

Employee Newsletter

April-June 2016

Message from the HEA

Inside This Issue

- 1 Message from the HEA
- 1 New Cardboard – Status
- 1 New “Revised” Seat Belt Policy
- 1 Respectful Workplace Training
- 2 HEA Drive for Hope Golf Tournament
- 3 1st Quarter 2016 Tonnage Results
- 3 ComPsych EAP Program
- 4 Bully-Free Workplaces: Shifting Cultures
- 5 Retirements & Deaths
- 6 New Equipment at Halterm
- 7 **ATTACHMENTS** – New Seat Belt Policy, Workplace Bullying and Fairness & Dignity at Work

YOUR FEEDBACK:

Have something for the Employee Newsletter??

Send your comments or contributions to:

hea@halifaxemp.ca OR
902-422-4471

SUMMER has arrived and finally we are getting some nice weather!! We all hope you and your families have a great summer and your children have an amazing break from school!

This is our 2nd Newsletter of 2016 and we hope you are still enjoying the information provided in the newsletters. We value input from employers and union locals so please let us know if you have anything to add to our next newsletter in September 2016!

We value your opinion and are open to any ideas you may have so please let us know!

New Cardboard - Status

To date, we put 48 people through the orientation program and we anticipate we will complete their equipment training by July 29, 2016. Accordingly, a notice was issued on June 21, 2016 to all trainees on the Dispatch List regarding the Attendance Requirements that we be effective on August 31.

Revised Seatbelt Policy

Attached to this Newsletter you will find the new “revised” Seat Belt Policy that will go into effect **July 1, 2016**. If you have any questions please do not hesitate to contact your union rep or HEA.

Respectful Workplace Training

This is to advise that HEA will be doing sessions in the Halterm garage in order to complete the remaining Local 1825 members and Supervisors in July 2016.



7th Annual Hope Cottage Drive for Hope on Thursday, August 18, 2016 at Glen Arbour!

Halifax Employers Association (HEA) has partnered with Hope Cottage to provide a sustainable revenue source to help sustain its core mandate - providing meals to less fortunate adults in downtown Halifax. Hope Cottage has been delivering its mandate for 45 years!

More Than
\$210,000
Raised since 2010!

Bully-Free Workplaces: Shifting Cultures

NSGEU (Nova Scotia Government & General Employees Union) has been recognized internationally and nationally for its leadership role in developing and implementing facilitated programs to address bullying and psychological health in the workplace. As we reported in our last Newsletter the HEA attended a four (4) hour workshop on this topic on Wednesday, March 2, 2016 and found it extremely empowering to see a union so devoted and dedicated to addressing and changing these types of issues in workplaces. And not just their workplace!

Following up on this, the HEA organized a two (2) hour awareness session facilitated by a representative from NSGEU on Wed., June 15, 2016 for the benefit of the entire Employment Equity Committee. Unfortunately, no ILA representatives attended the presentation. Those who did attend found the program to be of excellent quality and the message was consistent with our goal of fostering a respectful and bully-free workplace. The HEA is seriously considering this program for roll out across the waterfront following completion of the ongoing Respectful Workplace Training this year. Below are examples of some of the exercises contained in the program.

How do rate? Are you a bully? Take quiz below and see you how you come out.

If you score higher than 12 you may be perceived as a bully.

Did you know??

Bullying Strategies/Five (5) Master Suppression Techniques:

- Making Invisible
- Ridiculing
- Withholding Information
- Double Bind, or no win situation
- Blaming and Shaming

Google Five Master Suppression Techniques if you would like to have more information to help you understand and respond to these behaviors.

