

what's **nu?**

January 2019

New Collective Agreement
for Acute Care Nurses

A Tribute to Outgoing
NSNU Executive Director,
Jean Candy

Long Term Care

NSNU Disappointed in Report
from LTC Expert Panel

AGM and Education Day
Dates, Deadlines and
Reminders



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President's Notebook

Janet Hazelton, BScN RN, MPA

Council of Nursing Unions Arbitration Award

In Early December 2018, Arbitrator William Kaplan publicly issued his award to establish a province-wide collective agreement for approximately 7500 acute care nurses working throughout the province for the Nova Scotia Health Authority and the IWK.

This unprecedented round of bargaining included nurse representatives from across the province, from four different health care unions, NSNU, NSGEU, CUPE, and Unifor, together at one table. Council representatives had the arduous task of combining almost two dozen collective agreements into one each for the NSHA and the IWK.

The Council is proud of the work achieved on behalf of nurses in Nova Scotia. This is one of the best collective agreements the province has ever reached for our members. In addition, the NSNU was able to maintain much of the progressive language achieved in previous rounds of bargaining, while improving some language and acquiring new language that benefits our members.

Unfortunately, we were not able to retain all existing NSNU benefits. Some language was lost during face-to-face negotiations or taken away by Arbitrator William Kaplan. Many of these changes are now in

line with the Health Care Bargaining Council award which was settled last summer.

Arbitrator Kaplan's award came after the Council of Nursing and the Employers met an impasse in bargaining which began in early September of last year.

All provisions including language changes take effect February 1, unless otherwise specified in the award. This timeframe enabled both the Employer and the Union to prepare for the changes required. During the transitional period, employers, unions and nurses continued to reference the 2011 contract.

The NSNU held an interactive webinar on December 11 to discuss the details of the agreement. For those unable to participate in the live broadcast, a video file of the webinar was uploaded to the Members Only page on the NSNU website following the session. It remains on the site, nsnu.ca. You will require your login credentials in order to watch the video.

On April 18, 2019 the NSNU will host a bargaining forum for the Board of Directors, NSNU Acute Care Nursing Council members and acute care table officers (president or alternate) in Truro at the Glengarry Hotel.

Information regarding registration for the forum will be sent directly to these individuals.

On January 17, the Executive Council met to discuss this last round of negotiations, essential services language going forward, and how to improve upon bargaining for 2020. On January 18, labour relations staff from all four of the health care unions met at the NSNU to review the nursing contract so that there is clear and consistent implementation of the agreement across the system.

The new collective agreement and a compilation of NSNU's highlights can be found at nsnu.ca/councilofnursingunions.

If you have a comment or question about the collective agreement, I encourage you to email nsnubargaining@nsnu.ca.

The NSNU would like to thank our NSNU negotiating team, as well as the Council representatives from NSGEU, CUPE and Unifor, on a job well done.



Bargaining Underway

NSNU bargaining got underway on January 8th for our Community Care nurses working for the Victorian Order of Nurses. At this point in time, face-to-face bargaining is scheduled to conclude on February 15th.

Our members-at-large on the bargaining committee are relatively new to this process, which is an exciting opportunity for them but can also be an exercise in frustration. Progress at the negotiating table can be slow at times but the back and forth dialogue is essential to achieving positive outcomes.

In the meantime, we will share information with the sector as it is appropriate to do so, and members will be notified if, and when a tentative agreement is reached.

Thank you to those who sent in feedback in advance of bargaining. Your input and frontline knowledge is imperative to our success.

VON Provincial Negotiating Committee

Janet Hazelton, NSNU President

Tracy d'Entremont, Vice President
Community Care

Chris Albrecht, NSNU Executive
Director, Chief Negotiator

Central Region

Karen Graves, PNC Rep
Kevin Whynot, Alternate

Eastern Region

Kim Williams, PNC Rep
(No Alternate)

Northern Region

Vanessa Richardson, PNC Rep
Veronica MacDonald, Alternate

Western Region

Carolyn d'Entremont, PNC Rep
Tammy Woodland, Alternate

Acute Care Collective Agreement Forum – April 18, 2019

The NSNU will be holding an **Acute Care Collective Agreement Forum** from 9 am until approximately 12 pm on **April 18** to discuss the new contract. Participation in this session is open to the Board of Directors, Acute Care Bargaining Council members (PNC), and **one member** per acute care local.

If your local has a representative on the Board or the Bargaining Council, you are still eligible to send

a participant. Each local is to determine who will participate (local president or alternate). All attendees, including **Board members, Bargaining Council members** and **one member per acute care local**, are required to register using a link that will be circulated by **March 15** via email.

This session will take place at the Glengarry Best Western Hotel in Truro.

NSNU Disappointed in Report from Expert Panel on Long-Term Care

The Nova Scotia Nurses' Union is extremely disappointed in the Recommendations Report by the Minister's Expert Advisory Panel on Long-Term Care calling it a missed opportunity, a lost chance to set a course for serious reform.

Despite strong recommendations from the Nurses' Union and other key stakeholders, the report released on January 15 does not recommend a minimum staffing level for long-term care homes, something that was requested in the Panel's terms of reference.

Panel members, Janice Keefe, chair of the Nova Scotia Centre on Aging at Mount Saint Vincent University; Dr. Greg Archibald, a family doctor, wound-care expert and Dalhousie University professor; and Cheryl Smith, a nurse practitioner from Amherst with an education focus on dementia care, claimed there is a lack evidence at this time to establish what such a ratio should be.

"The evidence is clear," claims Janet Hazelton, president of the NSNU. "Nearly 20 years ago, research showed that an average of 4.1 hours of care is required to ensure the quality of care to residents is not compromised. If anything, care needs have increased since then."

As the Report's authors pointed out, the system is in crisis and our outdated provincial legislation is an embarrassment. Given these challenges, it is no surprise that the Report was unable to provide broader and comprehensive solutions in the 12-week timeframe provided to the Committee. The



Report makes clear that we cannot wait for perfect evidence before we begin implementing solutions. However, the recommendations are only advisory in nature, with no implementation strategies, including staff numbers and human resource planning. Given these unknowns, accountability will remain a challenge.

