

# Personnel Policy Revamped

By Maurice Rees

At Colchester's Committee Meeting on April 13, amendments to Personnel Policy was the first item of business. Amendments were confined to the following areas: 6.16 Storm Days; 6.11 Bereavement Leave; 6.21 Wearing of Work Clothing and Safety Equipment; 6.17 Group Pension Plan; 6.23 Non-Uniforms, Uniforms, and Identification; and 6.24 Wellness Program. The recommended policy revisions listed are consistent and in line with the Collective Agreement:

**6.16 Storm Days:** Paragraph 11 incorporates language that aligns with the new collective agreement relative to outlin-

ing administrative procedures when the municipal office at 1 Church Street is closed due to inclement weather. Additional policy amendments include housekeeping items and a name change of the policy from Storm Days to Inclement Weather Conditions to better align with the content in the policy.

**6.11 Bereavement Leave:** Incorporates language that aligns with the collective agreement. The changes include bereavement leave up to 7 days off with pay following the death of a grandmother and grandfather, and 5 days off with pay following the death of sister-in-law, brother-in-law,

son-in-law, and daughter-in-law.

**6.21 Wearing of Work Clothing and Safety Equipment:** Incorporates language that aligns with the collective agreement. The changes identify occupational health and safety high visibility clothing to be worn by employees, and an increase in the contribution of safety footwear from a maximum of \$250 to \$300, and from a maximum of \$100 to \$200 for prescription safety glasses.

**6.17 Group Pension Plan:** The language aligns with the collective agreement and includes language relative to the Public Service Superannuation Pension Plan (PSSP).

**6.24 Wellness Program:**

This policy applies to both non-unionized and unionized employees. In addition to housekeeping changes, staff is recommending an increase in financial support for active living and well-being assistance reimbursement, up to a maximum of \$300 from \$200 annually. Based on current high cost of living conditions, and to encourage and promote employee well-being initiatives, staff considers the increase to be equitable.

**6.23 Non-Uniforms, Uniforms, and Identification:** This policy applies to both non-unionized and unionized employees. The revisions included are primarily housekeeping changes that incorporate the Municipality's logo and the selection of color options for non-uniform clothing.

**RESOURCES IMPLICATIONS**

- Financial implications of \$12,700:
- Safety footwear increase of \$50 per 100 employees
- Prescription safety glasses of \$100 per approx. 2 employees (number based on yearly utilization)
- Wellness Program increase of \$100 per approx. 75 employees (number based on yearly wellness program utilization) - Passed no objections

## The Shoreline Tid-Bits

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**Improving Care for Nova Scotians**

The Province is working to improve healthcare for Transgender, Gender-Diverse and Intersex people, who have struggled to get the supportive healthcare they need. Budget 2023-24 includes \$1.7 million more in funding for gender-affirming surgeries, which will allow up to 380 people to receive surgery that helps their physical appearance align with their gender identity. Last year, 118 people received this surgery. The budget also includes \$368,000 in new funding to expand prideHealth across the province. PrideHealth supports primary healthcare for members of the two-spirit, lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual (2SLGBTQIA+) community. It also provides resources to Nova Scotia Health and IWK Health staff. The prideHealth budget will increase to \$803,000 in 2024-25.

**Nominations Open for 2023 Community Spirit Award**

Starting April 3, Nova Scotians can show their community pride by submitting nominations for the 2023 Lieutenant-Governor's Community Spirit Award. The Department of Communities, Culture, Tourism and Heritage administers the award. Up to four community recipients are chosen by a selection committee based on the award's criteria. "The Lieutenant-Governor's Community Spirit Award raises awareness of the many diverse communities we have in Nova Scotia and highlights the unique strength and pride of community members," said Pat Dunn, Minister of Communities, Culture, Tourism and Heritage. "This award recognizes communities that create positive environments for all citizens' benefit." The deadline to submit a nomination is Monday, May 15, at 11:59 p.m. Applications can be found online at: <https://cch.novascotia.ca/investing-in-our-future/community-spirit-award>

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## New Chamber Members for April

The following are new members to the Truro & Colchester Chamber of Commerce for month of April:

**PropertyGuys.com**

Toni Kennedy & Mark MacLellan  
Listing service: Listing your home/ land/ commercial building on our National PropertyGuys.com website, realtor.ca/MLS, view-point.ca and exclusive PropertGuys.com social media network.

