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## Restorative Case Workers Achieve New Collective Agreement



Restorative justice caseworkers, members of CUPE 4764, voted unanimously in favour of a new collective agreement with their employer, the Community Justice Society (CJS).

The agreement was reached in negotiations held Friday, August 31, 2018. Effective immediately, the caseworkers received an almost 20% wage increase. Other improvements include parking, meal allowances, and an adjustment to the retirement savings plan.

Wage increases are as follows:

- 1% effective April 23, 2017
- 19.4% effective September 1, 2018
- 2% increase effective April 1, 2019
- 2% effective April 1, 2020

The new collective agreement runs from April 23, 2016, to March 31, 2021.

After five weeks of striking, the caseworkers returned to work on, September 5th.

“Throughout this process, we learned a lot about the importance of workers standing together,” says Denise Russell, president of CUPE 4764.

“We are very grateful for the outpouring of support from other union members, our clients, and members of the restorative justice community,” adds Russell. “It was a difficult decision for us to go on strike and we’re looking forward to getting back to our clients and the work we love.”

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## We love Posties!

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“Three of our caseworkers popped by the picket lines over lunch today to show our support and solidarity to the postal workers on strike.

While on strike, the postal workers made it a point to not cross our picket line in solidarity and so today we stand with them in unity.

**#solidarity #standstrong #chilly**

👊 stand strong C.U.P.W.” -  
CUPE Local 4764 Caseworkers of CJS♦

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CUPE members CUPE Members Patricia Perry(4459), Alan Linkletter (8920) and CUPE NS President Nan McFadgen stop by New Glasgow CUPW Local 087 picket line on their way home from the National Sector Conference, November 2018. ♦

## 2018 All Committee’s Conference

October 18 to October 21, 2018

Truro, NS



We had a very successful Conference with affiliated filling the registration just days before the conference kicked off. We offered many great workshops, including ‘Global Justice - The Big Picture, Psychologically Healthy and Safe Workplaces, Taking on Privatization, Equality in Health & Safety, and Conflict Ready Executives. CUPE Nova Scotia also made history with their very own Domestic Violence Workshop this year, facilitated by Patricia Perry and Lori Miller members of CUPE 4459 Transition House workers.



**I ❤️ Posties!**  
[www.cupw.ca](http://www.cupw.ca)  
[cupwesttp](http://cupwesttp)

## **PRESIDENTS MESSAGE**

The year 2018 was busy for CUPE NS hosting our annual convention in the HRM for the first time in many years. It was a productive convention with all constitutional amendments and resolutions being debated by delegates. Our guest speaker Jagmeet Singh brought to the delegates his message of hope for Canadians.

### **New CUPE NS Executive Members**

I want to welcome the new executive members elected at our last convention for a two year term:

**Pauline Chicarella (5373)** *Sydney and Area VP*

**Dwayne Tattrie (108)** *Diversity VP*

**Kelsie Croft (5033)** *Communications Editor*



This is a reminder that there will be an election this coming convention in Sydney Cape Breton for the newly created position of Young Worker VP

### **PRIDE**

During the summer months CUPE NS participated in PRIDE from Yarmouth to Sydney, with the participation of the CUPE NS Human Rights Committee Members Marlene Quarmby Co-Chair (1028), Donna McCarthy Co-Chair (5047), Ashley Rhodes (1137). We will be there again in 2019,

### **All Committees**

In the fall of 2018 we hosted our All Committees conference in Truro, NS. A course on Domestic Violence and the Workplace was offered for the first time at our all committees in partnership with Teermann House, New Glasgow with CUPE members Lori Miller (4459) and Patricia Perry (4459) presenting the class.

### **National Sector Conference**

CUPE National hosted the National Sector Conference this past fall in Ottawa. This was an opportunity for CUPE members across Canada to meet and hear what's happening across the country in their sector.

### **NSFL**

Myself, Dianne Frittenburg (8920) and Denise Lewis (5050) continue to be your representative voice at the NS Federation of Labour, please feel free to reach out to us with any concern you may have.

### **Protest in CB**

CUPE NS participated in the demonstration at the causeway protesting the provincial government's lack of consultation on the impending closure of community hospitals in North Sydney and New Waterford. One of the organizers of this event is our very own Ronald Crowther(1183).

### **Public Service**

The new year brings a fresh start to an old struggle as we continue to try to work with a government whose direction of privatizing our highways and hospitals we cannot agree with. We will always support public infrastructure and a public service owned and accountable the public it serves.

Our very best wishes to you and yours in the new year,

In Solidarity,

*Nan McFadgen*

CUPE NS President

### **Labour Day**

CUPE NS participated in labour day events in Halifax, South Shore, the Valley and Yarmouth where we enjoyed celebrations with community. Sadly there was no labour day event in Sydney this year, the first time in as long as I can remember. After the celebrations of our work the fight for labour continues in 2019 against those who legislate away our hard won rights.