On the positive side, the report recommends providing dedicated time from Licensed Practical Nurses to work in residential care facilities. These facilities are often attached to long-term care facilities and serve residents with less complex needs. The NSNU's 2015 *Broken Homes* report emphasized the large amount of work arising from residential care facilities and the need for dedicated, funded time for nurses to work there. Unfortunately, the Report makes no mention of Registered Nurses in the Recommendations Report, a role

that is central to residents in nursing homes.

Many important recommendations in the Panel's report reflect work that is already underway. The Department of Health and Wellness, for example, has already accepted recommendations from the NSNU, developed in collaboration with partners in the sector, to hire Nurse Practitioners into long-term care and to introduce responsive behaviour units across the province. The Government's own press release makes clear that most of the Panel's recommendations reflect work that is already underway.

"If the Panel had made recommendations around working conditions, including staffing levels, workload and workplace violence, it could have better addressed one of their mandates, the recruitment and retention of all staff," says Hazelton.

Pitting NPs Against MDs Does Nothing to Assist Nova Scotians Who Deserve Timely and Accessible Health Care



In November, the NSNU responded to an article in the Chronicle Herald entitled **Nurse practitioner plans worry doctors**. The article claimed, as a result of the merger between the registered nurses college with the College of Licensed Practical Nurses of Nova Scotia, nurses would no longer be required to strike a formal agreement with a physician or group of physicians and submit proof of that agreement with the nursing regulator.

In the NSNU response to the newspaper, president Janet Hazelton said there will be no change in the standards that require all nurses to practise collaboratively. This has long been an explicit requirement for all nurses.

The NP collaborative practice relationship in the *Registered Nurses Act* is often misunderstood. NPs were required to sign these agreements in order to begin practising, but this did not necessarily create an actual referral relationship between the doctor and NP. Often the two practitioners did not work in the same practice, or even in the same town. For a long time, NPs and doctors alike have been aware that these agreements are anachronisms based on an outdated understanding of the Nurse Practitioner role. In any event, they have never served to guarantee or promote collaborative care.

On January 9th, Doctors Nova Scotia released a position paper stating family physicians are increasingly finding their role in our health-care system undervalued and potentially marginalized. As health care becomes increasingly collaborative and scopes of practice change, the report said family physicians remain the backbone of an effective health-care system.

The Docs NS report, titled **Primary Care Transformation: A collaborative practice tool kit**, goes on to say doctors continue to support a collaborative team approach. If that's true, we must shift the pervasive and counterproductive NP vs MD dialogue playing out in the media.

It is important to understand what is meant by collaborative practice. All nurses practice independently within their scope of practice. As it stands, physicians are not required to reassess patients that NPs have assessed, diagnosed or prescribed medication. That would be a waste of precious resources in a province with large gaps in primary health-care services. However, NPs will continue to consult with GPs on difficult cases and refer patients to specialists as needed.

We can all agree that Nova Scotia needs more physicians. That is not in question. Also, not in question is

that fact that Nova Scotians cannot continue to go without care, and NPs help provide a solution we should all get behind. However, media reports continue to pit MDs against NPs.

Disapproving headlines like – **NPs are no substitute for family doctors** – leads off yet another op-ed which continues to add fuel the fire, escalate this turf war, and make Nova Scotians who are receiving excellent care from Nurse Practitioners fearful for their safety. This opinion piece, published in the Chronicle Herald on January 16, again puts NPs squarely in the crosshairs of an unnecessary and irresponsible public battle with doctors. This has to stop.

Nova Scotia faces serious challenges in primary health care. There are many things that RNs, LPNs, and particularly Nurse Practitioners can do to help improve the situation. This does not negate the urgent need to recruit and retain family physicians. It is disappointing to hear a physician say that nurses' intentions to work collaboratively with other health practitioners is mere rhetoric or disingenuous as was written in the November article.

Nurses understand that collaborative care is a hallmark of a well-functioning health system, and we look forward to improving health care in Nova Scotia on this foundation.



APRIL

NSNU Annual General Meeting & Education Day
April 15-17, Truro, NS

Acute Care Collective Agreement Forum
April 16, Truro, NS

MAY

National Nursing Week
May 6-12

JUNE

CFNU Biennial Convention
June 3-7, Fredericton, NB

CLC Atlantic Region Spring School
June 22-26, Antigonish, NS

JULY

Halifax Pride Parade
July 20

SEPT

Labour Day
September 2

OCT

Federal Election
October 19

NSFL Biennial Convention
October 27-30, Halifax, NS

NSNU Apology re: *What You Need to Know About Cannabis*

In late October of 2018, the NSNU published an article in *What's NU?* entitled *What You Need to Know About Cannabis*. The feature was submitted by Pink Larkin, our legal counsel on various labour/legal matters including the newly introduced cannabis legislation.

Contained in the article was information that read:

Workplace Issue - *An employee uses a strain of cannabis that they believe does not cause any impairment.*

Best Advice - *The member should consult with their physician about impairment.*

Some NSNU members were disappointed that we did not amend the document provided by Pink Larkin to include Nurse Practitioners under this portion of Best Advice. Those members are correct. Our members and the general public can and should consult either their physician or Nurse Practitioner regarding impairment.

As the role of Nurse Practitioners expands and NPs take on more responsibility in our communities, it is incumbent on our organization to be more inclusive in acknowledging NPs and their significant contributions to our health care system.

We apologize for this oversight and will endeavour to do better in future publications.

NSNU Executive Director Retires

It Is What It Is



Only the third executive director to ever grace the halls of the NSNU in its forty-three years, Jean Candy decided in June of 2018 it was time to put an end to the oftentimes brutal trek from Windsor, Nova Scotia (her homestead for a menagerie of dogs, horses, cats and people) to the busy metropolis of Burnside. Her retirement would be the final chapter in her long and assorted relationship with the Nova Scotia Nurses' Union.