CALL NSGEU ANYTIME:
902-424-4063

Online: nsgeu.ca/education and bullyfreeworkplaces.ca

	Have I done the following? Circle any that apply	Rarely	Sometimes	Often
1	Made or joined in with jokes at another's expense	1	2	3
2	Displayed my anger and frustration by acting out, e.g. yelling, swearing, throwing or slamming things	1	2	3
3	Acted in a way to interfere with another's work to make them look bad or incompetent	1	2	3
4	Taken credit for a co-worker's work or effort	1	2	3
5	Withheld information needed to do a job effectively	1	2	3
6	Enjoy heated arguments and have to be right	1	2	3
7	Taken my feelings of stress out on a co-worker	1	2	3
8	Blamed, criticized, or humiliated a co-worker	1	2	3
9	Have I been accused of being a bully	1	2	3
10	Have to explain myself because often seem to misunderstand, and are hurt or upset by what I say	1	2	3

Courtesy of NSGEU Bully-Free Workplaces

Are you being bullied?

	Is there someone I work with who repeatedly ...	Rarely	Sometimes	Often
1	Yells at me, especially in front of others.	1	2	3
2	Ignores me, either by not speaking to me in the workplace or not including me in workplace socializing; and/or not returning my phone calls or e-mails	1	2	3
3	Dismisses what I'm saying or puts me down either alone or in the presence of others	1	2	3
4	Sabotages me or makes look foolish by withholding information and to make look in competent.	1	2	3
5	Gossips or spreads rumours about me	1	2	3
6	Frequently treats me like I'm incompetent	1	2	3
7	Blames and criticizes me to embarrass or humiliate me	1	2	3
8	Tries to intimidate me by interrupting, contradicting, or undermining my work	1	2	3
9	Gives me the silent treatment but makes rude gestures, e.g. eye rolling, tscking, or communicating non-verbally to others	1	2	3
10	Teases, ridicules, insults or plays tricks on me to embarrass me in front of others	1	2	3
11	Always insist on getting their way, never considers my point of view, and never apologizes	1	2	3
12	Takes credit or fails to give credit for ideas or work	1	2	3
13	Other behaviour I have experienced ...			

Courtesy of NSGEU Bully-Free Workplaces

Add up numbers for possible score of 36 or above. **10 or below:** you may want to consider how to address incidents of work place incivility. If you are experiencing discomfort because of a work situation involving another person, conflict resolution or assertiveness training may help you. **10 -20:** these are indications of a repeated and persistent pattern of behaviour. Consider impact this is having on you and your ability to do your job. Talk to someone you trust to consider what action may be required. **20 or above:** You may be experiencing physical, emotional, and behavioural symptoms as a result of bullying behaviour. Talk to someone to help you decide on appropriate remedies and actions.

First Quarter 2016 – RESULTS

YTD	2016		2015		% Change
Tonnage	1,083,166		791,224		36.9%
Hours Worked	187,621		148,939		26%

ComPsych Employee Family and Assistance Program

As you all know, we have a fantastic service available free of cost and highly confidential. The purpose of this service is to help all of our employees with any issues they may have.

The ComPsych Employee & Family Assistance Program provides **immediate confidential help** for you and your family. You can call **1-855-232-2734** toll-free 24 hours a day, 7 days a week. **Please remember your Employer ID: InfoMercer**

The Program can help you with a number of issues including but not limited to: questions regarding your income tax, stress, addictions, depression, grief and loss, anxiety, managing anger, family relationships, financial assistance, understanding nutrition, weight management, child and elder care, separation/divorce, abuse, and can also offer legal assistance. For more information about ComPsych, please go to www.guidanceresources.com OR check out "Employee Assistance Program" under the "Employee Relations" tab on our website: www.halifaxemployers.com.

More detailed information about our Program will be available through our annual mail-out. You should see this in your mail boxes this Summer/Fall.

Retirements

To date, we have had two (2) retirements in 2016.

Donald Millar	2016
Albert Drake	2016

HEA would like to congratulate all our employees who have retired from the industry. We wish everyone a very happy and healthy retirement!!

Deaths

It is with great sadness that we have learned that Ronald "Ron" Robinson (Retiree) passed away March 23, 2016. We send our condolences to the Robinson family and friends.

