



Triennial Convention [p.4](#)



Key Convention Resolutions [p.6](#)



Feedback from Delegates [p.8](#)



THE NO-ON STAND

A PUBLICATION OF THE N.S. GOVERNMENT & GENERAL EMPLOYEES UNION

SUMMER 2016

MESSAGE FROM THE PRESIDENT



Newly elected President Jason MacLean spoke to delegates during NSGEU Convention in May, 2016.

Sisters, Brothers and friends within our union family,

It is an honour to write this first message to you as your President. For those of you who don't know me, I am a Correctional Officer and member of Local 480C, as well as a dedicated trade unionist who has taken leadership roles with the NSGEU for the past 10 years.

Born and raised in Whitney Pier, I've always understood and appreciated the important role unions play in our society. Perhaps because of that, I was keen to get involved with my union – the NSGEU – as soon as I started working as a Correctional Officer almost 21 years ago. But I found there was an "old guard" of leadership in my local that kept new members from taking a more active role within the union. That changed when new leaders took the helm of the local, and I soon became a Local Steward. From there, I continued to learn and move through the ranks. I know there can be barriers to getting involved in the union, and I want to help break down those barriers.

Based on my own experience, I'd like to take this opportunity to encourage you to get active with the NSGEU. We need members to get involved and take on leadership roles as we move forward into this next chapter. We all know that your time is precious, so any level of commitment – even coming out to your next local meeting – is a great first step, and is greatly appreciated.

I ask you this because your union is going to need you now more than ever as we move forward with the direction given at our Triennial Convention in May. In the face of ongoing attacks our members have faced from the provincial Liberal

government, delegates voted unanimously that the NSGEU should take all necessary measures to defeat Liberal MLAs in the next general election.

Now, this is a pretty significant step for the NSGEU to take. We are a non-partisan union, which means that – contrary to popular belief – we do not support any political party. However, our Constitution allows us to "oppose a government or party which advocates or implements measures harmful to the members." I'd say that all of the pieces of legislation this Liberal government has forced through the legislature – Bill 30, Bill 37, Bill 1, Bill 100, and Bill 148 – pose a definite threat to our membership.

So, with a provincial election looming, we will be mobilizing members to ensure this government is reminded there are consequences for attacking the rights of working Nova Scotians. We'll be asking each and every one of our members to take on a role with this campaign: whether it's something as simple as speaking to their family, friends and neighbours; setting up a meeting with your MLA; or joining an information rally in your area. There will be opportunities for you to get involved and make a difference, and I really hope you choose to step up and get involved. I know, first-hand, how empowering it can be to get involved with your union.

In the fall, we'll likely be very busy getting to the bargaining table for many of our locals, trying to ensure we get the best possible collective agreements in all sectors. We appreciate your ongoing patience and confidence as we navigate what has proven to be a very difficult bargaining climate. I also will be making an effort to get out to as many local meetings as possible during this time, so I have an opportunity to meet as many members as possible, and hear about the issues you are facing in the workplace.

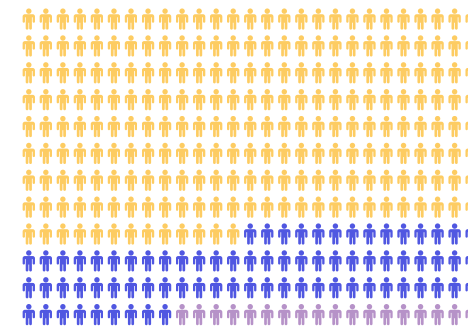
Once again, I am honoured to serve as your President, and appreciate the work you do, delivering the public services Nova Scotians rely on. I look forward to working together to make improvements in your working lives over the next three years.

In solidarity,

Jason MacLean
President, NSGEU

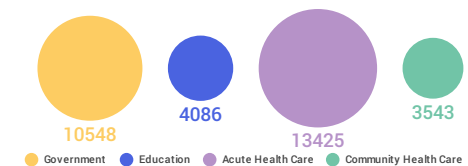
NSGEU

The largest public sector union in Nova Scotia, we represent 31,602 working women and men:



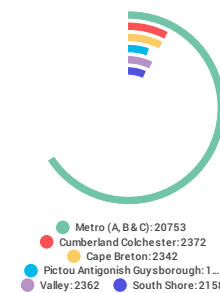
● Women ● Men ● Did not disclose

They work in four main sectors: Government, Education, Acute Health Care & Community Health Care



81
The # of collective agreements NSGEU services on behalf of its membership

Our members live & work in communities throughout the province: HRM, Cumberland Colchester, Cape Breton, Pictou Antigonish Guysborough, the Valley and South Shore:



CONNECT WITH US!

