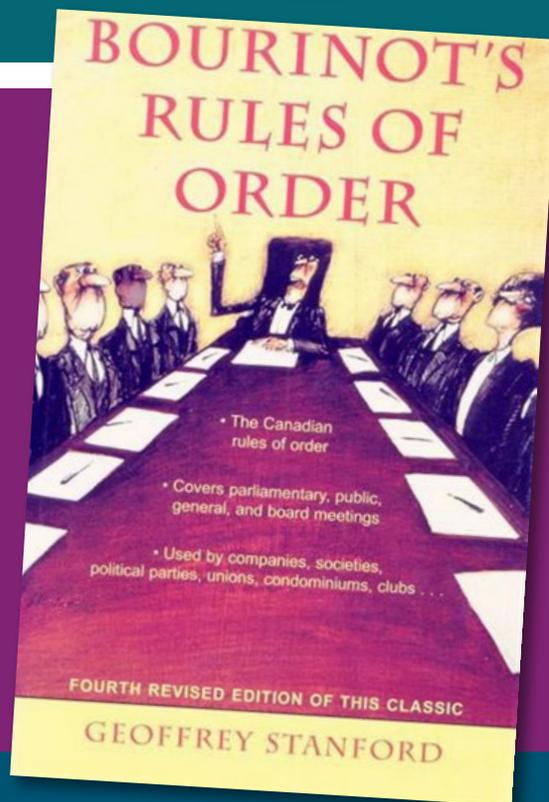


### 5 Become Acquainted with Bourinot's Rules of Order

Have you ever wondered where the rules come from for Local meeting decorum?

Bourinot's Rules of Order are the guidelines NSNU uses to govern all Local and Provincial Union meetings. These rules dictate who can speak when, how many votes are needed to pass or reject a motion, who can object, overturn or postpone, and who has final say.

Bourinot's Rules are available in a book that Locals may want to have on hand. However, the Toolkit includes a cheat sheet, "Bourinot's Rules at a Glance," to help Locals execute meetings appropriately.





# NURSE APPRECIATION NIGHT

It's not too late to get your tickets for Mooseheads Nurse Appreciation Night, happening on Saturday, November 24th as the Halifax Mooseheads take on Baie-Comeau Drakkar in QMJHL play.

Dust off your cowbells and warm up your vocal chords, this is an exciting night of hockey you won't want to miss, as the Mooseheads and fans in the stands show their gratitude to nurses. From the puck drop to intermission hijinks, the NSNU nursing theme will be front and centre.

Special rates will apply for nurses and up to five family members

or close friends. In early October an exclusive Promo Code was emailed to all members. If you did not receive yours, please contact the union office at 1-800/902-469-1474 to update your contact information.

Tickets are \$12 per Adult/Senior (17 years and up) and \$8 Student/Youth (16 and under). As per any ticket purchase, Ticket Atlantic service charges are extra. For groups of 10 or more please contact Cody Cudmore at [groups@halifaxmooseheads.ca](mailto:groups@halifaxmooseheads.ca).

Show your NSNU and Moosehead Pride – 7pm on November 24th!



## 2019 Calendar



The NSNU has lots to look forward to in 2019. Here is a snapshot of what's coming up:

### NSNU Board Meetings

Jan. 24, 2019

Feb. 26, 2019

March 25, 2019

April 14, 2019 (Tentative)

May 14, 2019

June 19, 2019

### CFNU National Executive Board Meeting

Ottawa, Ontario

February 4 - 7, 2019

### NSNU 2019 AGM & Education Day

Truro, NS

April 15 - 17, 2019

### National Nursing Week

May 6 - 12, 2019

### CFNU Biennial Convention

Fredericton, NB

June 3 - 7, 2019

### International Council of Nurses Congress

Singapore

June 27 - July 1, 2019

### Halifax Pride Parade

July 20, 2019

### Council of the Federation

Saskatoon, SK

July 9-11, 2019



# #GOMOOSEGO



## Get Holiday-Ready with NSNU Merchandise

It's hard to believe, but the holiday season is just around the corner! The NSNU has great gift options for the members in your life, with a variety that will suit anyone's tastes, interests or personal styles.