Sadly, we also just learned that Gordon Barrett (Retiree) passed away last week. We send our condolences to the Barrett family and friends.

New Equipment at Halterm

Halterm is inducting new equipment. Three Kalmar Front End Loaders (FELs) and 13 Kalmar Ottawa Terminal Tractors (TTs) have been imported from Sweden and USA respectively. The FELs have already been commissioned and the TTs are in the process of induction.

The new FELs will augment the existing container handling capability of Rubber Tired Gantry (RTG) cranes and FELs. The new TTs will improve the availability and reliability of the existing fleet.

Gradually a few of the older FELs and TTs will be retired from service.

The new FELs and TTs have all modern diagnostic and safety features such as speed governors, container guard protection for the cab, LED lighting, air conditioning, remote monitoring, etc.



MEMORANDUM

TO: All Employees
FROM: Richard Moore, President & CEO
SUBJECT: Seat Belt Policy
DATE: June 22, 2016

Please see attached the revised Seat Belt policy that will be effective in all workplaces in the Port of Halifax on July 1, 2016. Several Employers in the Port of Halifax have begun enforcing their own Seat Belt Policies and this will ensure the practice is consistent across the waterfront.

The new Seat Belt Policy slightly amends the old policy which for the most part had not been consistently enforced for many years. Due to the number of serious incidents resulting in injury and sometimes death in Ports across North America, the Employers have agreed that seat belt use on the piers will save lives and reduce the risk of serious injury. Accordingly, all employees are put on notice that effective July 1, 2016, mandatory seat belt use in all equipment so equipped is required.

Thank you in for your cooperation.

Richard Moore

SEAT BELT POLICY

Consistent with the Canada Labour Code Part II, Sections 125.1 (k), (q) and 126. 1(a) and (d) and the Canadian Occupational Health and Safety Regulations Sections 14.7, 14.23 (1), the employers have implemented this seat belt policy to minimize the severity of injury resulting from motorized equipment related incidents.

Employees operating equipment equipped with a seat belt are required to wear the seat belt and ensure the seat belt is properly adjusted and securely fastened at all times while the equipment is mobile.

Employees are prohibited from tampering with seat belts or rendering them ineffective.

This policy is to be strictly adhered to and, in the interest of protecting the health and safety of employees, we require every employee to cooperate.

Failure to comply with this policy may result in disciplinary action.

