

DIVISION NEWSLETTER



Representing over 19,000 members in over 125 locals across Nova Scotia

IN THIS ISSUE:

1

CUPE NS hosts their 57th annual convention, virtually

2

2020 Electronic Election Results

ECE Economic Security for all

It's time for Universal Affordable childcare!

Discounts on your smart phone for CUPE NS members

3

Presidents Message

4

LPNs win Wage Parity after weeks of lobbying

Win for Acute Care Workers in NS

5

Online education for a connected CUPE

Upcoming Education

6

CUPE 4963 reaches tentative agreement moments before walking out on strike

7

Official 'Transition House Sector' Established for CUPE NS members

LTC Annual Meeting

Check us out on Social Media!

VIRTUALLY HOSTED

57th Annual Convention

2021

May 31st & June 1st

We announced early February that we will be holding our 57th Annual Convention this year virtually, to ensure we do our part in taking every measure to stop the spread of COVID 19, and keep our members safe.

Our partners at ENCORE will be providing us with their exceptional platform, which will give us the resources to productively share reports to our members, debate amendments & resolutions, conduct our elections, and hold caucuses.

There will also be some participant prizes to add to the convention vibe!

We are excited to share this experience with our members, and we hope to see you (virtually) there!

— CUPE NS Executive

In partnership with **encore**

Don't forget to submit your nominations and applications for our awards & bursaries by the **April 15, 2021**.

- *Barb Kowlaski Literacy Award*
- *Steward Of The Year Award*
- *CUPE NS OH&S Award*
- *CUPE NS Rocky Jones Bursary*
- *CUPE NS Higgins Insurance Scholarship*

For more information visit www.novascotia.cupe.ca





2020 ELECTION

September 30th, 2020, we successfully hosted our elections electronically, as a result of having to cancel our annual Convention due to COVID-19.

Thank you to the locals who participated, and for their patience and understanding as we navigated our way through the process.

SECRETARY TREASURER

Donna Van Kroonenburg

3 YEAR TRUSTEE

Paula Joudrey

COMMUNICATIONS EDITOR

Kelsie Croft

HUMAN RIGHTS COMMITTEE

**Krysten Black
Sandra Trenchard**

HEALTH & SAFETY COMMITTEE

**Kristi Corkum
Steve Joy
Denise Lewis
Paula Joudrey
Chris Redmond**

Add your voice to the call for equal compensation for all Early Childhood Educators in NS



Early Childhood Educators Economic Security for All

Visit <https://economicsecurity.ca> and send a message to Minister of Education and Early Childhood Development, Zach Churchill. Asking him to provide adequate funding that will ensure that all early childhood educators in Nova Scotia receive equal compensation.

CHILD CARE



it's time for **universal**
affordable child care!

IN THE RECENT THRONE SPEECH, THE FEDERAL GOVERNMENT PROMISED TO MAKE A SIGNIFICANT, LONG-TERM, SUSTAINED INVESTMENT TO CREATE A CANADA-WIDE EARLY LEARNING AND CHILDCARE SYSTEM. WE WANT TO SEE THESE WORDS TURN INTO ACTION, WITH A SYSTEM THAT IS:

- ▶ UNIVERSAL
- ▶ AFFORDABLE
- ▶ INCLUSIVE
- ▶ HIGH-QUALITY

VISIT [HTTP://NSLABOUR.CA/CHILD-CARE-CAMPAIGN](http://nslabour.ca/child-care-campaign) TO SEND A LETTER TO OUR POLITICAL LEADERS AND LET THEM KNOW THAT NOW IS THE TIME FOR PUBLIC CHILDCARE!

Discounts on your smart phone for CUPE NS members

View and redeem savings from a variety of merchants available on your smart phone. Powered by Endless Savings & More (ESM), this program is available to CUPE Nova Scotia members and their families.

How it works

- Install the CUPE Nova Scotia version of the app on your smart phone to view available savings.
- GPS automatically shows merchants and savings that are closest to your current location.
- Tap on any merchant to view actual offers and tap on any offer for redemption details.
- For offers at physical locations, show the offer on your smart phone at payment.
- For phone or online offers, mention or enter a promotional code at payment.



Getting started

To get the CUPE Nova Scotia version of the app, go to your app store (Google or Apple) on your smartphone – or the ESM website at esmobileapp.com. In your app store, look for "Endless Savings and More (ESM)".

During registration, you will be asked for an organization code. Please send an email to CUPE NS to receive the code @ nanmcf@icloud.com



PRESIDENTS MESSAGE

As I sit to write this it has been a little over a year since the first case of COVID 19 was diagnosed in Nova Scotia. From the beginning scientists have predicted the path this virus would take and as time passes, we see these predictions come true. We welcomed 2021 with the news of a vaccine and remain hopeful this will be what is needed to protect our communities. Our lives have certainly changed, many of you have faced challenges you never saw coming, especially those who continued to go to work every day to provide the important services that Nova Scotians need, my sincere thanks to all of you.