The Magazine Hill was the bane of her existence; a commute that she, like so many others, dreaded - particularly in the winter. Day in and day out, her diesel-fueled Volkswagens (there were a few over the years) reliably delivered Jean to Queen Street in Dartmouth, then 30 Frazee Avenue, and finally to the new digs on 150 Garland Avenue.

Born in Ottawa and raised in several locales including Downsview, Trenton, Salisbury (England) and St. Bruno, Quebec, the self-professed air force brat often moved with her parents and siblings, Jill and Rob, gaining an appreciation for travel and culture.

Once settled in Atlantic Canada, she eventually pursued a career in nursing that was gratifying, and which led her down unexpected paths towards union activism. Even though she possessed an incredible penchant and talent for all things artistic, and a deep love of animals (particularly of the canine variety), it was health care that called her name.

"I initially didn't choose nursing but applied for a teaching degree. I changed my mind at the last minute and was fortunately accepted at the Grace in St John's NL. That last-minute decision was serendipitous, and I never regretted it as I had an interesting and varied career that I loved for over twenty years," says Jean.

Her first job was at the IWK, a "non-union" stronghold. As a newly-minted nurse she witnessed, and experienced firsthand, things that did not sit well with her, prompting her to send a letter to the newly formed NSNU in 1976 requesting union information. She then set about distributing union pamphlets on her unit. She was promptly warned to get rid of the union propaganda if she wanted to keep her job - that was the spark that ignited the union activist within her.

A few years later she accepted a job at Camp Hill Hospital. That's when her interest in the union became a commitment, thus leading to her first



As NSNU president, Jean rabble-rouses alongside then-Executive Director Tom Patterson



Jean is presented with the Bread and Roses award by CFNU president, Linda Silas and Secretary-Treasurer, Pauline Worsfold during the 2015 CFNU Biennium in Halifax

position as a local executive. Much to her surprise and right out of the gate, she was elected president of what was then the largest NSNU local.

Feeling over her head in new and turbulent waters, this fledgling advocate began her foray into labour activism and union solidarity, in spite of her conservative, right-leaning upbringing.

The turning point came in 1991 when, as a new Board member, she



Jean hoists an NSNU banner during the CFNU Biennium in Calgary, 2017

was supported by her colleagues at the NSNU to attend the Governor General's Canadian Study Conference. There she was inspired by the many community and political leaders she felt privileged to meet during the tour. NSNU leadership and staff continued to encourage and inspire her as 1st and 2nd Vice President on the Board of Directors. The logical and natural next step was to continue as NSNU President, which she did in 1996.

A runoff vote at Camp Hill in 1996 ended with the membership at that facility joining the NSGEU, making Jean ineligible to sit as president of the NSNU. She was then hired by the NSNU, so began her ten-year career as a Labour Relations Representative. In 2006, Jean became the Executive Director of the NSNU, a position she proudly but humbly adds to her list of union-related accomplishments.

"Being part of this Union as both member and staff, I'm proud to say that there is never an accomplishment that is made by just one person but instead, it is the result of many working together to achieve a goal. NSNU has had many accomplishments to be proud of and

I am positive there will be many more to come."

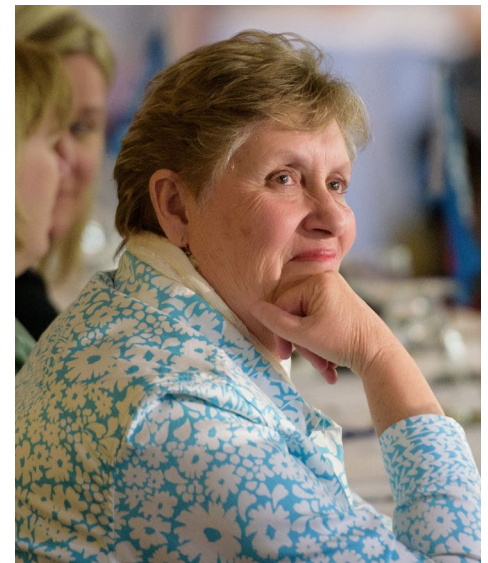
Her hopes for the future of the Nurses' Union are that it maintains its strong identity as a Union with vision, commitment and integrity, and that the leadership at all levels continue to encourage others who show that spark and support them along their path.

She will continue to cheer for us on the sidelines, in her retirement.

"My favourite saying is, *it is what it is*. But in my retirement, I hope for more adventures in experimenting with art, watching and reading good murder mysteries, some travel, and lots of volunteering and fundraising for animal rescues."

For the record, it was Jean Candy who coined our mission statement: *Courage to Lead, Confidence to Challenge, Commitment to Care*. These words embody what she stood for while dedicated to the advancement of the NSNU. For her service, her incredible wit, and love of the nursing profession, we are eternally grateful.

Congratulations Jean. All the best in your long and happy retirement.



NSNU AGM 2019

The Future of Nursing Starts With You!

NSNU is excited to host our 2019 Annual General Meeting in Truro. It will be another great 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 theme, **NSNU – The Future of Nursing Starts With You!** inspires us to plan for what's to come for the Union, for our Members and the nursing profession.

The 2019 AGM is scheduled to take place Monday, April 15 – Wednesday, April 17 at the Best Western Glengarry Hotel in Truro.