We want to hear from our members. If you have thoughts on this issue of The Stand, or ongoing union issues, send us your feedback! You can email us at inquiry@nsgeu.ca or connect with us:

- facebook.com/NSGEU
- @NSGEU @JMACL3AN

FEATURES

- 4 **TRIENNIAL CONVENTION** A look at NSGEU's 2016 Convention
- 6 **RESOLUTIONS FROM CONVENTION** Delegates give direction for our next 3 years
- 8 **CONVENTION FEEDBACK** What first time delegates had to say about their convention
- 10 **DELEGATES PLEDGE SUPPORT** Cancer Support Fund gets more support for members this fall
- 11 **MEET YOUR PRESIDENT** A look at the life of NSGEU's new President Jason MacLean
- 12 **NAOSH WEEK** NSGEU hosts Occupational Health & Safety Conference
- 13 **BULLY-FREE WORKPLACES** What the program can do for you!
- 16 **FALL EDUCATION** Course offerings

NSGEU TWEETS

Dave Wilson (@DaveWilsonMLA)
Hiring out-of-province nurses cost government \$900K in less than a year [cbc.ca/1.3618727](https://www.cbc.ca/1.3618727) #nspoli #nshealthcc:@NSGEU

Tony Tracy (@Tony_Tracy)
Congrats also to @NSGEU's @JMACL3AN on being elected@NS_Labour 1st VP & Hugh Gillis on being elected Secretary-Treasurer. #NSpoli #canlab

Jamie Kass (@jamielass123)
Quite a trade union feminist leader in NSGEU's Joan Jessome. Thanks for leading some great struggles. @NSGEU@NUPGE

Ben Sichel (@bsichel)
@NSGEU calls for equitable approach to collective bargaining: nsgeu.ca/media-release-... #canlab #nspoli

FireHouse Ironworks (@FireHouseIron)
Thanks Jason MacLean from @NSGEU for talking about our park here in Whycomagh. Another bad decision by Steve McHarper

THE STAND

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2016 Triennial Convention

By Holly Fraughton

The tone of the NSGEU's 2016 Triennial Convention was hopeful and empowering, as more than 319 voting delegates from every corner of the province came together to discuss the challenges we've faced as a union over the past three years, and the ones that are sure to be ahead of us.

We were thrilled to welcome 170 first-time voting delegates – approximately 55 per cent of the total number of voting delegates – to their first NSGEU Convention (please see page 8 for some of their feedback).

Convention opened with the presentation of outgoing President Joan Jessome's final Report to Convention, in both video and print form. This report chronicled the tumultuous three years of attacks the union has sustained by the Liberal government, from which the union has emerged strong and united.

After screening the video and tabling her report, delegates lined up at the microphone to make emotional tributes and show their appreciation for the leadership Jessome has shown during this particularly difficult time in the union's history.

Joan thanked delegates for their kind words, stating that "there's not been a day in the past 17 years that I've not wanted to go to work," adding that it has been a privilege and honour to represent the NSGEU members, and defend workers' rights and public services.

Afterwards, we moved on to deal with the business of Convention.

Constitutional Amendments were one of the first items on the agenda for the 2016 Convention. These amendments require a vote of 66.6% to pass, with delegates voting on the recommendation of the Constitutional Resolutions Committee.

A total of seven amendments were presented, with just

one carried: delegates voted unanimously to update NSGEU's Constitution to reflect an update to the Nova Scotia Human Rights Act, which recognizes both gender and gender expression in the list of characteristics against which discrimination is prohibited. One delegate who spoke in favour of the recommendation pointed out that for someone who is trans/gender nonconforming and not familiar with the union, it makes a huge difference to see inclusive language in our Constitution, because it lets them know that our union is welcoming to trans individuals.

Significantly, delegates dealt with a number of key Political Action resolutions that are designed to empower the union to fight back against the Liberal government's ongoing austerity agenda.

"Even Savage wasn't as bad as McNeil's been, and that's saying something!" Jessome reminded delegates.