## *Collective Agreements signed in 2018 :*

<p><b>281</b> Town of New Glasgow</p>	<p><b>1780</b> Town of Lunenburg</p>	<p><b>3912</b> Dalhousie University</p>	<p><b>4814</b> Halifax Regional Municipality (Crossing Guards)</p>
<p><b>759</b> Cape Breton Regional Municipality (outside)</p>	<p><b>1782</b> Richmond Villa</p>	<p><b>4198</b> Sodexo Services</p>	<p><b>5047</b> Halifax Regional Centre for Education</p>
<p><b>933</b> Cape Breton Regional Municipality (inside)</p>	<p><b>1867</b> Highway Workers</p>	<p><b>4428</b> Compass Canada (Cape Breton University)</p>	<p><b>5054</b> Nova Scotia Early Childhood Development Intervention Service</p>
<p><b>1116</b> Town of Mulgrave</p>	<p><b>2618-03</b> Town of Berwick</p>	<p><b>4745-01</b> North End Day Care</p>	<p><b>8920</b> Acute Care</p>
<p><b>1562</b> MacGillvray Guest House</p>	<p><b>2858</b> Town of Middleton</p>	<p><b>4745-02</b> Halifax Student Housing Society</p>	
	<p><b>3131</b> Cape Breton University (support staff)</p>	<p><b>4745-03</b> St. Joseph's</p>	
	<p><b>3890</b> Chignecto Regional Centre for Education</p>	<p><b>4745-04</b> First Lake Early Learning Centre</p>	



## CUPE 227

Municipal Workers Employed  
by Halifax Water

### Halifax Water employees approve strike mandate

After 12 days of bargaining, workers at Halifax Water, members of the Canadian Union of Public Employees Local 227, have voted overwhelming in favour of strike action.

CUPE National Representative Karen MacKenzie says there were 13 concessions on the table at the start of bargaining, most of which will negatively affect work-life balance.

Bargaining broke off October 30, and CUPE applied for conciliation on October 31. Local 227 President Dave Dort says "We are disappointed, considering the previous labour disruption three years ago, that the employer came to the table with an extensive list of concessions. It's disrespectful to the employees and contrary to what they led us to believe going into bargaining."

The 230 employees provide clean drinking water and treat wastewater and storm-water for the citizens of the Halifax Regional Municipality. The last time the local experienced a labour disruption was in 2015, in an effort to protect pensions. That labour disruption lasted 53 days. ♦

“We asked the employer at the outset to remove anything that wasn't going to facilitate a deal, ”

MacKenzie says. “They refused to remove the concessions, and we can't bargain with nine concessions still on the table.”

## Upcoming Education

### LET - Financial Officers & Essentials

January 19 - 20, 2019 | Super 8, Amherst, Nova Scotia

### Stewarding Learning Series

January 26 - 27, 2019 | CUPE New Glasgow Area office, New Glasgow, Nova Scotia

### Introduction to Stewarding

January 26 - 27, 2019 | CUPE Atlantic Regional Office, Dartmouth, Nova Scotia

### Introduction to Stewarding

January 26 - 27, 2019 | Amherst Fire Hall, Amherst, Nova Scotia

### Steward Learning Series

February 2 - 3, 2019 | CUPE Atlantic Regional Office, Dartmouth, Nova Scotia

### Financial Officers and Essentials

February 2 - 3, 2019 | Holiday Inn Hotel & Conference Centre, Truro, Nova Scotia

### Introduction to Stewarding

February 9 - 10, 2019 | Mariner's Centre, Yarmouth, Nova Scotia

### Introduction to Stewarding

February 9 - 10, 2019 | CUPE Sydney Area office, Sydney, Nova Scotia

### Steward Learning Series

February 9 - 10, 2019 | CUPE Atlantic Regional Office, Dartmouth, Nova Scotia

### Health and Safety Series

February 15 - 16, 2019 | Mariners Centre, Yarmouth, Nova Scotia

For more information visit : <https://cupe.ca/unioneducation>



## Successful Applicants to our Committee Vacancies:

### Contracting Out & Privatization

#### Committee :

Ryan Barry | Local 1472

#### Women's Committee :

Patricia Perry | Local 4459

#### Education Committee :

Natalie Dempsey | Local 8920

#### Human Right's Committee :

Tony MacKenzie | Local 1867

#### Political Action Committee :

Ray Smith | Local 933

Jason Langille | Local 1472

*Congratulations*

## CHECK US OUT ON SOCIAL MEDIA!

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