Here are some highlights, deadlines and things to know:

- Registration opens on February 13 and closes on March 15. One representative from each local is responsible for registering all of the participants (delegates and observers) who will be attending from your local.
- For those attending only the Education Day, there is a separate registration form.
- Links to both registration forms will be available on the **Member's Only** section of the NSNU website under "**AGM Forms and Resources**" beginning February 13.
- The hospitality event with a buffet-style meal will take place at the Engine Room the evening of Monday, April 15. Be sure to bring a big voice for karaoke, a contribution (one per local) for the door prize, and cash for the 50/50 draw.
- Unlike previous events, the NSNU will be assigning seating for the AGM, Education Day and Banquet so we can better accommodate the needs of members and guests.
- Keltic Clothing will be on site selling uniforms and accessories.
- The NSNU will be selling lots of merchandise, perfect for sharing with your members during National Nursing Week. The NSNU does not accept credit cards or debit.
- We will be collecting dignity items once again to donate to the Truro Food Bank – please contribute if you can.
- The Banquet and Dance will take place the evening of Tuesday, April 16 at the Glengarry. The theme is casual and futuristic! Come as your favourite "future you" or character from light years away. There will be a live band this year – one of our favourites! **Big Fish** will perform so wear comfortable dancing shoes!!!!
- In lieu of an auction, the NSNU will be selling tickets on a gift card tree. Each local is asked to supply whatever it can afford in gift cards towards the charity fundraiser. The gift cards must be provided to NSNU staff by 5pm April 15 at the AGM in Truro. All proceeds from the 50/50 draw during the hospitality event and tickets sales on the gift cards tree will go to The Marguerite Centre in Halifax and Hope Project in Sydney.
- Scholarship Applications must be submitted by Wednesday, March 27. Forms can be found on the NSNU website at nsnu.ca. The successful recipients will be announced on Tuesday, April 16 at the AGM.
- Arrive rested, ready to take on the world and play a little.

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 or Christie Blotnicky at christie.blotnicky@nsnu.ca before the deadlines indicated.

Education Day 2019

Please join the NSNU on April 17th as the Union explores *Nursing and Reconciliation in Nova Scotia*.

This important topic of discussion will provide members in our organization with insights on the social condition of our indigenous peoples, what they have encountered throughout the ages and still contend with today.

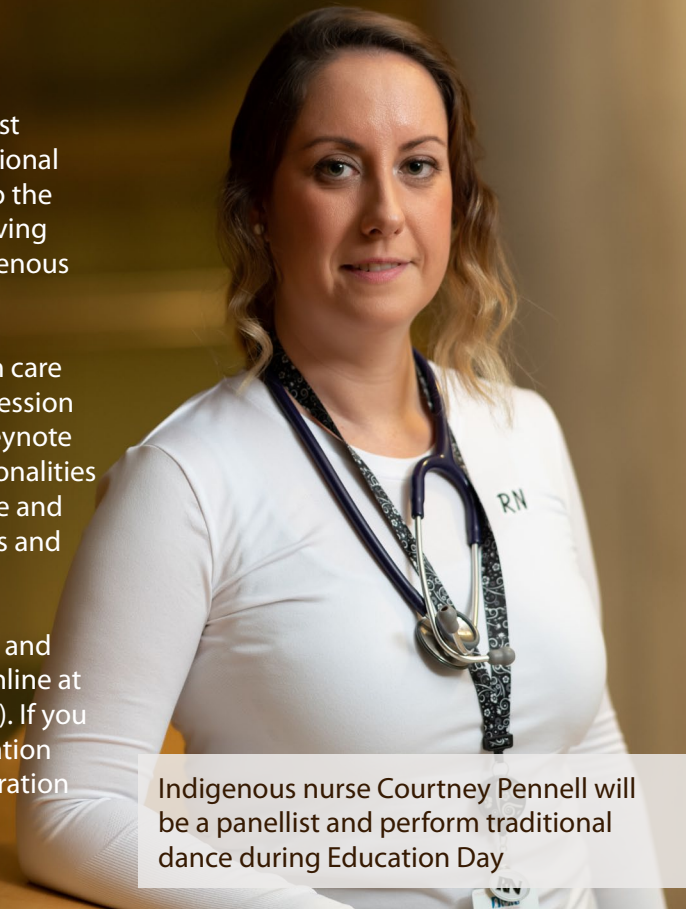
In 2006, the NSNU entered into a Partnership Agreement entitled the Aboriginal Workforce Participation Initiative. The parties to this agreement set out to address the under-representation of Aboriginal persons in the field of nursing.

Nearly 13 years later, little progress has been made on this Agreement

but we recognize that we must start somewhere. This educational event recommits the NSNU to the Partnership Agreement by giving voice and a platform to Indigenous nurses and leaders.

Whether it is related to health care accessibility, the nursing profession or education our panelists, keynote presenters and featured personalities will deliver a message of hope and enlightenment in a humorous and informative way.

Members attending the AGM and Education Day can register online at nsnu.ca (Members Only login). If you plan to attend only the Education Day, there is a separate registration form online.



Indigenous nurse Courtney Pennell will be a panellist and perform traditional dance during Education Day

Be Part of the Next NSNU Music Video

Want to be featured in the next NSNU music video? If so, please send us photos or video of you at work or play holding a sign saying **This Is Me!**

We are seeking shots (both video and stills) of nurses in their workplace, or other favourite environment, proudly holding a homemade (but legible) **This Is Me!** banner. Be sure patients and confidential information are not visible if shooting at work on your off-time or break.

Whether you're feeling happy, sad, tired or triumphant, let your expression tell the story. And be sure to shoot your pic or video with enough light so that your image is clear and you look fabulous! Record audio of yourself saying "**This Is Me,**" if you'd like, and don't forget to provide your name and where you



work when you forward your image file. As for wardrobe, your uniform or work attire is preferred.

Use your cell phone or camera to capture these amazing nursing moments, and send them via email to coleen.logan@nsnu.ca.