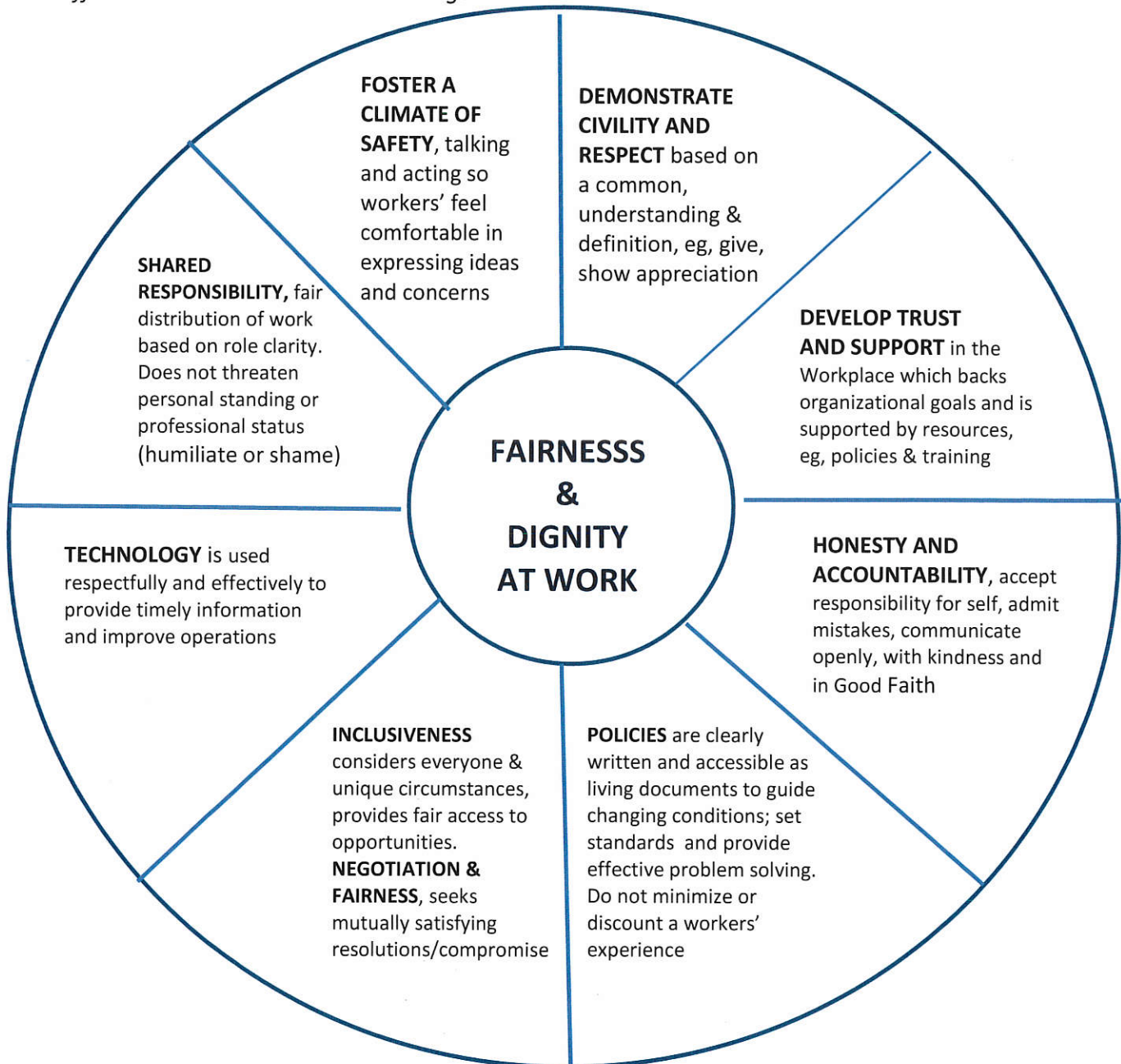
HALIFAX EMPLOYERS ASSOCIATION ON BEHALF OF:

CERES HALIFAX INC.
HALTERM CONTAINER TERMINAL LIMITED
LOGISTEC STEVEDORING (Nova Scotia) INC.
FURNCAN MARINE LTD – EMPIRE STEVEDORING (MARITIMES) CO.
HALIFAX OFFSHORE TERMINAL SERVICES LTD.
SCOTIA TERMINALS LIMITED

REVISED June 21, 2016
RE-ISSUED June 22, 2016
EFFECTIVE July 1, 2016

PROMOTE FAIRNESS AND DIGNITY AT WORK to FOSTER and PROMOTE CIVILITY and RESPECT and eliminate workplace bullying

Compare with the Bullying Power and Control Wheel to help identify areas where you can make change. Set a goal, make a realistic plan, implement the plan with a timeline, evaluate effectiveness and maintain the change