During this time CUPE NS is doing the work to adapt to the virtual world. We have seen for the first time in our history online elections, we have hosted webinars, attended endless virtual meetings with government, locals, and sectors. We are your political voice wherever we are needed, virtually or in person! This year we will make history for the second time with a virtual convention. I realize that a large part of convention is building relationships with members from across the province, that will be missing this year. During our CUPE NS convention there will be a platform for you to chat with other members, there will be a wall where you can post pictures, there will be prizes for engagement with others, we are going to do our best to insert some fun into the work. CUPE NS takes its direction from convention, we need your voice to set the table for the work to come, we hope to see you there.

This pandemic has highlighted the inequities in our province, for those in long term care in particular with many lives lost in our nursing homes. The pandemic has also shown us that as a society we have work to do, so many of our members are the working poor, many are undervalued in their work, unionized and not. We knew that we needed child care to allow workers to work, now the entire province has experienced what no access means. Every day we woke up with water provided by our municipal workers, our roads were plowed, education continued albeit in different formats, hospital, nursing home and home support workers continued to work, group homes, adult residential services continued to run. In fact, most public services continued because they are an integral part of Nova Scotia, we cannot do without them.

I often hear that Nova Scotia is doing well because of the leadership, while I recognize this is one piece, the biggest piece is you, know that we see this, wearing masks, following guidelines, stepping up and being there for others, you are the reason we have persevered. I will leave you with this quote by Damien Barr, "We are not in the same boat. We are all in the same storm, some of us are on super yachts and some of us have one oar."

Be kind and help when you can.

Take care and be safe,

Nan McFadgen

PRESIDENT OF CUPE NOVA SCOTIA

LICENSED PRACTICAL NURSES WIN WAGE PARITY AFTER WEEKS OF LOBBYING

On June 15, 2020, Arbitrator Lorraine Lafferty issued a Consent Award granting an increase of 12% (being retroactive to March 17, 2014) to the pay rates for LPNs represented by the NSGEU at the former Capital District Health Authority. The Consent Award did not apply to LPNs represented by any other union in Nova Scotia, or LPNs represented by the NSGEU with employers other than the former CDHA.

The “Same Care Same Pay” joint campaign was launched on June 22nd, by CUPE, NSGEU, NSNU, SEIU and Unifor, to fight for equal wages for ALL LPNs across Nova Scotia.

On July 22nd, the five presidents of these health care unions held a joint news conference asking for immediate action and compensation for close to 4000 nurses across the province, regardless of where they work, following the June 15th Consent Award.

The Consent Award was the culmination of a review process and subsequent grievance initiated by the NSGEU on the basis of the expanded scope of practice for LPNs employed by the former CDHA.

August 19th, The Nova Scotia government announced that the funding needed to equalize rates of pay for licensed practical nurses across the province would be provided, saying that a 12 per cent pay increase would take effect immediately and be retroactive to June 11th of 2020. An

arbitrator determined the scope of practice for LPNs had widened and compensation should increase to reflect that.

Government will now extend the 12-per-cent increase to almost 2,600 more LPNs across the public sector effective June 11, 2020.

Only those LPNs included in the original grievance process will receive the increase on a retroactive basis.

The “Same Care Same Pay” joint campaign was launched on June 22nd, by CUPE, NSGEU, NSNU, SEIU and Unifor, to fight for equal wages for ALL LPNs across Nova Scotia.



WIN FOR ACUTE CARE WORKERS IN NOVA SCOTIA

“We are proud of the work we have done jointly with CUPE Nova Scotia and NSGEU on your behalf. This is work we couldn’t have accomplished without your assistance and expertise in the service”

— Bev Strachan, President of CUPE 8920

On January 22, Nova Scotia Health informed CUPE and NSGEU that they will not be contracting out the work of hospital employees in Health Information Services to a private company, as previously announced.

Shortly before Christmas, Nova Scotia Health revealed their plans to contract out the work done by 91 hospital employees to Iron Mountain. They work in Health Information Services, scanning and archiving medical records. As soon as CUPE and NSGEU learned of the threat of losing these jobs, the two unions mobilized to protect the jobs of our members.

“We are proud of the work we have done jointly with CUPE Nova Scotia and NSGEU on your behalf. This is work we couldn’t have accomplished without your assistance and expertise in the service,” said Bev Strachan, president of CUPE 8920.

Eighty-four of the workers who would have lost their jobs are women and most work in rural parts of the province.

“Whenever we keep work ‘public’ Nova Scotians are better served,” said CUPE Nova Scotia President Nan McFadgen. “It is nice to see those who do the work behind the scenes in our health care system win the fight for their work!”

“You put forward the effort to ensure your voice was heard in the process. I know you have been under extreme stress and experiencing strong emotions in relation to the uncertainty of not knowing what options would be available to you and caring so deeply of what impact would occur to the work you do with pride to support patient care,” said Strachan.



Union education year at-a-glance for 2021

Online education for a connected CUPE

CUPE'S EDUCATION PROGRAM IS ONLINE-ONLY FOR 2021.

