

**January 28, 2022**

### **Bell Let's Talk Day**

This past Wednesday was Bell Let's Talk Day. We hope everyone took some time either for themselves, to reach out to someone to check on them, touch base with a friend or loved one, whatever was needed to help with a little mental health check and care. We understand that you have all heard this many times, that now more than ever we need to be looking out for one another; but in these unprecedented times it's true! We are facing situations we have never faced before, testing our mental, emotional, and physical boundaries. Please take time to focus on yourself and care for yourself. If you need to, take some time from work. You need to make sure you are looking after yourself, and no one will think less of you for looking after yourself, as we are all experiencing the stress and burnout! Reach out to our EFAP provider (contact info below), or you can contact any member of the Local 13 Executive to talk, vent, chat, etc. We are here (not in a professional manner!) to support you all however we can!

### **Reminder: Banked Time (TOIL)**

Do you have more than seventy (70) hours of banked time (TOIL) and you don't want to have it paid out? The time needs to be used before March 1<sup>st</sup>. Any remaining time over the allotted seventy (70) hours will be paid out on the first pay in April. You can maintain seventy (70) hours in the bank on an ongoing basis and start accumulating over seventy (70) after the end of February once again if you wish. So, save those vacation days until later in the year and use some banked time to take a couple days off in February, you deserve a break!

### **African Heritage Month**

February is a time when Nova Scotia honors African Heritage Month. Nova Scotia has over fifty historic African Nova Scotia communities with a long, deep, and complex history dating back over 400 years. African Heritage Month provides us with another opportunity to celebrate our culture, legacy, achievements, and contributions of African Descent – past and present.

This year's African Heritage Month provincial theme, *Through Our Eyes: The Voices of African Nova Scotians*, recognizes the long-standing history of people of African Descent in the development of Canada. This theme explores and examines the affects of anti-black racism and the voice of African Nova Scotians who blazed the trail for change. The theme also aligns with the United Nations' International Decade for People of African Descent (DPAD) 2015-2024. The goal of DPAD is to strengthen global cooperation in support of people of African descent, increase awareness and the passage towards presence in all aspects of society.

### **Conflicts in the Workplace**

Experienced conflicts in the workplace? With your manager/supervisor, between co-workers, among members in other business units? Your Executive can help! Reach out and let us know what your conflicts are. We can be an unbiased mediator in the situation, we can reach out to senior management to address the situation, we can file a grievance depending on the situation. We are here to help you make your work environment a positive, productive, welcoming one. Should you have a meeting with your manager/supervisor concerning a work-related issue; you are entitled to have a union representative attend the meeting with you if wish. The purpose of the meeting is also to be disclosed to you prior to the meeting (to reduce any anxiety or stress). If you find yourself in such a situation and would like some support, the Local 13 Executive is here, reach out!

### **International Holocaust Remembrance Day – January 27<sup>th</sup>**

From Prime Minister Justin Trudeau's statement:

"Today, on [International Holocaust Remembrance Day](#), we remember and pay tribute to the more than six million Jews who were systematically persecuted and murdered by the Nazis during the Holocaust, and the millions of other victims of Nazi atrocities. We offer our deepest sympathies to their families and loved ones and recommit our efforts to keep their memory alive for future generations.

"One of the darkest chapters in history, the Holocaust is a stark reminder of the dangers of allowing antisemitism, xenophobia, prejudice, and discrimination to spread unchallenged. It also reminds us that silence must never be an option when humanity is threatened. Sadly, more than 75 years after the liberation of Auschwitz-Birkenau that revealed to the entire world the horrors born of racism, hate, and indifference, antisemitism is still a lived reality for Jewish communities in Canada and around the world.

"Today, as we pause to remember and honour the victims and survivors of the Holocaust, I invite all Canadians to join me in reaffirming and strengthening our resolve to combat antisemitism and all forms of discrimination, wherever and whenever they occur. We all have a responsibility to stop the seeds of intolerance and hate from taking root or spreading in our communities, our country, and our world. On this day, let us all come together and repeat the vow 'Never Again'."

### **Vacation Carry-Over Calculations are Coming! – Payroll 03.22**

Paystubs went out and I'm sure many of you were checking for your vacation carry-over balance. We understand from Payroll this is still being worked on (thank you Payroll!!) and should be included on the next paystub, 03.22. Please be patient while payroll staff continue with the calculations, but should you not see your vacation carry overs on your next paystub, please reach out to your Payroll Administrator to ensure that everything is in progress and your supervisor/manager didn't miss something.

### **Groundhog Day– February 2<sup>nd</sup>**

The Wildlife Park requires proof of full vaccination and ID to access Sam 😊 (short for Samuel or Samantha) for the celebrations this year, for their protection. Masks must be worn in all buildings and when distancing cannot be maintained. [Shubenacadie Sam -Shubenacadie Wildlife Park \(novascotia.ca\)](#)

Shubenacadie Sam is the first groundhog in North America to emerge on Groundhog Day! What will Sam predict? Will we have an early spring or another 6 weeks of winter? The events start at 7:00 am with Shubenacadie Sam making their appearance and prediction at 8:00 am sharp. From 8:00 am to noon there will be lots of activities including crafts, face painting, hot drinks, and more. The animal enclosure area will be open from 8:15 am to 3:00 pm with admission being charged after 12:00 pm.

#### **Groundhog Day**

**When:** Wednesday , February 2nd, 2022

**Time:** 7:00 am – 3:00 pm

**Where:** Shubenacadie Wildlife Park, Shubenacadie

**Website:** [Shubenacadie Website](#)

**Email:** [legacycentre@novascotia.ca](mailto:legacycentre@novascotia.ca)

**Phone:** 902-758-5316 after 6:30 am to ensure the facility is open. Inclement weather may cause cancellation.

For those with some littles at home there are some activity pages attached from your friend Steve B. at Duke Tower. >'.<