



CUPE Nova Scotia Member Update

CONTENTS

PAGE 1

A message from
CUPE NS President
Nan McFadgen

PAGE 2

CUPE NS launches
radio ads defending
public services and
the workers who
provide them

PAGE 3

Health and Safety
Fact Sheet:
Shiftwork



A message from Nan McFadgen

Together we are stronger.

I will begin by thanking the Locals of CUPE NS for the opportunity to serve as your President. It's been great getting out to meet our membership. Since convention we have welcomed two new Locals to CUPE NS, CUPE Local 4354 a home support local from Victoria County Cape Breton and CUPE Local 108 the Halifax Regional Municipal Outside workers. Together we are stronger.

CUPE NS in partnership with CUPE National has purchased a van to be used for political action and community outreach. It is our hope that Locals will use the van for community events and political

action to raise the profile of CUPE and our public service in Nova Scotia. We were excited to enter the van into the Cape Breton, Truro pride parades, decorated in style and representing CUPE NS members! CUPE Local 5050 has had a "fill the van" food bank drive for the Men's Shelter in Cape Breton. You will find on our website the information on how to book the van and the guidelines on it's use.

CUPE NS has represented our membership at the EI Round table as well as the Electoral Reform Committee meetings recently held in Nova Scotia and hosted the federal government. We are also participating in the NS Workplace Safety Committee struck by government to address safety in our community emergency rooms,

making your voice heard at every opportunity.

Advocating for public services, supports our members and our communities. CUPE NS has funded a campaign that has focused on our member activists training them to meet with municipal and provincial governments. Sharing with them how public services benefit society by providing a superior service in a cost effective way. We will provide a detailed update on this campaign at convention.

CUPE NS for the first time was the major sponsor of the Union of Nova Scotia Municipalities (UNSM), providing an opportunity to have our message about public service be heard by the three hundred and fifty members of municipal governments across the country.

As I am sure you are aware our seniors and those who care for them have been impacted by cuts to Nursing Home budgets. CUPE NS is actively participating with the Long Term Care Coordinating Committee in lobbying this government to roll back the cuts.

I am happy to report that the Home Support Sector has met and began the process to have a formal Sector structure, exciting times ahead for this group of activists.

This fall the Atlantic Region (Que, NB, NL, PEI & NS) held a Women Against Austerity Conference, hosted by CUPE NB, a wonderful turnout by CUPE NS Locals and an opportunity to learn through a

gendered lens, issues around budgets and government decision making processes and the impact they have on women in particular.

In this role as CUPE NS President I represent this region on the National Executive Board and in that capacity I have attended the National Executive Board meetings as well as the Sector Council Conference and the Hospital Employees Union Conference.

As you are aware, this government has ramped up its fight against union members. CUPE Nova Scotia was present at the legislature when they called the house back to impose a collective agreement on the NS Teachers Union. We are committed to standing up against this government any time they attack the rights of any union member.

I want to extend to you an invitation to reach out to me should you want CUPE NS to attend your Local meeting or if you just want to talk about your vision for CUPE NS.

I would also like to take this opportunity to thank everyone for your support and wish you safe and happy of holidays with those you love.

In solidarity,

Nan McFadgen
CUPE NS President
Twitter: [@NanMcFadgen](https://twitter.com/NanMcFadgen)

Fighting Back

CUPE NS launches radio ads defending public services and the workers who provide them

CUPE Nova Scotia launched two radio ads this month, defending public service workers under attack by the McNeil Government, and the public services that all Nova Scotians depend on.

It's getting even harder to live and raise a family here in Nova Scotia. With so few decent jobs with living wages, and deteriorating public services, the McNeil Government is making things worse for everyone.

Stephen McNeil is too focused on his own agenda to solve the problems that matter to us. He keeps putting the interests of corporations ahead of families, and cutting and privatizing the services we rely on.

We don't have to settle.

We can have a government that will face problems head on and fix the things that matter to us and our families. That includes strengthening the *public* services we count on and respecting the workers who deliver them, instead of picking fights with unions.

We can choose a Nova Scotia where we *all* have the chance for a better life – and where our kids can build their future here at home.

Listen to the ads on the CUPE NS website at <http://novascotia.cupe.ca/2016/12/09/cupe-ns-launches-radio-ads-defending-public-services-workers-provide>.

Shiftwork

Many important public services are delivered 24 hours a day, seven days per week, requiring some CUPE members to work in shifts. We can do things to lessen the negative health impacts of shift work without compromising services.

Shift work is defined as any arrangement of daily working hours other than the standard daylight hours (7/8 a.m. – 5/6 p.m.).

Effects of shift work

Circadian rhythms are physical, mental and behavioral changes that follow an approximate 24-hour cycle and are enforced primarily by light and darkness cycles in the environment. Shift workers who experience disruption of the circadian system and altered sleep patterns probably have an elevated risk of breast cancer, and a potentially elevated risk of colorectal cancer.

Other negative effects of shift work include:

- Disorders of the gastrointestinal tract
- Disorders of the cardiovascular system
- Metabolic disturbances
- Increased workplace accidents associated

with worker fatigue

- A negative impact on fetal growth in pregnant women resulting in low birth weight
- Anxiety and depression resulting from social isolation
- Disruption in family or personal life

Strategies to counter the effects of shift work

Individuals who work shifts encounter a variety of issues resulting from a change in eating, sleeping and working patterns. Strategies that workers can adopt include:

- Employing a rapid shift rotation where workers work two or three days, then two or three nights, then have time off. This rotation both reduces the disruption to the circadian rhythm and allows the workers to maintain some aspects of their regular social interactions.
- Negotiate adequate rest periods for shift workers. Eliminate split shifts and nighttime work where possible (but also be careful about working alone).
- In the case of rotational shifts, have the shifts rotating forward from day to afternoon to night

because circadian rhythms adjust better when moving forward than backward. Avoid having early morning shifts that start before 6 a.m.

- Have 20-30 minute naps while on breaks, especially during night shifts.
- Regular physical activity facilitates sleep and improves its quality. It also decreases the feeling of fatigue while increasing alertness, vigour and energy.
- High quality meals and snacks, while avoiding high fat, high carbohydrate, sugary and processed foods will prevent energy levels from dropping and minimize sleep cycle disruption.
- Limit the use of stimulants such as caffeine, nicotine and alcohol – especially before bedtime.
- Request that your employer have a dedicated rest area that is as dark and as quiet as possible.

The information above is limited. For much more, including broader strategies for dealing with shift work, check out the full-length fact sheet at <http://cupe.ca/shiftwork>.

Follow CUPE NS on Facebook and Twitter!