

# CUPE933

INSIDE MUNICIPAL WORKERS



A BETTER COMPENSATION PACKAGE WOULD HELP ADDRESS STAFFING SHORTAGES AND WOULD SAVE CBRM TAXPAYERS MONEY.



# CBRM'S CYCLE OF TRAINING AND LOSING STAFF MUST STOP.

IT'S UNSAFE AND COSTLY.

**SIGN THE PETITION**

[WeAreCBRM.ca](http://WeAreCBRM.ca)



CUPE 933 communications operators are unable to maintain staffing levels in these high-pressure roles that are crucial for public safety. They are overworked and underpaid compared to other communications operators in the province.

Due to staffing shortages CUPE 933 jailers frequently find themselves working alone and cannot enter a cell without backup. If a prisoner had a medical emergency, the jailer would not be permitted to enter the cell to administer first aid and would have to wait for a police officer or paramedics to arrive.

Our CUPE 933 jailers must be sworn in as “special constables” and have personal liability protection under the *Nova Scotia Police Act*. Their current compensation does not reflect the responsibility, education, and experience required to hold these positions.

CBRM hires and trains on average one to two new jailers per year to replace those that leave for better benefits and compensation with nearby provincial agencies. It takes six months to train a new 911 operator, and city is constantly losing these qualified, experienced staff because of low compensation and overwork. CBRM has lost close to thirty 911 operators since 2015.

***A better compensation package would help address staffing shortages and would save CBRM taxpayers money.***

Police, fire, and emergency health services have had to wait for our CUPE 933 communications officers to dispatch further assistance to emergency scenes because communications operators are engaged on 911 calls and, more often than not, they are working short. That's a safety concern for CBRM residents.

CUPE 933 represents approximately 140 staff across many disciplines and professions including: emergency communications, engineering and public Works, police and court records, water utility and waste water operations, lock-up jailers, information technology, planning and development, finance and accounting, customer service centre, clerk's Office, solid waste, and transit.

We are asking for a modest increase as a salary adjustment for our members to help address wage disparity and the staffing recruitment and retention crisis faced by our CUPE 933 lock-up jailers and 911 communication operators. Help us prevent a disruption of services that will occur if we are unable to reach an agreement through the collective bargaining process with our employer.

**CUPE933**

**We Are CBRM**