Realtor services: Realtor services are now available to buyers and sellers. Our realtor does everything an agent does but at a fraction of the cost.

391 Shortts Lake West Rd; Brookfield, NS; Ph: 902-986-7777 or Ph: 855-860-7812

**Red Knot Bakery**

Located in the heart of Truro NS, Red Knot Bakery is known for our variety of sourdough bread and delicate, flaky French croissants. This

business started as a small market stand in the summer of 2015 and has not stopped growing since. Enjoy a latte with a pain au chocolat on your way to work or drop in for a bowl of our freshly made soup du jour and sandwich special!

141 Esplanade Street; Truro, NS; Ph: 902-843-6010

**Ashton's Greenhouse**

We make gardening easy! We are so excited to be opening on Saturday, May 6th for the 2023 season with a greatly expanded range of perennials and Summer Bedding Plants.

Visit our Woodland walk through beautiful forest and along a river - the walk opens during May and remains open until our season ends - Free Entry.

Bringing Atlantic Gardens to Life - Think Ashton's for Inspiration

125 Upper River John Rd; Tatamagouche, NS; Ph: 902-324-3429

**News from our Provincial Council**

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of, (I will never be able to frame this as well as they did), social, recreational opportunities or possibly better ways to include or empower them. For me, it was one of those moments!

Our youth are our future! I believe the community of Portapique, in their efforts to move on, have recognized this. As your MLA I am going to make this a priority over the coming months, I will be reaching out to our local Municipal Councillors as well as to community members to work as a team to support the youth who are the future of our communities.


I also wish to comment about the Commission's report and recommendations. I am in the process of reading and trying to understand them. I have had calls/ comments as to why I have not been making public comments. I have turned down many media requests. Please do not mistake that as any kind of change in my support or opinions. There is no doubt, I previously made my feelings and opinions know and have absolutely no regrets, my views have not changed. The commission made 130 recommendations. Many will have a very significant impact on our

communities and how we move forward with healing and community safety. I am in a very unique and I feel privileged position where I am a part of Government that will be making decisions on how and when these recommendations are implemented. I have a role and a voice in that government, that is, and will be heard. I will do my work and I will support our communities within that Government.

Enjoy the spring and stay safe.

Tom  
**Tom Taggart, MLA Colchester North can be reached at: tom.taggartmla@gmail.com (0): 902-641-2335**

*Live Right* 1114 Highway 2, Five Islands Nova Scotia  
**Pet Supplies** Open every day from 10:00 a.m. to 7:00 p.m.  
We have Lifetime, Fromm, Canadian Naturals, Pulsar, & Oven Baked. All with the same Frequent Buyer Program as the big chain stores. Bring us their FB card & we will carry it on to your free bag. We have feed for Chickens, geese/ducks, goats, hogs & rabbits. We have oats, barley, beet pulp, alfalfa/timothy cubes & Corn. And a large variety of Bird seeds & feeders  
Call 902-613-9898 to check stock levels.



## What's in your well water?

Safe water is essential for a healthy home.



Bacteria, viruses, and parasites can make their way into your well water and can make you and your family sick. In addition, long-term exposure to unsafe levels of naturally occurring chemicals such as arsenic, uranium, lead and manganese can cause serious health effects.

**How often should I test my well water?**

Testing should be done every six months for bacteria and every two years for chemical contaminants.

**How do I take a sample?**

Pick up testing bottles from a local hospital or water testing laboratory and follow their instructions for collecting and dropping off samples.

**What contaminants should I look out for?**

Bacteria, arsenic, uranium, lead, and manganese are some of the main concerns that can have short and long-term health effects, especially for children and pregnant women.

For more information on testing well water, visit [NovaScotia.ca/Well-Water-Testing](https://NovaScotia.ca/Well-Water-Testing)



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