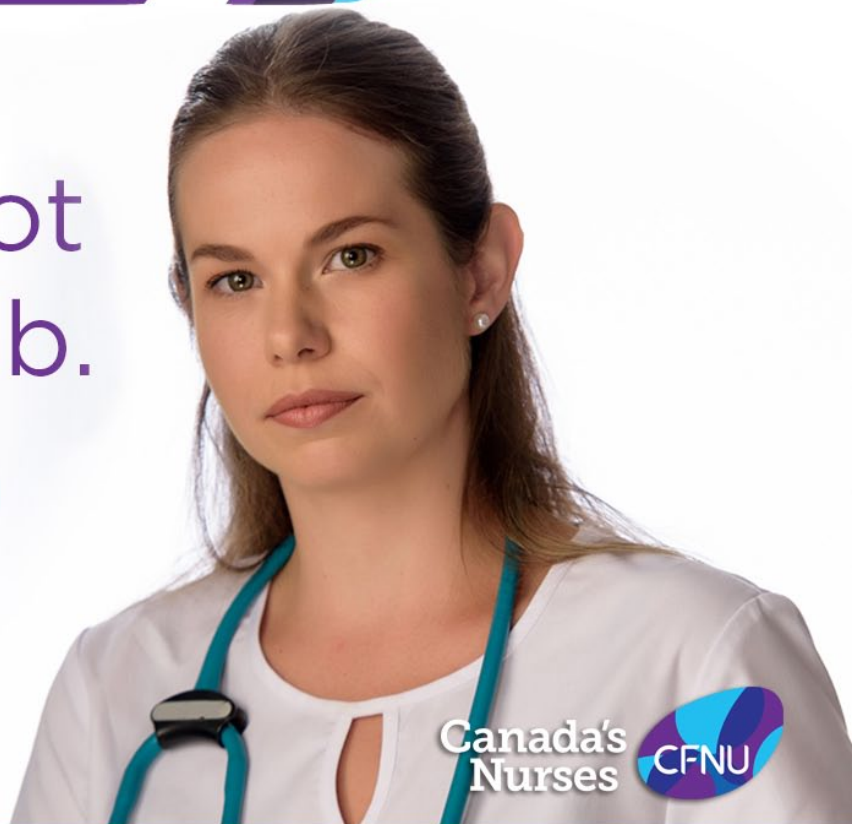
This Is Me is a title song from the hit musical film, *The Greatest Showman*. Have a listen to get inspired.

Thank you in advance for putting your "Nurse Selfie" in the next NSNU music video.

SIGN PETITION E-1902

Violence is not
part of the job.

Make sure **Nova Scotia**
nurses are heard.



Competition for a Cause

The Canadian Federation of Nurses' Unions has launched a petition on workplace violence via the House of Commons - Petition E-1902.

As the parliamentary health committee prepares to undertake their study on violence in health care in the New Year, a strong show of support for this petition will bolster their efforts and support resulting recommendations.

To encourage more nurses to sign the petition, CFNU has launched a friendly competition between its member

organizations, including the Nova Scotia Nurses' Union, to see which union can amass the most signatures per capita before the petition closes on February 20, 2019.

The winning union will receive \$1,500 plus one free registration for a member to attend the 2019 Biennial Convention in Fredericton, New Brunswick. If the NSNU wins, a draw will be held to select the lucky participant.

Let's show the country that Nova Scotia nurses are informed, engaged and fighting for change. Sign the petition today at <https://bit.ly/2yy50Em>.

CFNU Biennium Registration Open!

Registration for the CFNU Biennial Convention is now open!

This year's event is being hosted by the New Brunswick Nurses Union in beautiful Fredericton.

Taking place from June 3-7, the Biennium will feature inspiring guest speakers, informative panel discussions and educational sessions, exciting special events and more. It will also include business meetings during which attendees will help define the goals of the Canadian



Federation of Nurses Unions over the next two years.

Members who wish to participate in the five-day event are encouraged to register early to secure your spot. Registration is available online at nursesunions.ca/convention2019. If you have any questions about the event or registration, please email nsnu.office@nsnu.ca.

Those who plan to attend the Biennium should book your time off from work as soon as possible, including necessary travel time to get to and from Fredericton.

We look forward to seeing a strong contingent of NSNU members at Biennium 2019 in Fredericton!

NSNU Hires New Labour Relations Representative

The Nurses' Union is happy to announce that Angela McKenna has joined the team as our newest Labour Relations Representative. That position was vacated when Chris Albrecht, LRR/Chief Negotiator became the successful candidate to take over for Executive Director Jean Candy, who retired at the end of 2018 after a rewarding career as a registered nurse turned NSNU staffer.

Angela has been a long-time activist with the NSNU and a familiar face to many. Angela is a graduate of NSCC IW Akerley Campus, class of 1992, and has worked in long term care, acute care and community care. She has been employed by the VON since 1995. Angela has been the president

of her local, VON Central Region, since 2008 and a vocal advocate for patients and all nurses.

In the months leading up to her taking over the position, Angela filled in for Chris on a part-time basis during acute care negotiations. Although she misses her direct patient care and her colleagues at the VON, she has embraced the opportunity to apply her labour relations knowledge to her new role and looks forward to the challenges and successes that await her.

Angela's first day on the job was December 3rd. Please join the NSNU in welcoming Angela to the LRR position.





Janet Hazelton drops the puck on the second annual Mooseheads Nurse Appreciation Night



Brayden MacNeill rides the Zamboni



Jen and Britney were good sports during the intermission hijinks with Hal and Mac



Thank you to our team of staff, family and friends who volunteered to hand out NSNU swag during the game

Mooseheads Nurse Appreciation Night

More than 300 NSNU members, family and friends were in for an exciting game of hockey on November 24th as the Halifax Mooseheads battled Baie-Comeau Drakkar in QMJHL play. The Moose worked hard during the heated game between rivals, and even a narrow loss couldn't dampen the spirits of the team or their fans, who helped celebrate members of the NSNU during the second annual Mooseheads Nurse Appreciation Night.

Once again, NSNU president Janet Hazelton had the honour of dropping the first puck. Never one to disappoint, she arrived in an evening gown and full hair and make-up for the event! (Okay, she was on her way to a fundraiser— but she did look fabulous!)

This year, NSNU invited Brayden MacNeill to ride on the Zamboni during the first intermission. He was so excited for the opportunity, and he came along with an equally jovial entourage. He did a great job. Thank you Brayden!

Of course, no hockey game is complete without a little bit of silliness and hijinks. NSNU board member Jen Thiele took on Halifax VON member Britney Cornect in a zany competition during the second intermission. Jen won, but it was a tight race, with some credit owed to Moosehead mascots Hal and Mac.

