



# Shawn Hanifen

for NSTU President



My roots began in Guysborough County and most of my family (4 of us are teachers) still resides in the community where I also enjoy much of my free time. In 1998, I transplanted to Halifax and began subbing at HRSB at all grade levels and subjects. After 2 years substituting, receiving my first term position in 2000. Continuing to teach junior high for a decade. Then 10 more years as an elementary physical education specialist.

Currently, my involvement in the NSTU has been as the local president for Halifax County. The local represents approximately 2200 members in urban, suburban, and rural settings. The geographic area spreads from Hubbards to Sheet Harbour and includes close to 90 schools in between. The enrollment for these schools' ranges from 35 to 1600 students, with teaching staffs that range from 2 to over 70. Each school has its own diverse needs and challenges.

The education system in Nova Scotia is entering into a crisis. Teachers in our system have increasing workloads and deteriorating working conditions that are leading to toxic stress and burnout. We need real changes to marking and prep time, teacher expectations, and the complexities of our jobs; and members

need the ability to have a work-life balance. Other jurisdictions and provinces receive much more (some double) the current prep time given to teachers in Nova Scotia. Our teachers need and deserve more of this valuable resource.

The additional hires from increases to prep also have enhanced supplemental benefits that can strengthen our pension (improving the ratio of working-to-retired members from the current 0.94) by getting that ratio back over 1.0. Over the past 15 years we have watched that ratio in our Plan steadily decline (1.33 down to our current level of 0.94), while watching other provinces like Ontario increase their prep time and obtain a healthy ratio of 1.2 working member-to-retiree. With our increased prep time in the last contract, we still fall behind the standards Ontario set in the early 2000's and well below their most recent increases. Successive governments have been left off the hook in this regard for both our workload/working conditions and pension health.

Our current recruitment and retainment void requires additional supports, and sooner rather than later. If this is not addressed immediately, we will continue to lose colleagues in our profession and see a continued decrease in the number of new teachers entering. And we are quickly approaching a breaking point.

Salaries that reflect the education, training and current fiscal environment are the front-side of recruitment and retainment. Even the government has acknowledged this important

aspect, albeit in healthcare with immediate increases to salary. Having two decades of NSTU experience and proven advocacy for teachers is critical to put Education on par. As a former provincial executive member, I advocated on behalf of members regarding salary that reflects cost of living adjustments (COLA) since 2015, which is now, in 2022, is the fundamental call by national unions like UNIFOR and CUPE; as well as some of our fellow teacher organizations. That experience and knowledge will be critical for our own organization moving forward.

As local president, I have spent the past two years assisting members daily with their school-based, contractual, working conditions and pandemic concerns. That gained knowledge and experience is vital for the next Provincial President. One of the most important aspects of my current position is communication. Communication with members, central NSTU, and outside departments and agencies. Being able to not only bring forward the concerns of teachers but also enable the process to have them addressed and the advocacy to reach out to the decision makers is a major plus. One aspect that the pandemic demonstrated is the need to "think outside the box" on behalf of members.

Please vote for me to engage in that process on behalf of Nova Scotia teachers. As your NSTU President for 9300 strong, it is my commitment to be that leader for change.

Connect with Shawn / Connectez-vous avec Shawn

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<https://sehanifen.wixsite.com/website-2>

## TESTIMONIALS

*I rarely come across fellow union members with as thorough an understanding of the “system” as Shawn. Not only is he a stand-up colleague, Shawn goes above and beyond to advocate for coworkers and those he represents as the current Halifax County Local President. He has demonstrated extensive union participation over the years and a commitment to articulating teacher issues publicly. Personally, I appreciated his ability to actively support and file a working conditions grievance which increased our school team by two full-time teaching staff. This was an incredible support for our entire school team and community. Shawn’s accessibility, advocacy and willingness to help colleagues demonstrates his exemplary leadership skills and unwavering commitment to those he represents. I believe that, as union president, he will be able to “take the government to task” during our next set of contract negotiations. He is honest, straightforward, hard working and a vocal leader that is willing to stand up for the rights of teachers in our province!*

— Rebecca Taylor, Bedford South School

*I have known Shawn Hanifen for many years and have witnessed his diligent work at the local, regional and provincial levels within the NSTU. He currently sits as the Halifax County Local President, serving approximately 2200 members. Shawn brings an in-depth knowledge and understanding of procedures, policies, contracts and laws as they apply to teachers & the profession. He is extremely approachable, compassionate and actively listens to the concerns & needs of members. Furthermore, Shawn is skilled at viewing issues from a variety of perspectives and educational levels; and he offers viable solutions.*

*Two words come to mind when I think of Shawn Hanifen: humility & strength. Never boastful, he has the mindset of ‘we’ and not ‘me’. And to that end, he stands as a prime example of a strong service leader. The NSTU can find no stronger leader that will serve and champion the rights & working conditions of teachers. I will be voting Shawn Hanifen for NSTU Provincial President on May 25 and I encourage you to do the same!*

— Jason Jennings MAL Nominations Halifax County

*Without a doubt, Shawn Hanifen is the most qualified person to run for NSTU president. As a teacher, a member of the NSTU provincial executive, and now a local president, Shawn has done it all. In all he does, Shawn exemplifies honesty, fairness, and thoughtfulness. Shawn will use those qualities to bring a voice of reason and experience to the provincial executive table. We need Shawn. Shawn needs you. Vote for Shawn Hanifen for NSTU president.*

— Ian K. Comeau  
CSANE

## NSTU Priorities/ Priorités de la NSTU

- Advocacy for Members and the Profession/ Plaidoyer pour les membres et la profession
- Working Conditions/ Conditions de travail
- Salary and Benefits/ Salaire et avantages sociaux
- Promote Quality Public Education/ Promouvoir une éducation publique de qualité

## NSTU Experience

### Local

- Local President Halifax County
- First VP Halifax County
- VP of Public Affairs-Public Relations Halifax City
- MAL of Public Affairs-Public Relations Halifax City
- School Rep for Bedford South, Gorsebrook, Brookside and St. Catherine's sites

### Regional

- Chair of Halifax Regional Representative Council
- Regional Grievance Chair
- Chair of Economic Welfare
- Member of HRRC and committees

### Provincial

- Provincial Executive Member
- Shenoroil committee
- Public Affairs committee
- APSEA Liaison
- John Huntley Participant
- Summer Leadership
- Annual Council Delegate

### Media

- Articles in LocalXpress and Saltwire (Herald, CB Post and NG News)
- Interviewed by News 95.7
- Interviewed by Global News
- Article carried in the Rank and File (Unionist Media)

**On May 25<sup>th</sup> Vote Shawn Hanifen NSTU President/  
Le 25 mai Votez Shawn Hanifen NSTU Président**