Right now, members can take online workshops on stewarding, bargaining and development for local executives. This year, we will also launch new educational offerings on anti-racism, member engagement, health and safety, and more.

Stay tuned for updates as we go beyond workshops with webinars and other ways to learn and connect. Keep learning, keep growing, keep fighting for workers' rights!



UPCOMING VIRTUAL EDUCATION

Introduction to Stewarding - Part 1

April 9, 2021 | Online - NS

Introduction to Stewarding - Part 2

March 10, 2021 | Online - NS

Challenging Racism

April 28, 2021 | Online - NS

Steward Learning Series : Notetaking

March 19, 2021 | Online - NS

Introduction to Stewarding - Part 2

May 5, 2021 | Online - NS

Secretary-Treasurer Orientation

March 31, 2021 | Online - NS

Check out www.cupe.ca/unioneducation for more details and to view more available workshops.

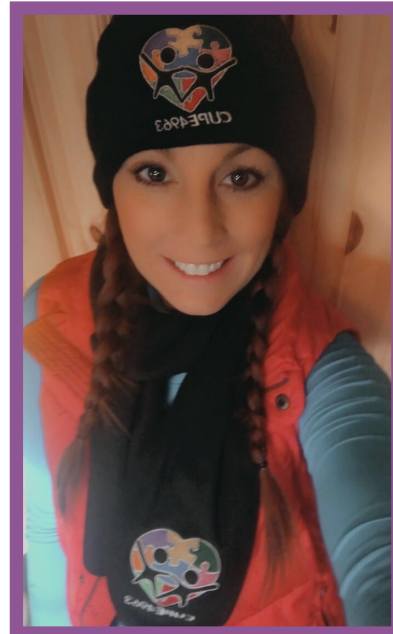


CUPE 4963 REACHES TENTATIVE AGREEMENT MOMENTS BEFORE WALKING OUT ON STRIKE

CUPE 4963 members employed by Queens Association for Supported Living in Liverpool Nova Scotia voted 92 per cent in favour of strike action on December 7th, 2020. With no significant progress being made in bargaining to reach a fair collective agreement, the membership renewed their union’s mandate to go on strike if necessary.

From 1992 until 2017, residential counsellors and vocational instructors working at QASL all received the same employer contribution (deferred wages) into the pension plan. In 2019, vocational instructors were moved into another plan, the Nova Scotia Public Service Superannuation Plan (PSSP) and the employer and the funder increased their contributions into the PSSP. The employer did not, however, increase their contributions into the pensions of residential counsellors.

CUPE4963



“Are we supposed to just stand by while our employer changes how we are compensated and refuses to treat us equally?”

— **Amanda Roberts, President of CUPE 4963**

With no success achieving an agreement by the end of the day on Friday December 18th, the local was set to strike the following Monday morning, December 21st. That Monday morning prior to the membership hitting the picket line a tentative deal was finally reached with the assistance of a conciliation officer supplied by the Nova Scotia Department of Labour and Advanced Education.

CUPE 4963 President Amanda Roberts thanked the bargaining team and the membership for all their efforts :

“I would like to thank our bargaining team and union representatives for their commitment and hard work,” says Roberts. “I’m so proud of our entire membership for their support and solidarity throughout this long and stressful process, and for the many hours and special effort made to work with limitations due to COVID.”

CUPE 4963 represents residential counsellors and vocational instructors who help people with disabilities to reach their full potential. They teach vocational and life skills, help find employment opportunities, and care for people residing at Queens Association for Supported Living.



December 12th, the members of local 4963, CUPE NS President Nan McFadgen & Chair of the LTCCC Louise Riley, distributed flyers around the community of Liverpool, seeking the communities support in hopes to avoid the possibility of a lockout or strike.



OFFICIAL 'TRANSITION HOUSE SECTOR' ESTABLISHED FOR CUPE NS MEMBERS

The Transition House Sector Group began working together to establish an official sector in November 2016 at a meeting in New Glasgow. Since then there has been much discussion and collaboration for those members working in Shelters for Abused Women. After the bylaws were written and approved by the members, they were sent off for approval to CUPE National. Final approval came from CUPE National Executive Board and President Mark Hancock in June 2020. The Group then became Nova Scotia Transition House Sector Committee. This sector is made up of 4 CUPE Transition House Locals (L. 4459, L. 3720, L. 5373, L. 4326).

The first Annual General Meeting was held on December 15, 2020 and the first Executive Council was elected.

Chair: Patricia Perry
Vice Chair: Pauline Chicarella
Secretary Treasurer: Tanya Nicholson
Recording Secretary: Elizabeth Acker



Transition House Sector Chair, Patricia Perry & Co-Chair, Pauline Chicarella

ANNUAL MEETING

FRIDAY MAY 28, 2021
&
SATURDAY MAY 29, 2021
BEST WESTERN PLUS, DARTMOUTH NS



NS Long Term Care
CO-ORDINATING COMMITTEE

hope to see you there!

VISIT US ON SOCIAL MEDIA!



www.facebook.com/CUPENovaScotia

www.twitter.com/cupenovascotia

www.novascotia.cupe.ca