Stay cozy with a warm NSNU sweater, jacket, blanket, toque or scarf. Get cookin' with our new branded aprons. Settle in for a cup of hot cocoa in your very own NSNU barrel mug – the perfect size for wrapping your hands around on a cool winter's day.

If you're interested in NSNU merchandise as a gift for your local, family, friends, or even just for yourself, call 902-469-1474 to make an appointment to come in for a shopping trip. You can also browse a selection of our merchandise on the NSNU website ([nsnu.ca/merchandise](http://nsnu.ca/merchandise)).

The NSNU accepts cash or cheque payments for all merchandise, and purchases must be picked up from the Union office in Burnside. Plan to stop in when you're out holiday shopping, or just passing through. We look forward to seeing you.

## NSNU Gets in the Game!

While in Calgary on October 20th, Janet Hazelton was seen flaunting her NSNU pride with fellow Truro resident turned CFNU professional football player, Brett Lauther. The 27 year old punter and placekicker for the Saskatchewan Roughriders played football at Cobequid Educational Centre where Janet's son and daughter attended school. Lauther was happy to also show support for Nova Scotia's nurses after the fresh win. Saskatchewan Roughriders beat out the Calgary Stampeders that day 29 to 24. Congratulations #12 and thanks for the shout out to the NSNU!



## Find Great Deals on the NSNU Discount List

If you're looking for great deals you need look no further than the Discount List located on the Members Only page of the NSNU website.

Many local vendors offer discounts specifically to members of the NSNU. There is a broad range of offers including hotel stays, spa treatments, car rentals, dining, yoga and more. There truly is something for everyone.

In order to take advantage of these deals, members should keep their NSNU member card on hand while out and about. Even if an offer is not listed on our website,

members may wish to inquire about discounts for nurses, as some may be available that the NSNU has not been made aware of.

Offers are added to the list as they come in, so remember to check back every-so-often to see if something new has popped up that is of interest to you.

If you do not have a member card, or require your Members Only login, please contact the Union office at 902-469-1474 or [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca).



## A Picture is Worth a Thousand Words...

...and that's the keepsake the ICU manager at Colchester East Hants Health Centre (CEHHC), Kristine Carr hoped for on her retirement. Kristine, who retires this December, wanted a group photo with the people she has worked side-by-side for countless hours and days of her working life. People she has a close bond with; the many ICU staff she has managed during her nursing career.

Wanting to fulfill Kristine's wish, two very resourceful ICU RNs (who also happen to be skilled in photography), took up the charge.

On October 14th, Denise Aubrey and Danielle Levangie organized a group photo with everyone wearing their

distinctive white and black uniforms – no small feat given the hectic and conflicting schedules of busy nurses.

Their recruitment efforts resulted in an amazing turnout of current and retired NSNU nurses.

Additional NSNU members at CEHHC graciously stepped up by covering the unit at shift change, making it possible for the nine nurses working day shift and night shift to be in the photo. An off-duty clinical nurse educator came in and several emergency nurses stayed after their shift to accommodate the photo session.

What a team! No wonder Kristine wanted this memento of her years at Colchester and the many fabulous people who made her time there so rewarding.

Happy retirement Kristine.



The 2019 Nurse Planners are on their way! The planners arrived on time and in great condition to the NSNU office on October 19th, and staff quickly got to work packing them for delivery to our locals.

If you have not yet received your nurse planner, check with your Local president or executive member. If you are a local president and you haven't received your Nurse Planners by mid-November, please contact the Union office at 902-469-1474 or nsnu.office@nsnu.ca.

Nurse Planners remain one of the most popular items provided by the Union. The handy, pocket-sized calendars are high in demand as nurses plan their schedules months in advance.

Thank you, once again, to Efficom for producing the Nurse Planners, and to all of the local businesses who purchased advertising space. Proceeds from the Planners will be donated to charities and non-profits like the Transition House Association of Nova Scotia.

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# International Solidarity Fund

## YOU CAN MAKE A DIFFERENCE

Are you going abroad to provide humanitarian assistance? You could be eligible for a travel subsidy from CFNU. Apply online at [www.nursesunions.ca](http://www.nursesunions.ca)

**Application deadline is December 31,  
for travel the following year.**



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150 Garland Avenue, Dartmouth, NS B3B 0A7