Thank you to the Halifax Mooseheads for another wonderful Nurse Appreciation Night. We look forward to doing it again next year!



Left: Janet Hazelton gets the flu shot from Karen Green at the IWK flu shot clinic



Above: Janet Hazelton with Dr. Robert Strang, Jason MacLean and Randy Delorey

Below: Donna Konowalchuk gets the shot on CTV Morning Live



Above: Sheldon MacLeod gets his annual flu shot on News 95.7



Above: Co-host Andrea Dion steps up to get the shot on Global News Morning



NSNU Reminds Nurses and General Public About the Importance of Getting the Flu Shot

During the month of November the Nova Scotia Nurses' Union held its annual influenza awareness campaign. As is often the case, NSNU president, Janet Hazelton was first in line to get her own shot, administered by NSNU member Karen Green during at the IWK flu clinic on November 1st. Janet was joined at the event by Minister of Health, Randy Delorey, Chief Medical Officer of Health, Dr. Robert Strang and NSGEU president, Jason MacLean.

Janet also made the rounds to numerous local media outlets to discuss the importance of getting vaccinated. During her interviews Janet was joined by VON nurse

Rupinder Kaur who administered the flu shot to on-air participants and any others who wanted it.

People often joke about the challenges of "live TV". Well, those challenges certainly came to fruition as not one, but TWO morning show hosts realized a little too late that they couldn't roll up their sleeves far enough to get the shot! Thankfully others on set were willing to step in at the last minute to show viewers that getting the flu shot is quick, easy and nearly pain-free.

For the second year in a row, the NSNU held an in-house flu shot clinic for staff who wanted to get vaccinated, and more than half

of the staff took advantage of the opportunity. We thank Rupinder for taking time out of her busy schedule to run the clinic.

The NSNU flu campaign also included airing ads on television, in theatres and in Tim Horton's restaurants encouraging Nova Scotians to get vaccinated. The ads worked in conjunction with online shareable images that showed not only how getting the flu can impact our own lives, but the lives of those around us.

If you haven't gotten your flu shot yet, don't wait! The shot is available across the province at pharmacies, doctors and nurse practitioner offices and clinics. #GettheshotNS!

New NSNU Merch Now Available

Get ready to go shopping! The NSNU has some great new merchandise that members will want for themselves, their locals, and maybe even for the little ones in their families.

To buy merchandise, members can come to the NSNU office to browse our selection, or wait for the Annual General Meeting where you can shop til' you drop! If you would like to visit the NSNU office, please contact the NSNU to set up a shopping date.

Please be advised that the NSNU can only accept cash or cheques, and purchases must be picked up from the NSNU office or taken home from the AGM.



Emersyn looks extra cute in her "My Mommy is a Nurse" onesie! Thanks to Mom, Christine Pitman, for sending in this sweet photo.



Are You Paying Double 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 (Verna Harrie at 902-468-6748 or verna.harrie@nsnu.ca).



Alberta registered nurses to prescribe drugs, order X-rays

Excerpt from *The Canadian Press* . November 2018

Alberta's health minister says the province is expanding the ability of registered nurses to prescribe drugs and order X-rays. Nurses will have to have extra education and authorization to be able to take on the additional medical responsibilities.

The government will bring in new rules that will allow registered nurses to prescribe drugs in travel clinics, as part of sexually transmitted infection programs and at workplace health and safety clinics.

They'll be able to order X-rays, urinalysis tests and swabs for cultures, and do blood count drug level tests for antibiotics.

The idea is to provide timely access to care, especially for home care patients and patients in long-term care.

The new regulations will come into effect in May 2019.

Nurse practitioners the solution to Canada's health care woes

Excerpts from *Ottawa Sun* . November 2018

Canada routinely underperforms in international surveys of timely access to primary health care, such as access to a family doctor. When this happens, patients often rely on the more expensive health services provided in our acute care system, arriving in hospital emergency rooms. As a result, our acute care facilities are stretched to capacity.

In response to a perceived doctor shortage in the early 1980s, the Canada Health Act was amended so provinces could allow nurses to practise medicine as nurse practitioners.

Decades of rigorous evidence shows that nurse practitioners improve access to personalized, cost-effective, high-quality health care that reduces wait times and costs throughout the broader health system.

This patient-centred approach is well-suited to address multiple and ongoing health conditions. Nurse practitioners are especially critical for providing health services among Canada's growing population of seniors, Indigenous peoples and those in rural and remote locations.

The United States began integrating nurse practitioners intensively following the creation of an education program in 1965. Through a concerted effort, the number of nurse practitioners doubled over a decade; there are now more than 248,000 licensed nurse practitioners in the U.S.

In contrast, the path towards the integration and expansion of nurse practitioners in Canada's health system has been rocky. To find answers, the Canadian Federation of Nurses Unions (CFNU) recently conducted the largest survey of nurse practitioners across Canada. We found that even though nurse practitioners have the potential to address pressing health access issues, they are largely absent or under-utilized in most parts of Canada.

Barriers due to government legislative, regulatory and policy restrictions, along with financing, funding and reimbursement issues are challenges to the widespread use of nurse practitioners across the country. We're failing to take advantage of the capacity of nurse practitioners to improve health access and reduce costs across the system.

Manitoba's Mobile Clinics, in which nurse practitioners and registered nurses provide on-the-spot primary care for people living in smaller, underserved communities, provide an excellent model. Ontario's nurse practitioner-led clinics, as well community health centre models utilizing nurse practitioners, are leading practices that could be readily implemented nationwide.

Nurse practitioners represent an innovative opportunity for Canada to address our growing health-care needs, especially within underserved populations, communities and settings.

A Mi'kmaw nurse and why his 'familiar face' is very much needed in Nova Scotia health care

By Yvette d'Entremont for StarMetro Halifax | November 12, 2018

Growing up in Eskasoni, Tanas Sylliboy never once imagined he'd pursue a career in health care or become a mentor for Mi'kmaw youth wanting to follow in his footsteps.

