



Employee Newsletter

Oct-December 2015

Message from the HEA

CHRISTMAS is just around the corner and we wish everyone a joyful and safe holiday season!!!

Here's hoping we do not get hammered with snow in the new year (2016) , like we did in January 2015!

This is our 4th and final Newsletter of 2015 and we hope all of you are finding the information useful.

We encourage Local 269, 1341 and 1825 to use this as a tool whenever possible.

We value your opinion and are open to any ideas you may have so let us know (902-422-4471) or hea@halifaxemp.ca what else you may like to see!!

Employee Assistance Program – CHANGE

Effective November 8, 2015 we changed our Employee and Family Assistance Provider.

The program we used was called "*inConfidence*" and the service was provided by Shepell-FGI. We moved to a new program provided by a company named ComPsych who is now offering the "*GuidanceResources Program*".

The new service is provided free of charge to all employees, their dependents and anyone living in their household. As in the past, this new program offers confidential counselling, information and resources for all of life challenges. Confidentiality and privacy as assured, within the limits of the law, to each employee and family member who access the "*GuidanceResources Program*".

The New Toll Free Number is: 1-855-232-2734

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- 6 **ATTACHMENT** - Notice re. Job Fair (All the details are provided in the Notice)

YOUR FEEDBACK:

Have something for the Employee Newsletter??

Send your comments or contributions to:

hea@halifaxemp.ca OR
902-422-4471

ComPsych Guidance Resources

At HEA, we are committed to helping you maintain your health and well-being – and that's why we provide you and your family with an Employee Assistance Program (EAP). Effective November 8, 2015 we have secured a new EAP provider – ComPsych Corporation.

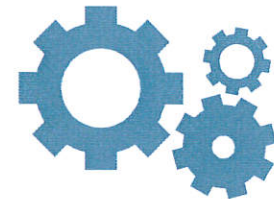
The EAP is an added benefit that gives you and your family confidential support, resources and information for personal and work-life issues.

WHAT THE EAP OFFERS:

- **Counselling** provides you and your family with support for an array of life challenges including, marital, relationship and family issues, stress, anxiety, depression, grief, loss, job pressures and substance abuse.
- **Work-life services** connects you with specialists who can provide qualified referrals and customized resources for child and elder care, moving pet care, post-secondary education planning, home repair, buying a car, planning an event, selling a house and more.
- **Legal Support Services** connects you with a licenced lawyer who can address your legal concerns such as divorce, custody, adoption, real estate, debt, immigration, bankruptcy, landlord/tenant issues, civil and criminal actions and more.
- **Financial information services** provides consultations with professionals to answer questions about budgeting, debt management, tax issues and other money concerns.
- **Wellness services** provide you and your family with tools and resources to help you make positive lifestyle changes.
- **Guidance Resources online** allows you to ask your questions and access timely, expert information on several topics – relationships, work, school, child and elder care, physical and financial wellness, legal issues and more.

AVAILABLE 24 HOURS A DAY, 7 DAYS A WEEK!

We encourage you to take some time to explore all the benefits that EAP can offer you and your family!



Did you know??

ComPsych Guidance Resources Program offers "Confidential" support, information and resources for all life's challenges.

CALL ANYTIME:
1-855-232-2734

Online:
guidanceresources.com

Employer ID: InfoMercer

Take Charge of your health: The wellness services includes health coaching from certified health coaches by phone on:

- Nutrition
- Exercise
- Weight loss
- Smoking cessation

Take Your Kid to Work Day

Once again the "Take Your Kid to Work Day" which took place on Wednesday, November 4, 2015 was a **HUGE** success!! A big thank you to all the Employers, Kevin McCabe, Brad McCrate and Kevin Smith for their time, patience and expertise! We had nine (9) Grade 9 students and they appeared to have thoroughly enjoyed the day!! No one left empty handed! Each child received an ILA Sweater, HEA T-Shirt, Logistec bag and pens, Halterm hats and a goody bag from Sweet Janes's from Ceres.





