

THE OPEN ROAD

Newsletter of the
Nova Scotia Highway Workers' Union,
CUPE Local 1867

Volume 1, Issue 8

President's Message

Spring 2012

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You must be the change you wish to see in the world.

Mohandas K. Gandhi



Gareth Drinnan

It has been a busy few months since the last newsletter. But before I start, I would like to take a moment to thank all of you for the great work you do day in, day out.

The tentative agreement went to binding arbitration in February and an award reached in March 2012.

I have been receiving calls, along with the Union office, with questions around the new construction/maintenance zones. With the agreement settled and now expired, the new Negotiation Committee is in place. Units have been notified to forward proposals to the Committee as we prepare for the next round of bargaining.

In April, the budget for 2012-2013 showed an increase to TIR & PW funding. With an increase to the operating funding, one of the priorities is ongoing road maintenance. The in-house chip seal crew is ready for its second season and the in-house mobile asphalt plant preparing for its first season.

The increase to the budget is very positive for the Highway Workers. Last year we were off to a slow start but we proved we can do the work,

do it well and at a saving to the taxpayers. The employer wanted to decrease the Centerline Paint crew down to 2 trucks but we convinced them to keep the 3 trucks.

Over the last year, I have been working with the Public Service Commission and NSGEU for new tenders to the medical plan.

The Highway Workers continue to move forward. I am pleased to announce that Mike MacIsaac, Secretary-Treasurer, will be a Trustee on the Joint Trusteeship for the Pension Fund. Mike's work over the years dealing with the pension will be an asset. Having a voice is crucial to CUPE Members of the plan.

Mike has accepted to be on the National Privatization/Contracting Out Committee. This committee works to put a stop to privatization and to bring work back in-house (Contracting In). Over the last 10 years, the Highway Workers have made some big gains in stopping/reversing privatization.

The Highway Workers have two new voices on the TIR Diversity Council. In January, Sharon Hubley and Joanne MacPherson joined the council. Along with our National Rep. Lorne Trevors and myself, we are working with TIR & PW developing the diversity plan of action.

Looking forward to seeing many of you on May 18th at the Annual Meeting.

Recording Secretary/Editor



Sharon Hubley-Recording Secretary
Unit 17—Lunenburg Co.
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Please email me at hublensh@gov.ns.ca with any questions or suggestions.

The Open Road is published twice a year and mailed out to all highway workers. It is also available on line at:

www.cupelocal1867.ca

It is our way of keeping you informed so we can work together to strengthen our Union. The newsletter is one way to get this information out.

National Day of Mourning



The National Day of Mourning was held on **April 28th**.

Ceremonies took place at the provincial legislature to mark those who have died or been injured on the job. Steve Joy, Unit 10 and son Stewart attended with Rick Clark, President of the NSFL.





**Joanne MacPherson -Vice President
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902-396-6337 (cell)
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Unit 5•Antigonish Co.**

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Education

***Education is not
received.
It is achieved!***

Anonymous



The following bursary applications are now available from your Unit President or on the website (www.1867cupe.ca) Please be aware of deadlines and mailing locations for all bursaries.

- Local 1867 Bursary
- Federation of Labour Scholarship applications
- Muriel Duckwork Memorial Bursary – Federation of Labour
- Higgins Insurance Scholarship—CUPE NS

CUPE weekend schools are wrapping up for the summer. The Fall schedule will be out by mid-summer.

Unit Presidents

Unit 1 Inverness Co.	Farron Fraser
Unit 2 Victoria Co.	Sandy Campbell
Unit 3 Cape Breton Co.	Eddie Neidzielski
Unit 4 Richmond/Inverness Co.	Bradley Matheson
Unit 5 Antigonish/Guysborough Co.	Donnie MacDonald
Unit 6 Pictou Co.	Steve Stewart
Unit 7 Hants Co.	Rennie Dillman
Unit 8 Colchester Co.	Joanne MacPherson
Unit 9 Cumberland Co.	Chris Gallagher
Unit 10 Halifax Co.	Robert Petch
Unit 11 Halifax Suburban	Angus Moser
Unit 12 Kings Co.	George Corkum
Unit 13 Annapolis Co.	Francis Vanden Heuvel

Unit 14 Digby Co.	Cliff Thibodeau
Unit 15 Yarmouth Co.	Ritchie Hartley
Unit 16 Shelburne Co.	Chris Kean
Unit 17 Lunenburg Co.	Sharon Hubley
Unit 18 Queens Co.	Steve Mansfield

We would like to welcome the new Unit Presidents and say thank you to the following:

Unit 2 Stan MacDonald; Unit 3 Danny Laffin;
Unit 10 Steve Joy & Unit 16 Ronald Belong.



Peer Support

“No problem is too small — sometimes just talking is help enough.”