Resolution 16-23 will empower the NSGEU to

take necessary measures to defeat McNeil Liberal MLAs in next general election by strengthening our Political Action Committees and building regional campaigns to mobilize members and the public to defeat key candidates where incumbent Liberal MLAs are most vulnerable.

Delegates all spoke strongly in favour of this important resolution, pointing to the success we have had fighting privatization and contracting out so far.

Others pointed out the importance of reminding the public that NSGEU members also make significant contributions: "We aren't just civil servants: we're taxpayers! We pay in! Our taxes get taken out just like their taxes taken out," one delegate said.

Past President Jessome also spoke to the importance of delegates leaving Convention and making sure they all engage in these campaigns, and spread the word to their

family and friends.

"If (McNeil) comes in and there's no consequence to them, then he's got a green light to do whatever he wants ... You have to show up, and you have to send them a message!"

In the weeks leading up to Convention, the provincial Liberals backed away from speaking about issues like privatization and taking away the long service award, because they are in all likelihood gearing up for an election. But if the Liberals are elected with a majority again, they will come after us at the beginning of their next mandate in full force. By strategically targeting certain seats, we can ensure these MLAs understand there are consequences for taking away workers' rights.

Another significant Political Action resolution (Resolution 16-24) was also passed unanimously by delegates. It states that all NSGEU bargaining committees shall refuse to voluntarily accept any offer from employers covered by Bill 148, including the Liberal government's objective of a four-year wage pattern of 0, 0, 1, 1.5 & 0.5 per cent and the prohibition of accrual of retirement allowance benefits after April 1, 2015.

There were also two resolutions passed that are designed to ensure our home support and continuing care services are strengthened and protected from privatization. Many delegates spoke about their own personal experience needing home support services for their loved ones, and called on

their fellow delegates to support this valuable work: "These are all matters of dignity, respect and life," one delegate stated.

Additional resolutions were passed to allow the union to take immediate and direct action against privatization of public services, to work with other unions to take all necessary actions to promote interest of all members in political process, and to launch the "Nova Scotia Families Coalition" with other unions to speak out for fair and equitable treatment of families by the Provincial government.

There was also much support expressed from delegates to lobby government to provide an update on the status of existing Mental Health & Addictions Strategy and make a commitment for creation of a future strategy.

A variety of other significant resolutions were passed, such as a motion to include new language in collective agreements stating that they have been signed on unceded Mi'kmaq territory, and to bring public awareness to violence members encounter from residents, patients, clients, students and other in the workplace.

Finally, during the final day of Convention, a new Executive team – consisting of President, 1st, 2nd and 3rd Vice-Presidents, and Secretary-Treasurer – was elected by delegates.

President elect Jason MacLean said in his acceptance speech, "I am incredibly honoured to serve as President of the NSGEU."



1st Vice President Sandra Mullen speaks to members at Convention.



(Above) The Education Committee presents their report to delegates at Convention. (Below) NSGEU member Christine Warren of Local 83 speaks to delegates.



“We span this province, Sisters and Brothers, and we’re going to show the rest of Nova Scotia who NSGEU and show the diversity we have in this union,” MacLean told delegates, “I don’t want us to be apologetic for who we are and what we do, the wages we make and the pensions we have. I want us to say, ‘yeah, we have that, and you want to have it too,’ and I want us to be able to inspire the rest of Nova Scotians to be union members.”

Sandra Mullen, a Licensing Officer with the Department of Community Services in Yarmouth, was elected as 1st Vice-President; Shawna Boudreau, a Registered Nurse for the Nova Scotia Health Authority, was elected as 2nd Vice-President; Kim Jenkins, an Administrative Assistant with the IWK and Utility Worker with the Nova Scotia Health Authority was elected as 3rd Vice-President; and Darren McPhee, a Community Care Worker for the Department of Community Services was acclaimed as Secretary-Treasurer.

FINANCE

Darren McPhee, Secretary Treasurer and Chair of the Finance Committee, reviewed the past three years of finance records with delegates (please see page 7 for statements). He stated “I believe we’ve come through one of the most difficult periods in NSGEU’s history,” adding that during these times of hardship, the committee has always been able to go to the Board and Executive to get the funds we needed to fight government attacks through campaigns and action.

