

THE OPEN ROAD

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

Volume 1, Issue 11

President's Message

Spring 2014

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Education is the best provision for the journey to old age —Aristotle

The Open Road is available at

www.1867.cupe.ca

Would you like to win a mini tablet?

Visit the NS Highway Workers website www.1867.cupe.ca or Google CUPE 1867 for contest details.

Contest deadline is May 8, 2014

Check it out.
www.1867.cupe.ca



Steve Joy
President
Unit 10 • Halifax Co.
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Many thanks to all the members that kept the roads safe during the winter, a winter that seemed to keep on giving.

It is hard to believe the time is once again upon us to submit any proposed changes to the Collective Agreement. The current Collective Agreement expires October 31, 2014. The deadline for Units to submit proposal to the office is May 31st. This will allow time for the CUPE staff to put together a draft proposal package, combining the proposals that are similar.

The Executive Board (18 Unit Presidents) and the Executive will attend a Bargaining Conference to discuss, debate and to prioritize/finalize the proposals that will go forward. The finalized package, before it is exchanged with the employer, will be presented to the membership at Regional meetings across the province. I hope to see many of you at these meetings. It is worth noting that in the current Collective Agreement, any Memorandums of Agreements or Letters of Understanding are now attached in the back. This will be the same once a "new" Collective Agreement has been reached. Stay informed by visiting the improved website www.1867.cupe.ca or your workplace Union bulletin board and by attending your Unit meetings. We are preparing to give the employer notice to bargain on July 31, 2014.

Over the past year I have been participating at many meetings on your behalf as Provincial President. Having traveled across the province I have had the privilege of meeting many of you. I recognize that from one end to the other that there are unique challenges. Two common issues I am hearing are that overtime lists are not being posted and placement lists are not available. Along with the Unit Presidents, I am actively pursuing these issues with the employer.

Training for our members is very important. I had discussions with the employer last fall and they agreed the Introduction to Stewarding course could be held on a weekday, and they would cover wages. Although this may seem like a small issue to some of you, it is a win for all of us. Having the Unit Executives and Shop Stewards trained in grievance handling and the grievance procedures is a huge benefit. Note: Any classes that were canceled due to bad weather will be rescheduled. You will be notified of the new dates by your Unit President and they will be posted on the website.

In the past year I have had the opportunity to participate in conferences and meetings. At every event I gain experience, learn from our peers and share information. From the Federation of Labour Convention, CUPE National's 50th Convention in Quebec City, CUPE NS Convention, Day of Mourning event, to CUPE's Local 1190 New Brunswick Highway Workers Annual General Meeting; I am proud to represent Local 1867 as your President. I want to thank you sisters and brothers for your support and your hard work.

Have a safe and healthy summer!



Executive Committee



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Union Contacts

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Unit 10 - Halifax Suburban
Unit 11 - Halifax East
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Unit 18 - Queens Co.

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Sharon Hubley
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Unit 2 - Victoria Co.
Unit 3 - Cape Breton Co.
Unit 4 - Richmond/Inverness Co.

Farron Fraser
Fred MacKay
Dennis Etheridge
Bradley Matheson

**Thank you to all Past
Unit Presidents and Welcome new
Unit Presidents.**

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 with problems that may arise in their personal or work life.

Peer Support Leaders:

Sharon Hubley 1-902-521-0794

Mike MacIsaac 1-902-478-2270

A complete list of Peer Support Contacts for each area is available through the Union Office and the website. (www.1867.cupe.ca)

We are there to help

EFAP

Employee and Family Assistance Program

As of December 1st, 2013, the current Employee Assistance Program (EAP) changed to the Nova Scotia Employee and Family Assistance Program.

For confidential and immediate support call: **1-800-777-5888** (TTY: 1-877-338-0275) identify yourself as an employee of the Province of Nova Scotia (TIR) or visit www.workhealthlife.com

The province is committed to making sure that employees and their families have the supports and services they need when they need it.

Lori Morrison— TIR Health Promotion Specialist



Lori Morrison

The North American Occupational Safety and Health (NAOSH) Week is an annual, continent-wide event (United States, Canada and Mexico) where employers, workers, and all partners in occupational health and safety collaborate to promote injury and illness prevention in the workplace.

The theme for NAOSH Week 2014 is.....

Safety & Health: Make Safety a Habit



A habit can be defined as a routine or behavior that is repeated regularly and tends to occur unconsciously. When it comes to our safety there are many **healthy habits** that can contribute to our overall health, safety and well-being. Healthy habits can help you to stay safe at work and throughout your day.