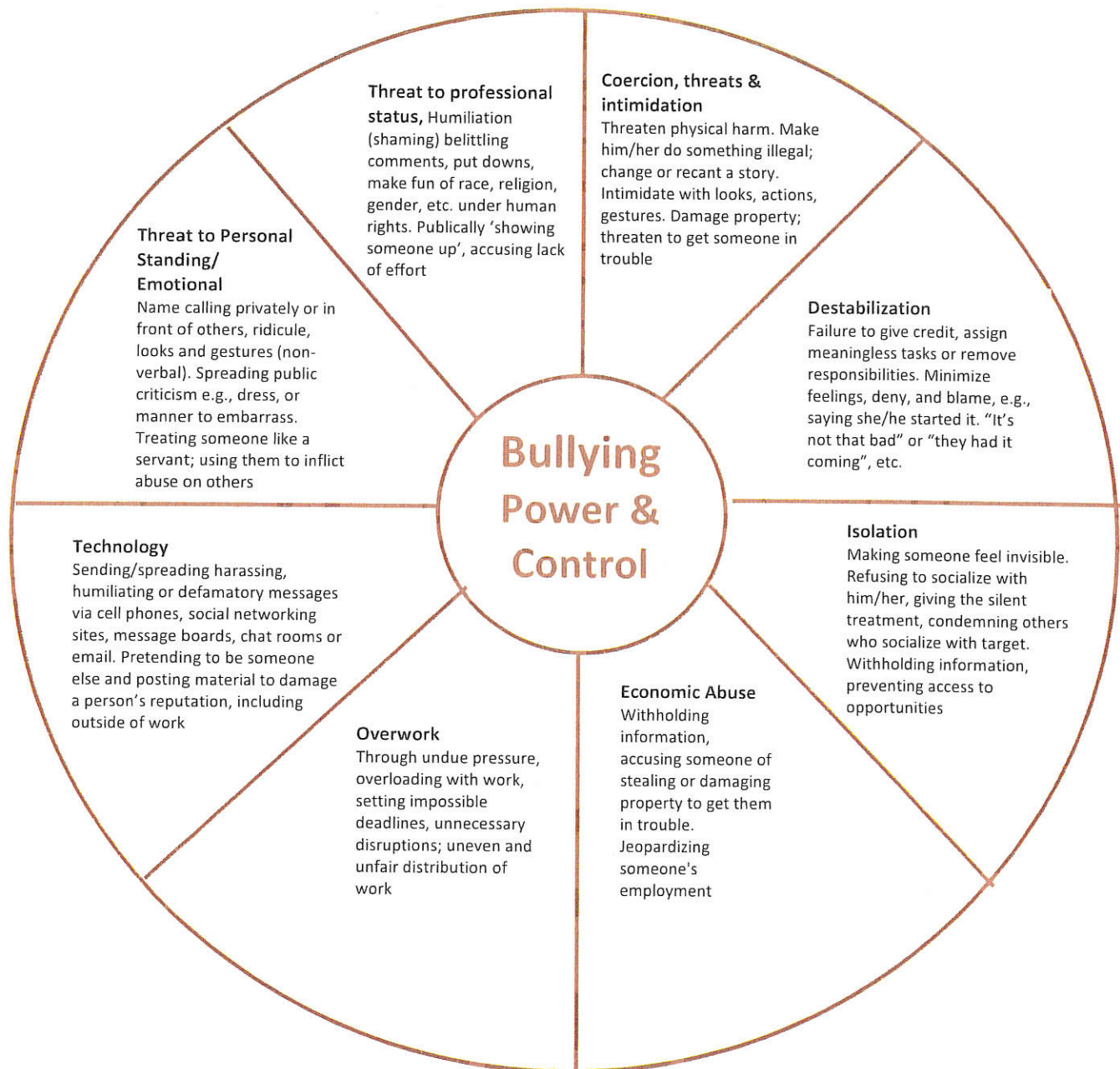


Follow us on Twitter@bullyfreeCanada
Email: scoldwell@bullyfreeworkplaces.ca



WORKPLACE BULLYING is about POWER AND CONTROL

Bullying is a **repeated** and **persistent pattern** of behaviour whether intentional or unintentional which becomes worse over time. It occurs with an **imbalance of power** or a perceived imbalance of power, such that the target has difficulty defending themselves; it undermines the credibility, effectiveness and personal well-being of the target, and impacts bystanders. Because of the imbalance of power mediation is not recommended as an intervention to remedy the situation. Behaviour may be passive, passive-aggressive or aggressive.



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