GIVING BACK

At NSGEU’s 2016 Triennial Convention, delegates and board members made commitments to give back to a variety of important community causes. First, the Board of Directors held a meeting immediately before Convention kicked off, where Board members decided to donate \$10,000 on behalf of the membership to emergency relief efforts in Fort McMurray. Then, on Thursday morning, delegates voted in support of a motion to donate \$42,500 annually to a variety of non-profit organizations, including Feed Nova Scotia, Mental Health Coalition of Nova Scotia, Kid’s Help Line, Transition House Association of Nova Scotia, and AIDS Coalition of Nova Scotia. Finally, on Thursday afternoon, representatives from a wide range of NSGEU locals committed to donate a total of \$9,025 to the NSGEU’s Cancer Care Fund, which is a financial resource that NSGEU members can access if they or a family member is diagnosed with cancer (please see page 10 for more information on the Cancer Care Fund).

THE JOAN JESSOME SCHOLARSHIP

Delegates voted unanimously to support a resolution to name one of NSGEU’s unnamed member dependent scholarships in honour of past President Joan Jessome. ■

Resolutions from Convention

R-16-01
Yearly NSGEU Provincial Social Justice Fund Donations
\$14,000 Feed Nova Scotia
\$7,500 Mental Health Coalition of Nova Scotia
\$6,000 Kids Help Line
\$10,000 Transition Houses of Nova Scotia
\$5,000 Aids Coalition of Nova Scotia

R-16-20, R-16-21 & R-16-22
One of the currently unnamed member dependent scholarships will carry the name ‘Joan Jessome’ permanently and one will be increased to \$1500 from \$1000. All other member bursaries will be raised from \$750 to \$1000

R-16-23
NSGEU to take all necessary measures to defeat McNeil Liberal MLAs in the next general election

R-16-24
NSGEU Collective Bargaining Committees shall refuse to voluntarily accept any offer from employers covered by Bill 148

R-16-25, R-16-26 & R-16-27
NSGEU to continue to effectively campaign against McNeil’s privatization efforts in the Home Support sector and more broadly, and to fight for appropriate Continuing Care legislation

R-16-29
Launch a “Nova Scotia Families Coalition” to speak out in support of fair and equitable treatment of Nova Scotia families by the provincial government

R-16-30
NSGEU Nurses Council and others to push for an updated Mental Health and Addictions Strategy

R-16-35, R-16-36, R-16-37 & R-16-39
Enhance the role of NSGEU Stewards, Chief Stewards, Local Executives and volunteers

R-16-52
NSGEU Board of Directors strike an Ad-Hoc Disabilities Committee to increase understanding of the value of including people with disabilities within Nova Scotia’s workforce

R-16-54
NSGEU to propose language in all Collective Agreements that future Agreements have been signed on unceded Mi’kmaq territory

R-16-59
NSGEU will make it a priority to bargain contract language that recognizes and works to mitigate the toll domestic violence takes on a person, both at home and in the workplace

R-16-62 & R-16-64
NSGEU to continue to fight for an appropriately expanded CPP and National Pharmacare Program

Financial Statements

The following is a summary of the NSGEU Financial Statements as presented at the 2016 Convention. A copy of the full Audited Financial Report is available to members upon request.

NSGEU STATEMENT OF OPERATIONS FOR THE YEARS ENDED DECEMBER 31

	2015 ACTUAL \$	2014 ACTUAL \$	2013 ACTUAL \$
REVENUE			
Member Dues	15,591,929	15,644,141	14,835,011
Miscellaneous	138,534	373,068	1,854,864
TOTAL REVENUE	15,730,463	16,017,209	16,689,875
EXPENSES			
Wages and benefits	6,634,492	6,579,495	6,002,088
Staff travel	288,998	329,683	316,233
	6,923,490	6,909,178	6,318,321
NEGOTIATIONS AND SERVICING			
Arbitrations and grievances	1,878,737	1,573,729	2,279,393
Negotiations	546,389	342,064	717,781
Classification appeals and arbitrations	11,293	7,624	25,177
Organizing	2,907	14,681	51,780
Education	253,653	171,919	530,849
Communications and research	17,613	80,110	252,971
Health,safety and environment	90,039	91,526	40,044
Convention			580,315
Leadership symposium	39,786	168,922	
Defense fund	934,958	3,130,584	239,557
Defense fund investment			
	3,775,375	5,581,159	4,717,867
ADMINISTRATIVE AND FINANCIAL			
Rebates to locals	299,616	309,673	309,244
Meetings & provincial committees and councils	573,164	666,030	761,713
General and office	1,292,945	1,334,766	1,258,008
Affiliations	1,092,033	1,116,680	1,144,067
Building	735,974	572,825	349,034
Amortization	598,794	621,302	495,458
	4,592,526	4,621,276	4,317,524
PRESIDENTIAL			
Wages and benefits	162,475	158,893	154,929
Travel	8,669	11,412	8,793
	171,144	170,305	163,722
TOTAL EXPENSES	15,462,535	17,281,918	15,517,434
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	267,928	-1,264,709	1,172,441