Lonita is a Canadian Registered Safety Professional (CRSP) who has worked in the offshore oil and gas industry for over 10 years. She started her safety career in exploration, moved on to drilling and later marine, where she supported subsea heavy lift barge activities and cable/pipe lay operations.

Lonita has worked in several occupational health & safety roles in the federal jurisdiction, as well as at an international level. Lonita joined Halterm in May of 2015.

**Meet Halterm's Health & Safety,
Security and Environment (HSSE)
Manager**

NEW CARDBOARD IS BEING HIRED **JOB FAIR AT THE CUNARD CENTRE ON NOVEMBER 23 & 24, 2015**

The Halifax Longshoremen's Association, Local 269 (ILA) and the Halifax Employers Association (HEA) are looking for up to approximately fifty (50) persons to work in the longshoring industry in the Port of Halifax. We are holding a Job Fair on November 23 & 24, 2015 at the Cunard Center which is located on Terminal Road (by Pier 21 & 22) from 10 am – 4 pm each day. This will allow potential applicants to make an informed decision regarding the type of employment we offer and whether they truly want to apply. **PLEASE SEE THE ATTACHED JOB FAIR NOTICE WHICH OUTLINES ALL THE PARTICULAR DETAILS.**

YTD SEPTEMBER 2015 – RESULTS

YTD	Sept 2014		Sept 2015		% Change
Tonnage	2,824,226		2,804,053		-0.7
Hours Worked	488,173		504,153		3.2

Retirements 2015

We only had 9 retirements this year:

Richard Comeau	2015
Joseph Grandy	2015
Bernard Kulanek	2015
Allan Clarke	2015
Shane Campbell	2015
Frank Carter	2015
David Duann	2015
Kirk Holley	2015
Francis LeRue	2015

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 Donald Eddy passed away October 3, 2015. Donald was a true gentleman, always very polite and greeted people with a smile.

We send our condolences to his family & friends.

OCTOBER 2015

S	M	T	W	T	F	S
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NOVEMBER 2015

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22	23	24	25	26	27	28
29	30					

DECEMBER 2015

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20	21	22	23	24	25	26
27	28	29	30	31		

JOB FAIR

HAVE YOU EVER CONSIDERED EMPLOYMENT IN THE LONGSHORING INDUSTRY?

The Halifax Longshoremen's Association, Local 269 (ILA) and the Halifax Employers Association (HEA) are looking for up to approximately fifty (50) persons to work in the longshoring industry in the Port of Halifax. Upon successful completion of the selection process which includes testing, training, evaluations, etc... you will be eligible to start working in the longshoring industry, first as a Trainee and then as casual labour on a "Cardboard" dispatched from Local 269's Hiring Hall.

Find out what work in the longshoring industry is all about and see if it is right for you by coming to our **Job Fair on November 23 & 24, 2015** at the Cunard Center which is located on Terminal Road (by Pier 21 & 22) in Halifax **from 10 am – 4 pm each day**. This will allow potential applicants to make an informed decision regarding the type of employment we offer and whether you truly want to apply. Our industry is quite unique in many respects. There is no guarantee of work and no set schedule, and the work involved can be very physically demanding but it is also financially very rewarding and provides a lot of flexibility with respect to your work schedule as long as attendance requirements are fulfilled. All of this will be explained in great detail during the Job Fair.

Application forms/packages will **only** be available during the Job Fair for those who want to apply. **IN ORDER TO RECEIVE AN APPLICATION PACKAGE YOU MUST PROVIDE PHOTO ID. PLEASE BE ADVISED WE WILL ONLY ACCEPT APPLICATIONS FROM THE PEOPLE WHO ATTEND THE JOB FAIR**. After the Job Fair, completed applications must be returned to the ILA Local 269 Union office at 5220 Morris Street, Halifax, either in person or by registered mail by **Friday, December 4, 2015**.

Part of the application process is submitting a copy of your Grade 12 completion certificate or proof of education equivalent to Grade 12, photocopy of your driver's license and a recent driver's abstract. Applications will be held on file for six (6) months.

Applicants who meet the definition under the Employment Equity Act as a member of a designated group, namely aboriginal peoples, members of visible minorities, persons with disabilities and women are encouraged to apply.