Here are ten healthy habits that you can do to help keep your mind and body engaged and energized throughout the day.....

Break your Fast- it really is the most important meal of the day and helps to improve mental and physical performance

Take a breath – practice deep breathing, it's one of the easiest ways to lower stress

H2O – one of the simplest ways to stay energized and focused is to stay hydrated

Laughter is the best medicine – the endorphins released will energize you

Sleep Tight – try getting to sleep earlier a few nights to get some extra zzz's

Move More – go for a ten minute walk at some point during your day

Chill Out – take your breaks, take time to stretch and take a mental break

Work in Comfort - make sure your work station or vehicle is adjusted appropriately and watch your posture

ReThink your Drink – replace a caffeinated beverage or soda with H2O. This will help with hydration and save you some liquid calories

Snack Strategically – try these pairs (pita + hummus) (yogurt + berries) (apple + peanut butter)

For more information please feel free to contact me at Morrislx@gov.ns.ca or 902-424-8452

Auto & Home Insurance

Members of Nova Scotia Highway Workers' Union CUPE 1867 can receive special savings, great coverage and services on Auto & Home Insurance.

See how affordable it is to start really protecting yourself and your family. Call Higgins Insurance today for a no obligation quote.

When you call for a quote between April 1, 2014 and March 27, 2015 your name will be entered in a contest for your chance to win a tablet, a \$2,000 travel certificate, \$250.00 gas card or a vehicle! Contest details can be found at www.1867.cupe.ca under Resources/Members Discount/Higgins Group and Home Insurance Contests.

Testimonials

"I have been a customer of Higgins Insurance since 2005 when they partnered with CUPE. I had a claim in 2006 after hitting a deer and was treated superbly. Their quotes are competitive annually which is why I am still with them."

Local 2330 Nan McFadgen—New Glasgow

"I met Robert Keays representing Higgins Insurance at numerous labour functions and was always impressed with his commitment to his family and his community. So when I was looking for a better price for my home and auto insurance, I gave him a call. I got friendly, expert advice, saved around \$500.00 on my home and two cars and ended up with even better coverage. The whole process was fast, efficient and very convenient."

Local 1933 Jacqui Giffin BSc. MLT Laboratory Technologist—Acute Care Workers South Shore Nova Scotia

Around The Office



Gareth Drinnan
Past President CUPE Local
1867, Nova Scotia Highway
Workers Union passed away
suddenly on December 29, 2013.

Gareth became a CUPE member with Local 1867 in 1980 and was very active with the Union. In 1994 he became the Provincial President, a position he held for 18 years.

A celebration of his life will be held on July 26, 2014 at the Baddeck Community Hall starting at noon. Everyone is welcome.

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

If you need assistance please call Steve Joy—
Provincial President at 1-902-818-2186 or your Unit
President.



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Education

“Education is the most powerful weapon which you can use to change the world”

Nelson Mandela

Greetings Sisters and Brothers.

Education is a powerful weapon.

Through CUPE Education, you take away skills that you can use in your role as Unit Presidents, Shop Stewards, in the Union movement, and in your personal lives.

Members attending weekend courses is up from last year and I hope to see the numbers increase next year.

As many of you know local specific training for Introduction to Stewarding was scheduled for last winter. TIR management agreed to the training being held on a week day and covering wages. This was great news. Training dates were set up.

Well, that may have been the easy part because the weather didn't cooperate at all. In the Western District training was scheduled and cancelled three separate times due to snow storms. We did get a break in the weather and held two training sessions - 23 Unit Executive members received the training. Now winter is over, I think, and the training is being rescheduled for June 2014. Unit Executive members in Western, Unit Executive members that were missed or new Unit Executive members will be notified of the date and location.

Gosh the year went very quickly and Education Courses will be wrapping very soon for the summer. This year the CUPE Weeklong School will be held in Baddeck, N.S. from Sunday, May 25th to Friday, May 30th this year. I am pleased to inform you that four (4) members will be attending. I would like to thank everyone who applied.

The CUPE Fall Workshop schedule will be out in the late summer. The course information is sent out to the Unit Presidents. Watch the Union Bulletin Board in your workplaces. To apply you must fill out a registration form, and have it signed by your Unit President. Remember courses fill up quickly as they are open to all CUPE Locals.

We can't forget about the youths, as they are the leaders of tomorrow.

Education Award applications 2014 are available on the website www.1867.cupe.ca, or from your Unit President. If there are any questions please contact Cheryl or myself at the Union office.
Remember, watch the deadline dates!

In closing, I would like to say thank you for your great interest in education.