Feedback from first time delegates



"As a first-time delegate, I didn't know what to expect. The level of professionalism, organization and comradery amongst everyone was astounding. Everybody treated everyone else with respect. The Convention, itself, was well-planned, ran very smoothly and on time. I was highly impressed and have already told my Local President that I fully intend to apply to be a delegate again in three years!"

Linda Richardson, Local 46



"... I was a first time Delegate at the 2016 Triennial Convention. I really enjoyed this experience and I feel honoured to have been able to be a part of Joan Jessome's last Convention as President as well as being able to take part in the election process of voting in our new President, Jason MacLean and other members of the Executive. I have a much better insight as to how the Union works after attending this Convention, and as a first time Delegate I felt overwhelmed with emotion as I listened to all the heartfelt messages to Joan as well as the members that decided to share their stories. I was able to take from this experience that NSGEU is just like one great big family and Jason MacLean has some pretty big shoes to fill but I believe that he won't let us down, just as Joan Jessome never has!"

Jessica Pelrine, Local 54



"Being a first-time delegate at Convention was an incredible experience which I would highly recommend to other members. It's a very democratic process and it truly is the members who provide direction to OUR union. I particularly liked Joan's speech where she urged the members to be proud that we are in the union! That we should be proud of the salaries we make! That we should be proud of the pensions and benefits we earn! Our clients are the people of Nova Scotia and we work very hard to provide those services!"

Janice Pottie, Local 1

"I found the Convention very motivating and I learned a lot and have a lot more to learn. I never knew how much good the union does outside of the workplace. Can't wait to go again!"

Dorothy Greene, Local 56

"I had a great experience. It was very interesting. It opened my eyes to what the union actually does for us. I met a lot of nice people. I came back to my local and I am now the new chief steward."

Denise Darrell, Local 84



"Outstanding... yep that is how I would describe the entire Convention. I was nervous of course being my first time but from beginning to end it was great. I felt welcomed, and that my opinions and thoughts were important and, yes, I was even heard from a few times. We could all have our voices heard, without judgment. Great job and I hope I am lucky enough to attend again."

Sharon Jewer, Local 70

"Convention was an amazing experience for me: actually feeling and knowing I can make a difference. It was emotional and invigorating and so much more than I could have ever expected. Can't wait to do it again."

Tiffany Elliott, Local 1246

"The Triennial Convention was very interesting overall. Seeing and participating in the election of the leadership in the union was an interesting process, electronic voting seemed to work reasonably well, I can only imagine the manual counting of ballots was very slow ... Great to meet many other union members from across the province not in Local 8 and understand the very different roles that our union members come from and how their work impacts our province and the different challenges they are having."

Andre Corkum, Local 8

This was my first Convention and it proved to be a learning experience! To be part of a group of so many people who are all working toward the same goal is something that I will not forget. There was so much respect for each and every person involved, whether it be guest speaker, delegate, organizers, it was amazing to see. It was great to be a part of the Convention that said "so long" to Joan Jessome and to welcome Jason MacLean as the new President of NSGEU. A huge thank you to the organizers and everyone who worked so hard to make the 2016 Triennial Convention such a huge success!

Pauline Fraser, Local 77

"As a first-time delegate with Local 8 to the Convention I was very impressed as I had no idea how much was involved in the Convention and really, now many people attended. It really opened my eyes and I thoroughly enjoyed every aspect from start to finish and met a lot of really great people. I was with an excellent team of delegates that answered all my questions and guided my thought the whole Convention. If I had a chance in the future to attend another Convention I would definitely go."

Beverly McKearney, Local 8

"My first Convention was amazing. I met so many Brothers and Sister who are in different fields of work. Union strong! Solidarity"

Marc Chisholm, Local 92

"I learned so much about the members, the union and how it works, the various communities, the way they do things at Convention, that obviously as Joan would say it depends on those who show up. I will never forget this first time Convention ... I loved that the union is represented province wide and that there was such a diverse group of people, from culture, language, to careers, and ages. I am a person that struggles with anxiety since most of my adult life and during this Convention, I was so touched by various subjects that touched this and felt comfortable at all times, and welcomed by all... Thank you and I hope to return for the next one!"

