

## NSUPE Local 13 Member Communication

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

**December 17, 2021**

### **COVID-19 update**

As received from CAO Jacques Dube at 4:35 p.m. on December 16<sup>th</sup>, 2021:

*As of Friday, December 17, all those who can work from home should do so until otherwise directed. As always, we will do our part to help curb the spread of this disease and to ensure your safety.*

*All services designated essential by the Province under the current state of emergency are operational and adhering to the most updated guidance and precautions from health officials. My sincere thanks to those who continue to provide the necessary services our colleagues and residents rely on.*

*Please speak with your supervisor/manager if you have any questions.*

For those considered essential and continuing to work in their designated work location, if you have any concerns surrounding HRM and “As always, we will do our part to help curb the spread of this disease and to ensure your safety”. Please reach out to a member of the JOHSC to address the issues.

### **Banked Time vs. Vacation & Vacation Carry-Over**

Are you looking at a couple of extra days of vacation time? You can carry over up to five (5) days of vacation time without any special approval. The days which you carry over are good for the entire year (but will be used first when you use vacation time in the year).

Do you have TOIL or Banked Time? If you have more than seventy (70) hours in your bank, this time (above the seventy hours) must be used by the end of March 2022 or it will be paid out on the first pay of April. A couple extra vacation days around the holiday sounds like a nice idea!

Maybe you have five vacation days you would like to carry over to next year and an abundance of TOIL to use up? Consider taking the TOIL time off now (2021) and carrying over the vacation time to use next year (after the March 31 TOIL deadline).

### **Winter Solstice**

Tuesday December 21, the shortest day of the year and seen as the first day of winter. Although the winter solstice means the start of winter, it also means the return of more sunlight. It only gets brighter from here!

### **Negotiation Proposals and General Meeting**

We have received the bargaining proposals back from the lawyer and your Executive is hard at work reviewing them to see if they meet the needs of the membership as you had requested or suggested to the NAC. This will be completed in early January (some members are on holiday) so be prepared to discuss at our next meeting.

Speaking of our next meeting we are looking to hold our next meeting in January (most likely late January, possibly early February), date to be determined. The meeting will focus on the proposals, but there will also be an election for a vacant Vice President position. Someone on the Executive is retiring at the end of the 2021 (leaving a huge hole to fill). Anyone who may be interesting in the position and would like more information is asked to reach out to any Executive member, or email [nsupelocal13@gmail.com](mailto:nsupelocal13@gmail.com) for more information.

### **EFAP Resources for the Holiday Season**

For many, the holiday season can be a particularly difficult time. Homewood Health’s Employee and Family Assistance Program (EFAP) has resources available to help, including:

- [\*\*\*When the Next Celebration isn’t Just Around the Corner\*\*\*](#) – A guide to recognizing and healing feelings of sadness and depression this holiday season
- [\*\*\*Dealing with Seasonal Depression\*\*\*](#) – Minimizing symptoms of Seasonal Depression with these quick, everyday tips

Homewood Health’s Employee and Family Assistance Program (EFAP) 902.466.3327 or 1.800.663.1142

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- [\*\*Mental health checkup: preparing for the year ahead\*\*](#) – A short audio check-in for you to start the new year off on a better foot
- [\*\*Celebrating Safely During the Holidays\*\*](#) - Knowing how to gather safely for celebrations is essential to minimizing risks.
- [\*\*Spending Wisely During the Holiday Season\*\*](#) - The holidays don't have to wreak havoc on your bank account. Here are some tips.

If you are a member of Homewood Health's EFAP, a wide variety of supports can be found online. [\*\*Create your confidential account\*\*](#) today.

Remember, if you, or a direct family member, are experiencing increased worry or anxiety, you can reach out to your respective EFAP for support: Homewood Health's EFAP: **902.466.3327** or **1.800.663.1142**