



Good Afternoon,

We are sending this out to all of those affected by Nova Scotia Health's plan to contract out Health Information Systems work to **Iron Mountain**.

CUPE 8920 is very disappointed that NSH intends to contract out your work to a multinational company. We want to assure you that we are in your corner. CUPE 8920 will do everything that can be done to protect you and the work you do.

At a time where government has been lauding our healthcare heroes, this move certainly is a slap in the face to all of you. CUPE 8920 is fighting this plan. We believe the work you do is incredibly valuable, and that it is not in Nova Scotians' best interest to allow a private company to take over our citizens' health records management.

For the past few weeks, the unions have been gathering information about this initiative and lobbying government to stop NSH from contracting out good, public sector jobs (many of which are in rural communities) and handing it over to Iron Mountain.

It is important to note that the unions have informed the employer that it has not yet properly advised you of all your rights under the Job Security and Contracting out provisions of your collective agreement. The employer **must** offer all affected members **Transition Support Payments (TSP)** upon notification of contracting out.

TSP is an enhanced severance which must be offered to employees whose jobs are being contracted out, so that the employees may choose between the enhanced severance or a placement in a new position. For example, TSP may be a better option for an employee close to retirement. Here's how TSP works: each employee must be offered **4 weeks of pay for every year of service up to a maximum of 52 weeks**. The amount is **pro-rated for part time employees. Employees must be offered a minimum of 8 weeks TSP**.

The employer has an obligation to ensure placement in vacancies for all those who do not choose TSP.

In the coming weeks, CUPE 8920 will be launching a public campaign with NSGEU to raise awareness of this contracting out initiative and hope you will help us by speaking to your friends and family members and setting up meetings with your **MLA's**. Keep your eyes on your e-mail over the coming weeks for more information on actions you can take.

Under your collective agreement, the unions have the right to file a report to provide alternatives to contracting out to your employer. The unions are filing the report today.