Patsy Beck, Local 45



Delegates Pledge Support to Cancer Care



Tammy Zinck, Chair of the Women's Issues Committee speaks to delegates during Convention.

During the union's triennial convention in May, NSGEU Locals and individual members rose to pledge \$9,025 in donations to our Cancer Support Fund. Delegates from across the province spoke to the importance of the fund and how it has helped them or their friends and family. "As a member who has very recently been diagnosed with cancer, I would like to thank you for your efforts," said Ken Wilkie.

The fund was created by the NSGEU Women's Issues Committee for members of the NSGEU or their immediate family who have been diagnosed with cancer and are in need of financial assistance. The WIC has supported the fund through its own budget each year since the Fund began. The Fund is administered by the QEII Foundation.

Terms of the Fund:

The fund is available to NSGEU members or their immediate family. We define the immediate family as: spouse, common-law partner, same-sex partner, children or parent. The latter bonds may be by blood or legal adoption.

Examples of what can be funded: travel costs, co-pay drugs, insurance payments, costs of lodging, utility payments, mortgage payments, food, services, groceries, drug costs.

Requests from this fund will have a maximum ceiling amount of \$200 per patient/family.

The NSGEU Cancer Support Fund will not replace any existing

funding options available, but will be an extra avenue for support.

To access the Fund:

Please call the Nova Scotia Cancer Centre Social Worker at 902-473-6000.

When you or your family member is accessing this fund you must know what NSGEU local you belong to. If you aren't sure of your local, contact the NSGEU by calling 902-424-4063 (toll-free 1-877-556-7438) or emailing inquiry@nsgeu.ca.

To support the Fund:

The Cancer Support Fund is a registered charity. You can make a one-time gift or you can make monthly donations by using a credit card or cheque. If you are using a cheque, please make it out to the QEII Foundation and note that it is for the NSGEU Cancer Support Fund.

To donate or to request a tax receipt, please contact QEII Foundation Office, 5657 Spring Garden Rd, Suite 3005, Floor M3, Halifax, NS B3J 3R4, Tel: 902-334-1546. ■



Meet your President: Jason MacLean



Newly elected NSGEU President Jason MacLean.

Jason MacLean was elected as President of the Nova Scotia Government & General Employees Union, Nova Scotia's largest public sector union, in May 2016.

Born and raised in Whitney Pier, Nova Scotia, Jason has always had a healthy respect for unions. He was raised in a working-class family: his mother is a retired Early Childhood Educator and a current school board representative and his father is a retired firefighter.

Jason has worked as a Correctional Officer since 1995, when he began working at the Cumberland Correctional Facility. He became involved with his union immediately, attending his local meetings, but found the "old guard" of leadership shut out new members from taking a more active role with the local. When new leaders took the helm of the local, there was an opportunity to become more involved, and Jason became Local Steward. From there, he took on additional roles within the NSGEU: Local Vice President, Regional Councillor, Regional board member, and bargaining representative. He was eventually elected as 3rd Vice President of the NSGEU Executive Committee, which led to him taking on additional responsibilities, such as picket captain and facilitation duties, as well as serving as Executive Liaison for Human Rights; Health, Safety & Environment; Social Recreation; Resolutions; Constitution & Bylaws, and Political Action committees. In May 2016, he was elected as President of the NSGEU.

In addition to Jason's activism and leadership within his own union, he has also taken on a number of key roles with our affiliate unions. He has been an active member of the Cape Breton District Labour Council since 2007, and served as the representative of Workers of Colour and Aboriginal Peoples for the Nova Scotia Federation of Labour (NSFL), before he was elected as their 1st Vice President in June 2016. He has served as the Executive Vice President for the National Executive Board of the National Union of Public & General Employees (NUPGE) since 2009 and as their representative with the Canadian Labour Congress' Human Rights Advisory Council and Workers of Colour Working Group.

When he is not advocating on behalf of NSGEU members and the working people of Nova Scotia, Jason enjoys spending quality time with his family: he is married and the father of three children: Tasia (13), Tyler (19) and Jalen (20). ■

NSGEU Kicked off NAOSH Week in May

On May 2, 2016 occupational health & safety leaders and members of the public gathered at the NSGEU conference centre to celebrate the launch of North American Occupational Safety and Health (NAOSH) Week! This year's theme was "Make Safety a Habit."