But in 2015, he and his high school classmate Terrence "TC" Bernard graduated from Cape Breton University as registered nurses. Sylliboy believes the duo were the first Mi'kmaw men to become registered nurses in the Atlantic provinces.

Sylliboy is now taking his education one step further. He's at Dalhousie University studying to become the first male Mi'kmaw nurse practitioner in Nova Scotia.

"I didn't really decide to go into nursing until Grade 12 and it had to do with a science fair project that I did on the diet of First Nation people," he recalled.

"It was a qualitative/quantitative study examining the diet of high school students, just the fact we've gone from eating off the land, from something more traditional, to a more modern diet."

While presenting his project at a fair in Toronto, he remembers being approached by someone asking if he'd ever considered nursing or health research. He was told, "I think that your people would benefit if you would consider a career like that."

Sylliboy was inspired that someone saw that kind of potential in him and ended up applying to Cape Breton University's nursing program.

He recalls the exact moment when nursing became his passion.

"I didn't fall in love with the program until going into my second year. The first year was more so sciences, and the



Tanas Sylliboy (Photo via Zane Woodford / StarMetro Halifax)

second year we got to actually be in hospital," he said. "After I had my own first patient, I was like, 'Oh my God. This is what I want to do for the rest of my life.'"

Sylliboy's first job was in the North Sydney Hospital's emergency department. Within a few months, he moved to the Cape Breton Regional Hospital emergency department, where he stayed for almost three years before making the decision to return school this September.

"I loved it there. One of the primary reasons why I wanted to be in the ER was because I wanted to be that familiar face in our emergency departments so First Nation people or people from my communities back home wouldn't be scared of discrimination or racism that they may have experienced in the past. ... We know previous experiences can curtail our present choices," he explained.

"Making this decision to go back to school was really hard for me because I kind of laid my roots in an area and I feel like if someone came to ER they'd be like, 'Where's Tanas? Where's that familiar face?' I shouldn't really think like that because I think that I made a positive change in my department too at the same time."

One of the contributions he believes he was able to make was gently

educating people about the reality of the Indigenous experience and the intergenerational trauma caused by residential schools.

"I came into contact with people who work in the hospital that never heard of residential school, and I thought, 'Wow, that's a huge learning curve,'" he said.

"I thought, this is not embarrassing for the person, but this is embarrassing for the education system, embarrassing for our society, and we need to do something about it. ... I've always made it my mission to say, 'Don't be afraid to ask me questions,' because if you don't ask them you're not going to learn."

Because the Cape Breton Regional Hospital is close to several Mi'kmaw communities, Sylliboy said he was able to speak his language daily with Mi'kmaw patients entering the emergency department.

"I had people who might not necessarily speak English or have English as their first language. ... How are you supposed to promote health when you aren't even conveying a message?" he said. "So for me it was about being able to be that bridge and mediator."

Now that he's in Halifax pursuing his nurse practitioner studies, Sylliboy has picked up some casual nursing shifts

at the QEII Health Sciences Centre. He said while he continues to love his work and enjoys the city, being removed from his community and culture can be challenging.

“Because I spent my whole life surrounded by my family, I spent my whole life being able to speak my language on a daily basis, coming here it’s very isolating because the last time I was able to speak Mi’kmaw was probably six days ago when I called my mom,” he said.

“I feel that there’s something missing to the point that I feel disconnected from myself and I feel like that affects me on a personal and professional level because there’s a void that for some reason I can’t fill other than being home. But I can’t think like that because if I think like that I’ll leave and that’s not what I want because once again I do have pressures on me.”

Sylliboy believes more Indigenous healthcare professionals — from doctors to nurses to physiotherapists — are needed across the board and are key to beginning to address some of the health inequities that exist for Indigenous people.

Based on his own experiences as a practising nurse, he’s especially pushing for more Indigenous healthcare professionals in emergency departments and critical care.

“These are vulnerable places. You’re going to feel isolated, you’re going to feel alone. But having that familiar face, you feel less alone, you feel that there’s someone there that understands you,” he said.

That understanding also includes the

ability to look at healthcare issues from both a western and an Indigenous lens. Sylliboy said that “two-eyed seeing” approach has proven invaluable.

“If you look at things in a western perspective you’re going to look at your patient and say, ‘These are their vital signs, they’re presenting with this, their CT scan shows this, or their ultrasound shows this,’” he said.

“When you go from the Indigenous perspective you also want to look at the whole picture. How are the dynamics in the family? You want to think about bringing in the nursing perspective to that, you want to think about the social determinants of health.”

Sylliboy said those range from education — can the patient read and adequately understand English — to family dynamics and even whether they have access to clean drinking water.

“For example, Chapel Island in Cape Breton hasn’t had access to clean drinking water in six years and no one is having that conversation in a political standpoint or a health government standpoint,” he said.

“Why is no one considering that? When you think about ailments, when you think about our hierarchy of need, our first need is water. Without water you can’t have life.”

Using the Indigenous lens also results in thinking about past trauma and trauma-informed care.

“This person might not necessarily have experienced residential school firsthand but intergenerational trauma also can exist. Have their aunts and uncles, have their parents gone to residential school?

Because we know that residential schools’ effects still ripple beyond generations,” he said.

“We have been seeing it first-hand. We’ve been seeing it with our loss of language, our loss of culture. ... We need to kind of focus on honing in on our differences and actually emphasizing with them to say this is what makes us different, this is what makes us special.”

Despite his passion and drive to push for a robust future contingent of Mi’kmaw and Indigenous healthcare providers, Sylliboy said it does get overwhelming being one of so few.

“I kind of have the mentality that I’m going to fix the world, and even my friends say, ‘Tanas, that’s a lot of burden on one person, you need to take some of that off your shoulders and you need to be OK with making one little change, not to fix the whole problem,’” he said.

Indigenous in Halifax

Sylliboy said he’s been humbled on several occasions to be told by Indigenous youth that he inspired them to choose a nursing career. But he encourages them to take inspiration from their own drive and abilities.