Peer Support members are Highway Workers from across the province who are trained to confidentially assist members.

Peer Support Leaders are:

Eastern:	Mike MacIsaac	863-7368
Northern:	Joanne MacPherson	893-5328
Western:	Sharon Hubley	543-3701

A complete Peer Support Contact list is available through your Unit Presidents or the Union Office.

EAP

Nova Scotia Government
Employee **A**ssistance **P**rogram

424-7948 or 1-800-777-5888
For Information or Confidential Assistance

If you need assistance, please do not hesitate to call.

We are there to help.

Lori Morrison— TIR Health Promotion Specialist



Lori Morrison

May 7-13, 2012 is Mental Health Week – “Mental Health for All”

Having good health is more than being physically well, it is also includes your mental wellbeing.

Here are ten tips for mental health from the Canadian Mental Health Association (CMHA).

1. Build Confidence

Identify your abilities and weaknesses together, accept them, build on them and do the best with what you have.

2. Eat right, Keep fit

A balanced diet, exercise and rest can help you to reduce stress and enjoy life.

3. Make Time for Family and Friends

These relationships need to be nurtured; if taken for granted they will not be there to share life's joys and sorrows.

4. Give and Accept Support

Friends and family relationships thrive when they are "put to the test".

5. Create a Meaningful Budget

Financial problems cause stress. Over-spending on our "wants" instead of our "needs" is often the culprit.

6. Volunteer

Being involved in community gives a sense of purpose and satisfaction that paid work cannot.

7. Manage Stress

We all have stressors in our lives but learning how to deal with them when they threaten to overwhelm us will maintain our mental health.

8. Find Strength in Numbers

Sharing a problem with others who have had similar experiences may help you find a solution and will make you feel less isolated.

9. Identify and Deal with Moods

We all need to find safe and constructive ways to express our feelings of anger, sadness, joy and fear.

10. Learn to Be at Peace with Yourself

Get to know who you are, what makes you really happy, and learn to balance what you can and cannot change about yourself.

Looking for more information? Check out the CHMA website at www.chma.ca or contact TIR's Health Promotion Specialist at morrislx@gov.ns.ca or 902 424-8452.

Let's Talk Negotiations

At the Spring board Meeting, held on April 5, 2012, the new Negotiation Committee was elected by the Executive Board (Unit Presidents) as per **By-Laws Article 8.07 Negotiation Committee.**

Your new Committee Members are:

Gareth Drinnan; Mike MacIsaac; Joanne MacPherson; Ritchie Hartley; Chris Gallagher and CUPE Servicing Rep.—Lorne Trevors. CUPE National negotiates Collective Agreements for **ALL** CUPE Locals. The Highway Workers are no exception when in bargaining.

By-Laws, Article 11.01(a) *"Nine months prior to the expiry date of the Collective Agreement, the Executive Committee shall notify all Units to forward any proposed changes"* The Collective Agreement #13 was **not** settled before the expiry date of 31st of October 2011. It is the duty of the Negotiation Committee to prepare the proposals for the Local. Any Unit may submit proposals. But all proposals must be moved, seconded and voted on by the Unit before they can be submitted.

For this round of bargaining, the Negotiation Committee has agreed to meet with the Executive Board (Unit Presidents) to review the proposals and prioritize the final package. Once this is complete, Management and the Committee will exchange packages. The Union proposals will then be sent to all the 18 Unit

Presidents. Meetings are scheduled and bargaining is about to begin again.

The Negotiation Committee will send out updates to the Units after each set of meetings. When the contract has been tentatively settled, a meeting will be held with the Executive Board (Unit Presidents). At this meeting the tentative contract will be explained to the Unit Presidents. After this meeting, Unit meetings will be set up across the Province to explain the details to whomever attends. **By-Laws, Articles 11.01(b) and 11.02.**

Each employee will receive an information package in the mail which will have a postage paid envelope to return the ballot. There will be a return date noted.

By-Laws, Article 11.03—Ratification of Agreement—*"All ballots will be delivered by regular mail to the local's office, where ballots shall be date stamped and stored unopened in a locked cabinet until counted by the Local's Trustees and a representative of CUPE. A majority of "50% plus 1" of the non-spoiled ballots cast will be required for ratification of the agreement."*

Sharon Hubley

Around The Office



Lorne Trevors,
CUPE National Rep

If you need to contact Lorne, please call 902-455-4180.

When you call or drop into the office you will be greeted by our Administrative Assistant Cheryl Mattie.

Office Hours—Monday to Friday 7:00 am to 2:30 pm.

You can reach Cheryl at **832-1867** • toll free at **1-800-962-1867** or by email at cupehiway@ns.aliantzinc.ca

Check out our website at www.1867.cupe.ca

Banners and Flags are available for loan—contact Union Office



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