NSGEU's Occupational Health & Safety Officer, Paul Cormier, is co-chair of the NAOSH Week Committee. The NSGEU has hosted this event for the third year in a row which keeps the fees for participants low. Registration remains only \$10 for the day! Keep this event in mind for next year and keep safety a priority in your workplace. Remember to report all safety issues... it's the law! Canada's NAOSH Week is led by the Canadian Society of Safety Engineering (CSSE). ■



OH&S leaders and members of the public gathered at NSGEU in May.



JOHSC Training Coming in the Fall



JOHSC training pilot for our members of Local 86 who work at Mountain Lea Lodge, a long-term care facility in Bridgetown, NS.

Joint Occupational Health & Safety Training will be coming to NSGEU members in a big way in the near future. Our members have always been able to request JOHSC training by calling our main number, but we will be able to educate even more members soon through a new multi-union training program.

Over the past year, we have been working with other unions, the NSNU, CUPE, and SEIU, to develop a JOHSC training program that would be available to workers across the province in many sectors for minimal costs (cost recovery). We are excited to say we have finished running pilot training programs in the transportation sector and in the long-term care sector and anticipate finalizing the instructors in the fall. ■

Bully-Free Workplaces Program



Bully-Free Facilitators pose for photos during training in May & June at NSGEU offices.



Have you experienced, either directly or indirectly, bullying in the workplace?

Bully-Free Workplaces is an educational program developed by the NSGEU to address bullying as an occupational health and safety risk. The program has been offered to members and employers since 2010 and thousands of members in all regions of the province have taken it over the last five years. The program can be taken in a variety of forms: a two-hour workshop, a six-hour session delivered in smaller modules, or a day-long session. Our goal is to reach all of our members. If you are interested in having the Bully-Free Workplaces Program at your workplace, please give us a call to find out more. You can call the NSGEU toll-free at 1-877-556-7438 or email us at solutions@bullyfreeworkplaces.ca or contact the program coordinator at scoldwell@nsgeu.ca

Our program is delivered by peers (fellow NSGEU members) and we have just finished training new facilitators from diverse regions and occupations who will be delivering our program in the years to come. Our past-president Joan Jessome is now a facilitator! We also have trained facilitators to deliver our program in Newfoundland & Labrador and Prince Edward Island; and are in the process of arranging for French translation of the material.

The program is offered free to NSGEU members and employers (employers are expected to provide time off for employees to attend the program and provide the space to hold the training). For non-NSGEU workplaces, we deliver the program on a cost-recovery basis only and this keeps the costs low. We also deliver the program on extensively in the non-profit and pre-employment

sectors and do not charge for non-profit groups.

The program has received recognition from Excellence Canada and an endorsement from the Mental Health Commission of Canada (MHCC). In part this was from the work of the NSGEU on the national research study on implementation of the National Standard for Canada on Psychological Workplaces Health and Safety.

As an employer, the NSGEU has taken part in a three year national research study and has signed on to a one year sustainability project as part of our ongoing effort to promote psychological workplace health and safety. We have also been accepted into a national two year study with the Mindful Employer, also sponsored through the MHCC. We are one of twenty-five organizations and the only organization from Nova Scotia participating.

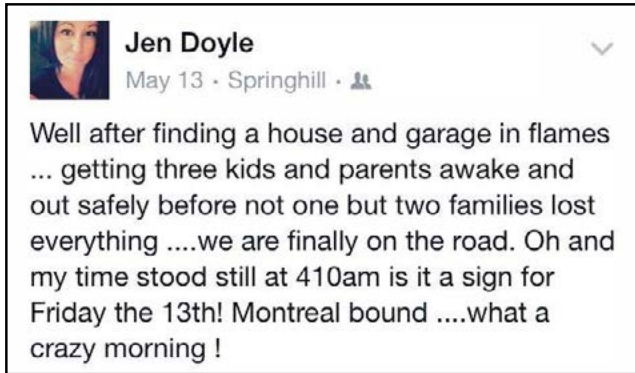
We hope to see you at a Bully-Free Workplaces Session soon! ■



Susan Coldwell is the NSGEU Bully-Free Workplaces Coordinator.

