



# Quarterly Newsletter

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## CUPE Solidarity with Striking HTU Members

### **CUPE raises \$10,200 in support of striking HTU sisters and brothers**

On May 31, delegates at the 54<sup>th</sup> annual CUPE Nova Scotia Convention in Truro were joined by Halifax Typographical Union (HTU) Vice-President Frank Campbell, who spoke about their labour dispute and the difficulties of trying to negotiate with an unreasonable employer that appears to have no regard for workers' rights or the quality of journalism in its publications.

HTU members have been on strike now for more than 500 days. Up until January 2015, the union had never been involved in a labour dispute. The Chronicle Herald forced newsroom staff out on strike, replaced them with scab workers and refuses to fairly negotiate a collective agreement.

Delegates at the convention lined up at microphones to make donations, on behalf of their CUPE locals, to the HTU strike fund. The amount was topped up by the Division and CUPE National Secretary Treasurer

CUPE National Secretary Treasurer Charles Fleury announced that funds raised would be matched by CUPE National. In all, \$10,200 was raised.

CUPE Nova Scotia is encouraging members to stop reading the Chronicle Herald and cancel subscriptions. We also ask that members read the award-winning Local Xpress, a “full service online news site” created by HTU members. ■

Read Local Xpress at [localxpress.ca](http://localxpress.ca).

### Join HTU on the picket line

Website: [htu-cwa.ca](http://htu-cwa.ca). Click on “Calendar” to find a location near you.

### Donate to HTU

Via Interac e-transfer to:  
Karen Ware  
Email [karen\\_ware@hotmail.com](mailto:karen_ware@hotmail.com)

Via cheque by mail to:  
Halifax Typographical Union  
P.O. Box 8064, Halifax, NS, B3K 5L8

## Borrow the CUPE NS Van



CUPE Nova Scotia is invested in raising the profile of the Division and unions in general. Access to a van branded with our union message will help the Division and our locals promote the value of unions and labour. The van will allow CUPE NS and its locals to have a greater profile at rallies and protests.

CUPE NS locals can request to use the van to fight back against anti-labour governments by having a stronger visible presence at community and political events such as Pride parades, festivals and Labour Day events. Locals can also use the van to raise awareness of CUPE NS, and promote and educate the public on the value of unions and labour within the province.

A copy of a valid drivers' license for the assigned driver must be presented each time the van is signed out, and only the assigned driver will be permitted to drive the van. If the van is being used to transport 8 or more passengers, the driver must have a Class 4 license.

Visit the CUPE NS website for instructions and download the form at [novascotia.cupe.ca/2017/06/14/cupe-nova-scotia-van-policy](http://novascotia.cupe.ca/2017/06/14/cupe-nova-scotia-van-policy).

## Committee Elections Results

The following members were elected to Division Committees at the 54<sup>th</sup> annual convention in Truro on Tuesday, May 30, 2017.

### Political Action Committee

Russell Ganaway  
Mark Cunningham  
Jacqui Giffen  
Carmie Erickson



### Human Rights Committee

Dwayne Tattrie  
Donna McCarthy  
Anthony Riley  
Steve Stewart



### Women's Committee

Michelle Banfield  
Kelsie Croft  
Nicole Barkhouse  
KC MacPherson  
Sharon Hubley

Congratulations to the members who were elected and all those who put their name forward! ■

## Members raise funds for the CUPE Solidarity Fund and the Mi'kmaq Legal Support Network

Throughout the Division Convention, the CUPE Nova Scotia Women's Committee were hard at work, raising funds through a raffle and prize draws. On the final day of convention, names were drawn for the prizes and the committee raised \$622, which will be donated to the Mi'kmaq Legal Support Network, Victim Support Services.

Many locals made generous contributions to the CUPE Nova Scotia Solidarity Fund, which is used to assist locals who may require funding so they can send a delegate to a division convention. This year, locals contributed \$4,310 to the fund. ■



## Members Elected to NS Legislature

CUPE Nova Scotia congratulates former CUPE members Sue LeBlanc, MLA for Dartmouth North, and Tammy Martin, MLA for Cape Breton Centre, on their election to the Nova Scotia Legislature in the provincial election held May 30, 2017.

“It is thrilling to see two incredible women elected to represent Nova Scotians,” says Nan McFadgen, CUPE Nova Scotia president. “Having new progressive voices in the legislature is important for the future of the labour movement in the province.”

We know they’ll do a wonderful job.”

“We are also thrilled to have NDP leader Gary Burrill elected in Halifax Chebucto. He will fight to protect the things that matter most to workers and their families, like hospitals, schools, and publicly-delivered services,” says McFadgen.

