

October 8, 2021

NSUPE Bursaries

NSUPE is once again offering six bursaries of \$1,000 each for post-secondary education. Bursaries will be awarded based on a random draw that will take place at NSUPE's Convention on November 21, 2021. The deadline to apply is **November 7, 2021**.

To be eligible, applicants must be enrolled in a post-secondary education program for the 2021-2022 academic year, be a NSUPE member in-good-standing or the spouse or dependent of a NSUPE member in-good-standing. There may only be one winner per each NSUPE member.

If successful, the applicant will be required to provide Proof of Enrolment and a 500-1000-word essay on the topic "Why Unions are important in 2021?" To apply for the NSUPE Bursary, please visit www.nsupe.ca/bursary.

Pregnancy and Infant Loss Awareness

October is a month to recognize the unique grief of bereaved parents as we attempt to establish support to the many families who have suffered such a tragic loss (stillbirth, miscarriage, SIDS, or any other cause at any point during pregnancy or infancy). Promoting awareness of pregnancy and infant loss not only increases the likelihood that grieving families will receive understanding and support, but also results in improved education and prevention efforts which may ultimately reduce the incidence of these tragedies.

Collective Agreement Awareness

5.09 Clothing and Safety Equipment

(a) Employees required by law, policy or agreement, to wear safety clothing or gear or to use safety equipment shall have such clothing, gear and safety equipment provided by the Employer at no cost to the employee and such clothing, gear or equipment shall be replaced as required at no cost to the employee. For those employees required wear arc-rated flash clothing appropriate to their work, the Employer will provide such clothing at no cost to the employees. These shall be used or worn at appropriate times during the performance of the employees' duties.

b) When the Employer requires a uniform specific to the work to be done by a bargaining unit member, the Employer shall provide the uniform at no cost and replace it as required.

(c) All clothing issued by the Employer shall be made in Canada and shall be union made where possible.

(d) There will be no formalized dress code. However, managers may make reasonable requests of employees to dress appropriately for the context.

The intent of this article is that any and all specialized clothing (safety or uniform) required for a position be provided by the employer and not be paid for out of pocket by the employee. If you have any issues receiving the required clothing for your positions, or getting replacements since yours is worn out, please reach out to a member of the Executive so this can be brought forward to Labour Relations.

Scent Awareness

HRM is a Scent-Neutral Workplace and is committed to the provision of a healthy and safe environment for all employees and visitors; recognizing the health concerns faced by individuals who experience sensitivity to various fragrances.

Employees are expected to be respectful of fellow employees who may suffer allergies or sensitivities to fragrances found in perfumes, hair sprays, deodorants, creams, and many other personal grooming products.

NSUPE Local 13 Member Communication

<https://nsupe.ca/local-13/>

All employees are encouraged to:

1. Choose personal products (perfumes, aftershave, hair spray, etc.) that are low-scent or scent-neutral when in the workplace.
2. Use low-scent or scent-neutral cleaning products at HRM locations.

National Disability Employment Awareness Month

October is National Disability Employment Awareness Month (NDEAM), a time to recognize the contributions of people with disabilities in the workforce. Throughout the month, NDEAM initiatives aim to bring awareness to barriers experienced by those living with disabilities and encourages workplaces across country to create inclusive and accessible environments for all.

Did you know that one in five Nova Scotians over the age of 15 identify as having a disability? This number is expected to grow as our population ages, making the municipality's commitment to improving accessibility and inclusion across our organization, in our programs and services and in the communities, we serve increasingly important.

Nova Scotia Seniors' Week October 1st – 8th 2021

Nova Scotia's older adults are business owners who grow our economy, they are elders who pass wisdom to other generations, they are volunteers, caregivers, leaders and so much more. Older Nova Scotians have earned our respect and deserve the dignity of knowing government will be there to provide solutions that help them remain active and engaged in their communities. Seniors Week is a time to celebrate and recognize the many older Nova Scotians continuing to make an impact in our province. – Proclamation by Tim Houston Premier of Nova Scotia

General Membership Meeting - TBD

It's coming to that time of year; we will be having a general membership meeting soon to review the proposals for negotiations. We will also be having some elections as the terms for some of the Executive positions will be up. If you have considered being a member of the Local 13 Executive this may be your time to join. We will also be filling the vacancy on the JOHSC and looking for delegates for the NSUPE Convention to be held in November (virtually) so all kinds of fun stuff to cover. More information will follow in the coming weeks, with an appointment to be sent out once we get the proposals finalized.

Thanksgiving – October 11th

Thanksgiving Day in Canada has been a holiday on the second Monday of October since 1957. It is a chance for people to give thanks for a good harvest and other fortunes in the past year. They often use the three-day Thanksgiving weekend to visit family or friends who live far away, or to receive them in their own homes. Many people also prepare a special meal to eat at some point during the long weekend. Traditionally, this included roast turkey and seasonal produce, such as pumpkin, corn ears and pecan nuts. The Thanksgiving weekend is also a popular time to take a short autumn vacation. This may be the last chance in a while for some people to use cottages or holiday homes before winter sets in. Other popular activities include outdoor breaks to admire the spectacular colors of the Canadian autumn, hiking, and fishing. Fans of the teams in the Canadian Football League may spend part of the weekend watching the Thanksgiving Day Classic matches. To all Local 13 members & families, Happy Thanksgiving!