“I’m just a stepping stone to build this bridge between Indigenous people and healthcare, and hopefully eventually more and more people are going to be more stepping stones and eventually we’re going to fill this gap and get somewhere to a healthier population so we can continue to be resilient for generations to come,” he said.

“Hopefully, being in this position I get to inspire more people into seeing the reality that we can be nurses, we can be doctors, we can be lawyers, teachers, whatever we want. Being one of the first Mi’kmaw male registered nurses or the first nurse practitioner, to me it’s just a title. The meaningful thing about it is I’m opening doors that were previously closed. I’m decreasing barriers for there to be a second, a third, a fourth, a fifth and so forth.”

“I’m just a stepping stone to build this bridge between Indigenous people and healthcare, and hopefully eventually more and more people are going to be more stepping stones and eventually we’re going to fill this gap and get somewhere to a healthier population so we can continue to be resilient for generations to come.” —Tanas Sylliboy

Global Nurses United



Kenya

After reaching a return-to-work deal with two levels of government late last year, nurses in Kenya are threatening to strike if an agreed-upon wage increase is not implemented by February 4, 2019.

The Kenya National Union of Nurses was alarmed when the nation's salaries and remuneration commission began questioning the fiscal sustainability of the wage increases. KNUN fears this could lead to wages being rolled back. They argue that the pay raises have already been included in county budgets and therefore should not be questioned based on affordability.

Nurses are seeking an audience with the Kenya's president to air their

grievances and assure that the raises will, in fact, go into effect.

United States

During the United States Midterm Elections in November, the citizens of Massachusetts voted on a ballot measure to put strict limits on the number of patients assigned to hospital nurses at any one time. The Massachusetts Nurses Association took the lead on promoting this effort to improve safe staffing levels and quality of care.

The campaign against the ballot measure was waged by the hospital industry, and warned of skyrocketing costs and threats of closures.

Unfortunately, after a hard-fought campaign on what had become

a highly controversial topic, the measure was soundly defeated at the ballot box with 70% of Massachusettsans voting against it.

Ireland

With little being done to improve chronic overcrowding in Ireland hospitals, the Irish Nurses and Midwives Organisation (INMO) reports that 2018 marked the worst overcrowding of emergency rooms in the nation's history.

According to the organisation, "108,227 patients went without hospital beds last year — a record number, marking a 9% increase on the INMO's 2017 trolley count and almost double the number it counted back in 2006."

A round-up of nursing news from around the world



About GNU

Global Nurses United is an international solidarity movement between nursing leadership organizations in 14 nations, including Canada. The goal of the movement is to improve work life for nurses around the world by fighting harmful policies and bringing to light to the work being done by nurses at local and national levels to enable change.

As part of its role in the movement, the Canadian Federation of Nurses Unions maintains a list of news and events impacting nurses around the world, which is posted on their website, nursesunions.ca. The following is a selection of stories from that list demonstrating the hard work being done by nurses, unions and activists to improve working conditions and quality of care in their home countries.

The INMO blames overcrowding on a lack of beds, an overtime crisis and poor wages, making nurse retention more difficult. In December, nurses within the organisation voted 95% in favour of taking industrial action over pay and staffing shortages.

INMO set dates for a series of 24-hour stoppages in early January.

Bahamas

Nurses working at the Princess Margaret Hospital in Nassau, Bahamas staged a walk out in October, fighting against a new shift system that the Bahamas Nurses Union argued would leave them with too little time to recover between day and night shifts, with too small a pay increase for nurses working overnight.

The hospital argued that a 2014 agreement endorsed these changes. The Nurses Union argued that if they wanted to honour that agreement, nurses would be entitled to thousands of dollars in back pay.

After seeing little impact from their initial walkout, in December nurses within the BNU voted to strike. Of 573 nurses who voted, only three opposed the measure.

BNU president Amancha Williams hopes to return to discussions with the employer to find a solution that would not necessitate moving ahead with a strike.

United Kingdom

National Health Services in the United Kingdom is launching a

trial-run in which nursing and other hospital staff will wear body cameras in efforts to reduce incidents of violence. The latest numbers show that 15% of health workers have experienced violence from patients, families or the public in the last year alone.

The trial is being paired with improved training for health care staff in how to manage violent situations, as well as more support for those who work with patients suffering from the dementia or other mental health conditions that may prompt violent outbursts.

NHS says that if the body-camera trial is successful, they intend to rollout the new policy across UK health care facilities by 2021.

NSNU Members Celebrate the Holidays

The holidays are a great time for us all to gather together and celebrate. Often, throughout the holiday season, NSNU locals will gather together for special events. These are just a few ways that nurses enjoyed the holiday season together with their colleagues, friends and families.

Thank you to all members who took the time to send in a photo from your local celebrations.



Members from the Queens General Hospital local in Bridgewater celebrated the holidays together by participating in a paint night. Apparently we have some talented artists among our membership!



There was no shortage of good cheer during the Colchester East Hants VON Holiday Party at the Glengarry Best Western in Truro. Thanks to VON-Colchester local president Vanessa Richardson for sending in this fabulous group photo.



The IWK celebrated the holidays by hosting a luncheon for staff and friends. Pictured here is then-Executive Director Jean Candy with member Christine Pitman, baby Emersyn and IWK local president Deana Dixon.

Johnson Insurance and NSNU Post-Secondary Education Grant Contest

A \$1,000 Grant could be yours!

Johnson Insurance is proud to offer you a chance to win a \$1,000 post-secondary educational grant.*

This opportunity is exclusive to NSNU members and immediate family (spouse and/or children) enrolled in a nursing program at a post-secondary educational institution during the 2019-2020 academic year.

The deadline for entry is March 31, 2019.
Enter today at Johnson.ca/nsnugrant



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NSNU Scholarships & Bursaries

The Nova Scotia Nurses' Union and Canadian Federation of Nurses Unions offer several annual scholarships and bursaries to NSNU members and their families. Learn more:

www.nsnu.ca/scholarshipsandbursaries



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