



The Newsletter

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A message from Nan McFadgen

Happy spring everyone.

The CUPE Nova Scotia 55th Annual Convention is quickly approaching. This year we are at the Delta Halifax for all events except the main convention meeting, which is happening at Casino Nova Scotia.

There will be a by-election as our Equity seat was vacated; this will be a one-year term. If you are an equity-seeking member, please give some consideration to putting your name forward as a leader on the CUPE NS Executive.

We are looking forward to some healthy debate, seeing old friends and making new ones. Travel safe and see you soon.

In solidarity,

Nan McFadgen
President of CUPE Nova Scotia



Early Childhood Educators

CUPE Early Childhood Educators, Local 4745 and Local 3688 joined CUPE National and Regional Representatives for a Strategic Planning Session on March 24th and 25th. Moving forward goals were identified, an action plan and a standing action committee.

At the session the Early Childhood Educators also wrote a resolution and will be looking to the delegates for their support of the Strategic Plan at the upcoming CUPE Nova Scotia Convention.



CUPE NS Division Convention



This year's convention is going to be fantastic as we have a very exciting special guest that will be in attendance. **Jagmeet Singh** will be our guest speaker on Monday, May 28th.

Jagmeet was born in Scarborough, Ontario, spent part of his childhood living in St. John's, Newfoundland and Labrador and grew up in Windsor Ontario.

In October of 2017, Jagmeet was elected as the Leader of Canada's NDP and became the first person of color to lead a federal party in the history of Canada.

As a Leader of Canada's NDP, Jagmeet is attacking some of the most challenging issues of our time – inequality, electoral reform, Indigenous reconciliation and climate change – to build a Canada where no one is left behind.

For more convention details, please visit our website at ns.cupe.ca.

Awards

CUPE NS Awards Committee Announcement

The CUPE Nova Scotia Awards Committee is pleased to share that the winning application for the Mike McNeil Weeklong School Scholarship, 2018 is **Patricia Perry** from CUPE Local 4459.

We are so pleased to be able to support the ongoing education of CUPE members across Nova Scotia and know that Patricia Perry will benefit greatly from this opportunity.

Please join us in sending our congratulations to Patricia.

Stay tuned for the winners of the CUPE Nova Scotia Higgins Scholarships.

UPCOMING EDUCATION

May 6 - 11

2018 Atlantic Region's 33rd Annual Weeklong School is being held at the Inverary Resort in Baddeck. The three courses being offered this year are Mental Health in the Workplace: A Union Perspective; and Local Executive Training and Bargaining.

May 12 - 13

Sydney Area Office – SLS: What's our Duty? Being an Ally for Equality; and What Stewards Need to Know About Bargaining.

June 2 - 3

Atlantic Regional Office - HSS: Women and Work Hazards; Solidarity Beyond Borders and Mobilizing Around Health and Safety

June 9 - 10

Sydney Area Office – HSS: Identifying and Documenting Hazards; Making Committees Work and Basics of Accident Investigation

June 16 - 17

Mariner's Centre, Yarmouth – Duty to Accommodate

June 16 - 17

Atlantic Regional Office – SLS: Notetaking; Disability Issues for Stewards and What Stewards Need to Know About Health & Safety.

Check out ns.cupe.ca for more details.



FUNDRAISER FOR LYLE MAILMAN

Lyle's community is holding a Fundraiser Auction to help Lyle and his family with some of the financial hardships that they will endure during his recovery.

The event is being held on Saturday, May 19th from 7:00 pm to 1:00 am.

Viewing of auction items will start at 6:30; live auction will start at 7:00 and silent auction closes at 9:00.

The auction will be followed by live music and people are encouraged to wear Beaver Bank Tuxedo Tartan or red and black.

If you are not able to make it to the event and would like to make a donation, there is a go fund me page that has been set up at <https://www.gofundme.com/lylemailman>.

For further details, you can contact Melissa Price at 902-817-0435 or melissadawnprice@gmail.com.

Health & Safety Tips

Heat Stress

Heat stress is a buildup of heat in the body to the point where a worker cannot maintain normal body temperature. When workers can't cool themselves by sweating, serious heat illnesses can occur. Working in hot temperatures is a health and safety hazard and can lead to heat stroke, which can be fatal.

What causes heat stress?

Heat stress is caused by a number of factors that usually include:

- High temperatures
- High humidity
- Intense physical work
- Whether or not a worker is used to working in hot conditions
- Lack of breaks
- Lack of water
- Poor working conditions

- Lack of air movement and ventilation
- Working in direct sunlight and lack of available shade
- Working near machinery that gives off heat (dishwashers, boilers, etc.)

To prevent heat stress employers must ensure:

- There is adequate ventilation
- Providing fans for cooling unless the temperature reaches 35 Celsius at which point fans can do more harm than good
- There are shaded areas available when working outdoors
- Water is made available to workers
- There are increased breaks with short work cycles. Get to cool areas during breaks
- More physically demanding work is done in the early morning or evening
- Equipment that generates heat and is not being used is turned off

- Workers who are pregnant do not perform physically demanding work
- Training is provided on how to recognize and prevent heat stress
- Medical help is called if a worker feels sick, dizzy, nauseated, has prickly skin, feels weak or has sudden vision problems
- Hot surfaces in the workplace are shielded or insulated
- Air conditioning and fans are provided
- A proper acclimatizing process is in place for all workers who work in hot environments. Acclimatizing to hot conditions usually takes from one to three weeks and begins with a light workload that gradually builds to a normal workload.

Check out the full, downloadable fact sheet at cupe.ca/health-and-safety/new-workers.

Accident and occupational disease investigations

Accident and occupational disease investigations are done to determine the causes of physical injuries and occupational diseases. They are also undertaken to satisfy the legal requirements of health and safety legislation.

Investigations should also be used to uncover workplace problems, eliminate workplace hazards and strengthen workplace health and safety programs. Investigations can also provide information to back up workers' compensation claims.

The first people on the scene of an accident or incident must deal with the immediate problems. If the injured person needs medical attention, call an appropriate medical professional. The accident or incident must also be reported immediately to a supervisor or appropriate person at the workplace.

Once the injured person is looked after, take a quick look at the site and see that nothing be moved or tampered with unless it is necessary to attend to injured persons or to prevent further injuries. Make sure all witnesses are identified.

Next, stop work, shut down equipment, seal the area off if necessary and follow established procedures. In some jurisdictions, nothing may be touched until a government inspector arrives. Inspectors and police have the right to collect and remove samples and equipment for analysis. If this happens, make note of it in the investigation report.

Document what was removed and the location from where it was taken.

The investigation team must be ready to perform its duties. An investigation kit should be prepared ahead of time that contains:

- A camera to photograph evidence.

- Tape measure.
- Pads of paper and pens.
- Investigation checklist.
- Flashlight with extra batteries.
- Audiotape and/or video recorder.
- Clear plastic bags to collect and protect physical evidence.
- Protective gloves, HEPA masks and eye protection.
- Before starting any investigation, first preserve physical evidence on the scene. Next, record the appearance of the scene with photographs, diagrams and written notes.

• **Check out the full, downloadable fact sheet at cupe.ca/accident-and-occupational-disease-investigations.**