



IUOE LOCAL 727 MEMBER UPDATE

Dear Sisters and Brothers,

I would like to provide members with an update on several important matters affecting our Local. As always, thank you for your continued professionalism, dedication, and commitment to serving the people of Nova Scotia.

Bill 148

I know many members are anxiously awaiting an update regarding Bill 148. While we understand the desire for answers, there is a legal process that must unfold following the court ruling in favour of the unions involved in the fight to repeal the legislation and restore the collective bargaining rights that were suppressed during that period.

The Province of Nova Scotia has one year from the court's decision to appeal the ruling. Whether the government chooses to appeal or instead enters into negotiations with the affected unions remains to be seen.

At present, the legal counsel who successfully represented us in this case continues to keep us informed of any developments. However, it is important for all members to understand that this process will take a considerable amount of time. We remain committed to keeping you informed and will provide updates as soon as we receive any new information.

Discipline

I would like to address two important areas where discipline continues to be a concern: policy violations involving the use of spotters and policy violations involving overspeed.

Both of these issues are fundamentally about safety.

When backing a unit, failing to utilize a spotter can result in collisions with vehicles, objects, or, most importantly, people. Such incidents can lead to serious injury or even loss of life. I strongly encourage all members to utilize a spotter whenever required. As a union, we are concerned first and foremost with your safety, while also wanting to ensure that members avoid unnecessary disciplinary meetings.

Overspeed violations are another growing concern. Not only do these incidents represent non-compliance with established policy, but the speeds involved are often significantly higher than acceptable limits and create substantial safety risks.

I understand that some responses involve long travel distances and serious emergencies. However, excessive speed increases the likelihood of a vehicle incident, and any loss of control can have devastating consequences. Serious injury or death could occur to crew members, patients, members of the public, or others on the roadway. Additionally, if a vehicle is involved in a collision while responding to a critical call, the patient awaiting care will ultimately experience a longer delay in receiving assistance.

Your safety is a major concern for our union and a personal priority for me as your Business Manager. Please continue to practice safe operating procedures at all times and make safety your first consideration on every shift.

Respectful Workplace

One of the most rewarding aspects of my position is receiving positive feedback about the outstanding work our members perform each and every day. Often working under difficult and stressful circumstances, our members consistently demonstrate professionalism, compassion, and excellence in patient care. Having worked alongside many of you, I know firsthand that our members are among the very best at what they do.

However, after leaving a patient and returning to service, we sometimes encounter situations involving workplace conflict or inappropriate interactions between co-workers.

We all experience long shifts, demanding workloads, and challenging situations. Partners will not always agree on every subject, but we must continue to respect one another's opinions and remain mindful of our conversations and conduct.

The reality is that we never truly know what another person may be dealing with in their personal life. Family challenges, workplace pressures, financial commitments, health concerns, and countless other factors can affect someone's well-being. Everyone has difficult days from time to time.



Nova Scotia Paramedics

International Union of Operating Engineers
Local 727

I encourage all members to be supportive of one another and to approach their colleagues with patience, understanding, and respect. In many ways, we are more like family than anything else. Whenever one of our own requires assistance, we respond with compassion, concern, and professionalism. We should strive to bring that same attitude to our daily interactions with each other.

If you are feeling pressure, stress, or struggling with your mental health, please reach out for support. There are a variety of programs available to assist members, and our Collective Agreement provides a \$2,500 mental health benefit. Seeking help should never carry a stigma. It does not define who you are as a person. Sometimes speaking with a professional can provide valuable tools and strategies to help us better manage the challenges of everyday life.

In closing, please continue to look after yourselves and each other. Stay safe, support your fellow members, and make time to enjoy life with your families and loved ones. We only have one life to live, and it is important that we take care of ourselves and those around us.

In Solidarity,

Kevin MacMullin

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