Four other union members ran in the elections. Cheryl Burbidge, Ronald Crowther, Glenn Walton and Jim Laverie had excellent showings in the respective districts of Kings West, Northside Westmount, Halifax Citadel-Sable Island, and Yarmouth. ■

## Delegates Vote on Resolutions

Delegates debated a range of issues and passed many resolutions at this year’s Division Convention, including support for public water, support for a higher provincial minimum wage and increased public awareness against domestic violence and intimate partner abuse, among other issues.



CUPE Nova Scotia’s Women’s Committee submitted the resolution on violence. Delegates told stories that underscored the urgency – and life or death nature – of the issue, and the need for our union to keep working to prevent violence and support its victims.

Delegates engaged in many thorough discussions today, including the need to increase the province’s minimum wage to \$15/hour, a resolution submitted by CUPE Local 108.

Delegates supported the call for the union to continue to participate in the

Nova Scotia Needs a Raise Coalition.



Delegates supported resolutions on the merits of public water and water justice. CUPE Nova Scotia Global Justice Committee sponsored a resolution encouraging locals to organize to declare their municipalities “Blue Communities” and to fight the bottled water industry.



CUPE 227, meanwhile, brought forward the call to continue to campaign for water justice for indigenous communities, noting that 73 percent of Indigenous communities are at high or medium risk of waterborne contamination. Both resolutions passed. ■

## Election Results

CUPE Nova Scotia Division Executive

Nan McFadgen, president of CUPE Nova Scotia, was re-elected at the union’s 54th annual convention on May 31, 2017.



Other election results are as follows:

- Dave Dort, recording secretary
- Donna Vankroonenburg, three-year trustee
- Chris Melanson, vice-president, Halifax
- Marcy Vacon, vice-president, Yarmouth
- Liz Paris, equity vice-president

## Health & Safety Tips

### Preventing Heat Stress

CUPE members working outside should consider the effects heat can have on their health and safety. If you get too hot, serious illnesses or even death can occur.



#### What causes heat stress?

Heat stress is caused by high temperatures and high humidity, but is made worse by intense physical work, direct sunlight, lack of breaks, or insufficient fluid intake. Poor ventilation, or working near warm machinery can also contribute to heat stress. Older workers, workers with a pre-existing medical condition, and workers unaccustomed to hot conditions are at greater risk.

#### Watch for symptoms:

- Heat fatigue causes slow reactions and impaired concentration. Workers

experiencing these symptoms should get out of the heat before more serious conditions develop.

- Heat rash appears as red bumps on the skin and can feel prickly.
- Heat cramps result from hard physical labour in a hot environment. Heat cramps are caused by a lack of water. When working in a hot environment, workers must stay hydrated.
- Heat exhaustion causes headache, nausea, dizziness, blurred vision, weakness, and feelings of excessive thirst. Usually a worker's skin is damp and looks flushed. Workers exhibiting these symptoms should be placed in a cool (not cold) area and given fluids.
- Heatstroke is a serious medical emergency. Symptoms include confusion, irrational behaviour, loss of consciousness, and convulsions. Often sweating ceases, leading to hot, dry-feeling skin. Workers can die from heatstroke. If you suspect a co-worker is suffering from heatstroke, call emergency responders immediately.

#### How to reduce the hazard of heat stress

Your workplace health and safety committee can help ensure that minimum

standards set out in laws and regulations are met, and should be consulted when developing written policies.

#### Employers can reduce the effects by:

- Providing proper ventilation and air conditioning.
- Ensuring workers have adequate access to water and are given adequate rest in a cooler or shaded area.
- Shielding, insulating, or moving hot surfaces away from the workplace.
- Planning work to perform the hardest tasks during cooler periods.
- Turning off equipment that generates heat when it's not being used.
- Implementing a proper acclimatization process for workers in hot environments.
- Pregnant workers should consult a physician if asked to work in high heat conditions.

For more info, see this fact sheet at [CUPE.ca/health-and-safety/heat-stress](http://CUPE.ca/health-and-safety/heat-stress).

Other health and safety fact sheets are available at [CUPE.ca/health-and-safety-fact-sheets](http://CUPE.ca/health-and-safety-fact-sheets). ■

## Health and Safety Award



Congratulations to Tracey Sullivan, member of CUPE Local 5047 – this year's recipient of the CUPE Nova Scotia Occupational Health and Safety Award! ■

## CUPE NS Health & Safety Facebook Group

The CUPE Nova Scotia Occupational Health and Safety Committee's goal is to promote a culture that puts working safe in the forefront and empathizes returning home physically and mentally well at the end of the work day.

Join the conversation on Facebook at [facebook.com/CUPE-NS-Health-Safety](https://facebook.com/CUPE-NS-Health-Safety).

## Nominations open: National Health & Safety Award

Do you know an individual who has made a significant health and safety contribution? CUPE's National Health and Safety Committee would like to hear from you. Submit nominations online at [cupe.ca/cupes-national-health-and-safety-award-submit-nominations-online](http://cupe.ca/cupes-national-health-and-safety-award-submit-nominations-online). ■