



Division Newsletter

CONTENTS

PAGE 1

A message from CUPE Nova Scotia President Nan McFadgen

PAGE 2

New discounts app for members

Cold Weather Hazards Fact Sheet

Nova Scotia Federation of Labour Convention

PAGE 3

Strike Pay on Day One

PAGE 4

How will wage losses affect your municipality?

2018 CUPE Nova Scotia Division Convention

CUPE NS Health & Safety Facebook Group



A message from Nan McFadgen

Jagmeet Singh, federal NDP Leader, and Nan McFadgen. Photo: Joshua Berson Photography

CUPE Nova Scotia has certainly been busy since convention this past May. We have attended Pride parades from one end of the province to the other, supporting inclusivity and equity in our union.

Shortly after our division convention, our equity vice-president resigned from the executive board. It is unfortunate to have this seat vacant, as there is no alternate. The CUPE NS Executive is working on a resolve to fill positions through our constitution. Since this seat was just filled this past convention we will have a bi-election at the May 2018 Halifax convention. We wish Liz Paris the very best and extend our most heartfelt thanks for her service to the members.

In August, we saw the end of the Halifax Typographical Union strike. CUPE NS locals did us proud with their support for HTU during their 18-month strike. Solidarity, no matter the union, is of the utmost importance in this environment of anti-union sentiment shown by the many pieces of legislation passed by this government. Once again CUPE NS is looking for a

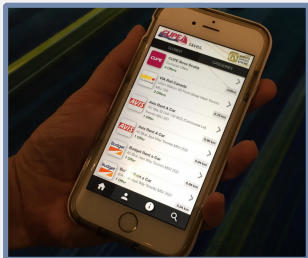
member to sit on our Human Rights Committee, since we had a member resign. Keep your eye out for the letter coming soon for expressions of interest. With the increasing public displays of intolerance, the work of this committee takes on a renewed significance.



The September protest at our legislature against Bill 148 was a huge success, our locals travelled from across the province to let the Liberal government know that we are not ok with a government that legislates our wages and takes from our collective agreements a fairly-bargained retirement allowance.

Continued on page 3

New Discounts App for 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.

Learn more at novascotia.cupe.ca/member-discounts. ■

Cold Weather Hazards

Cold is rightly regarded by many workers as a hazard. Lowering of temperatures either outdoors or indoors causes not only general physical discomfort, but a loss of dexterity, energy and alertness. It can also lead to severe physical damage and death.

The body comfort and safety of cold weather workers is dependent upon three major factors:

- Climatic conditions
- Body heat and water vapour production
- The entire assembly of clothing

Cold temperatures and the human body's response

A cold climate has been defined in a number of ways, ranging from the temperature below 10°C1 to temperatures below room temperature (approximately 22°C2). For worker, safety it's sensible to say that the sensation of cold is an accurate indication of coldness and the danger from cold. Thermoregulation is the human body's ability to regulate heat production by releasing body heat at the same rate it is produced.

Blood circulation and conduction pass heat from within the body to the surface.



Blood vessels can dilate or constrict to vary the flow of blood to surface tissues. Heat is passed through the body and conducted out through clothing, can be affected by air currents.

Learn more about hypothermia, frostbite, immersion foot, and precautions. Get the entire fact sheet at cupe.ca/cold-weather-hazards. ■

Nova Scotia Federation of Labour



On November 5 to 8, the Nova Scotia Federation of Labour held its biannual convention. CUPE Nova Scotia had forty-nine delegates from fifteen CUPE affiliates in attendance.

Representing CUPE NS on the NSFL executive are: Nan McFadgen, acclaimed vice-president at large; Denise Lewis (Local 5050), elected as general vice-president; and Dianne Frittenburg (Local 8920), re-elected as general vice-president. ■

President's Message

Continued from page 1

We will continue to fight against this government who fails to see the value of our service to Nova Scotians.



In October, delegates from CUPE NS represented at the CUPE National Convention. Delegates adopted CUPE's [Strategic Directions](#), which establishes the union's priorities for the next two years. The plan sets out how we will make gains in our workplaces and communities, fight racism and discrimination in all its forms, defend public services, and advocate for a better country and world.



Delegates approved a resolution to create a Task Force on Governance, which will review the structure of our union as laid out in the constitution. Our governance structure has not changed significantly since our inception as a union in 1963, despite the substantial growth and changes in our membership in the intervening 54 years, and this assessment is long overdue.

The task force will look at the current and historic composition of our leadership, the role and responsibility of the positions that make up the National Executive Board, and the structure of our chartered organizations as well as that of other labour organizations. The

task force will make recommendations to the National Executive Board (NEB) by March 2019, and the NEB will submit any constitutional amendments necessary to the 2019 National Convention.

CUPE NS delegates stood for clarity with the CUPE national election process. I am so very proud of our activists that attended convention, they were the definition of an activist, standing for transparency and standing for change!



At the end of October, I had the opportunity to attend the Public Services International (PSI) Congress in Geneva. PSI consists of 20 million workers represented by over 700 unions in 154 countries and territories. They are a global trade union and federation that are dedicated to promoting quality public services in every part of the world. Attending this conference as a CUPE delegate, hearing about the fights in other countries to protect public services, the fight against private profit in our public services as well as union leaders being jailed for their activism was indeed a humbling experience.



CUPE NS was once again a sponsor at the Union of Nova Scotia Municipalities

conference held in Halifax from November 8 to 10. This year our focus was the impact of Bill 148 on our municipalities. The information on the handout provided to conference attendees can be found on our website, novascotia.cupe.ca.

In closing, my thanks for the service you provide to community every day and I wish for you and your families a safe and happy winter season.

In solidarity,

Nan McFadgen
CUPE Nova Scotia President

Strike Pay

Delegates at the CUPE National Convention in October approved a resolution to begin pay for eligible members of striking locals on the first day of a strike, instead of the fifth, as is currently the case.



This move will strengthen the position of locals who encounter obstinate and unreasonable demands from employers at the bargaining table. This change to strike pay is effective immediately. ■

How will wage losses affect your municipality?

Nova Scotian workers – including nurses, school board workers, long-term care workers, education assistants and others – have been waiting years for a decent pay increase. Better wages are necessary to get the economy growing.

The McNeil Government is imposing a two-year wage freeze on public sector workers, followed by maximum wage increases in year three and four that are below inflation.



These attacks on public sector workers are unfair and likely unconstitutional. This means **real wage losses** projected as 5.5% in four years, as the rising cost of living outpaces wage gains.

They'll also do serious damage to the economy. Suppressing public sector wages will eventually drive down private sector wages.

Households have maintained consumer spending by increasing their debt to record levels and leveraging equity in their homes as house prices have escalated. This has been affordable with low interest rates, but won't be sustainable as interest rates rise and real estate prices plateau or decline.

Labour compensation and household spending are responsible for well over half of our country's national income and spending and for more than 60 per cent of our economic growth since 2009. If labour compensation and consumer spending don't increase at a decent and sustainable pace, then our economy won't grow at a decent pace either.

Start conversations about how the wage cuts in Bill 148 will impact your community!

Download a copy of "Let's Talk About the Economy" at novascotia.cupe.ca/lets-talk-economy.

For discussion

- How can your community be even better?
- How many public sector workers live and work in your community?
- How many public sector workers are about to retire in your community?
- How are you encouraging young workers and families to live in your community?
- As the middle class shrinks and the income gap widens, how will this affect municipal tax revenues?
- What is the living wage required for someone in your community to pay the necessities of life?
- What needs to happen to ensure a more equal society?

2018 CUPE Nova Scotia Division Convention Call

The pre-convention call for the 2018 CUPE Nova Scotia Division Convention is out. Convention is from May 27 to 30, 2018.

Book your room early to avoid disappointment. With exception of our convention meeting itself, everything will be held at the Delta Halifax (sector meetings, banquet, hospitality events, etc.). The convention meeting will be held at Casino Nova Scotia.

We ask members to plan on staying until the completion of convention on Wednesday and to book release time and rooms accordingly. ■

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.