Member of Local 480 Braves Fire

On the early morning of May 13th, 2016, Jennifer (Jen) Doyle-Lillington's alarm clock didn't go off. So Jen, who is a member of Local 480 who works at the North East Nova Correctional Facility, overslept. She and her partner, Trevor, were supposed to be up at 5 a.m. to get on the road to Montreal, where they were taking her daughter to see Justin Bieber - a dream come true. So, instead of a leaving a few minutes after 5 a.m., they were scrambling to leave an hour later. As they drove past a house on the way out of town, they saw smoke and went to check it out.



"The garage was on fire and had caught two houses and I could see a whole bunch of kids' stuff," Jen recalled. As she approached one of the houses, she describes the heat as, "so intense, I could feel it melting my shirt and I could smell burning hair."

While there was at least one other person watching the fire from the street, Jen and Trevor sprang into action. It was instinct for the couple: Jen was a volunteer firefighter for five years in Ingonish, and her partner, Trevor, is an RCMP Officer.

Jen began banging on the door of one of the houses and Trevor went to the other. The mother, Paige, recalls seeing Jen at the bottom of the stairs and said that she came up to help get everyone to safety. Together, they gathered the three-month-old from a crib, which was located just under where the fire was burning, and the two other children. Jennifer describes waking AJ, the 6-year-old boy, who was very scared and trembling: "he wanted to find his shoes."

Once everyone was safely outside and the fire trucks arrived, Jen told Paige they had to be on their way to Montreal and they headed back on the road.

But it turns out, no one knew their names. Paige asked everyone she could -- the firefighters, the police -- no one knew who this person was who saved her family that morning. She referred to Jen as her 'guardian angel'.

A few weeks later, Paige and her partner, George, were out shopping with their kids, replacing a car seat and stroller, when she spotted Jen and thought, "No, it couldn't be..." She decided to approach Jen because she said she couldn't live with herself not knowing. As soon as she said, "excuse me...", they both recognized each other and started to cry.

"We were just bawling in the middle of the aisle at WalMart," Jen recalls.

Paige was so glad that she was able to give her a proper 'thank you.'

"We might not be here if they hadn't have come by at that time. They saved our lives and the lives of our kids and we are forever grateful," Paige said.

When asked to reflect about what had happened, Jen just humbly said, "I just feel like I was meant to be there that morning, that's all."

Over 350 delegates to Convention learned of Jen's heroism on Friday, May 13th when it was brought to the attention of then President Jessome by President of Local 480, Ken Wilkie. The notice read:

One of our members from Pictou (NorthEast) Correctional Centre was leaving to drive to Montreal with her own children noticed a house on fire and with no regard for her own safety left her own family in the car. Kicked in the front door and woke an infant and two small children and their parents and got them out of the house safely.

Jen received resounding applause from Convention floor.

We want to thank you, Jen, your partner Trevor, and your daughter for your bravery and quick actions on that morning, already one hour late, and on your way to Montreal to see Justin Bieber. ■



NSGEU Local 480 member Jen Doyle- Lillington.

NSGEU Member Gives Back

Marjorie Neill had an idea! A wonderful, warm, loving idea!

After the fires had ravaged Ft. MacMurray, this Registered Nurse and member of NSGEU Local 101 wanted to help and knew other nurses in Halifax/Dartmouth did too.

Her idea was to use pre-loved nurses' uniforms as the basis for new quilts. These quilts will offer comfort to those still grieving the loss of their homes and neighborhoods in Alberta. The day-to-day support and care that nurses offer patients are contained in the fabric of these uniforms and become part of the quilt.

Her goal is to create 100 quilts by next year and she is



NSGEU member Marjorie Neill with one of her quilts.

determined and ready to meet or exceed that number. She and other RNs, along with other health care peers, and friends get together at a room donated by Atlantic Fabrics whenever they get a chance.

She plans on delivering them to Ft. MacMurray next year during Nursing Week in May. Next May also marks Marjorie's 30th year in nursing. She is a graduate of St. Lawrence College in Cornwall, Ontario.

If you would like to donate your pre-loved nursing uniform or if you would like to join the quilting clutch, please contact Marjorie at momcat@ns.sympatico.ca ■

Unions make a difference in our lives.

Unions fought for many of the benefits workers enjoy today: Sick leave, maternity & paternity leave, vacation, minimum wage, paid breaks, overtime, workplace safety standards and regulations, collective bargaining rights, and much, much more.

Do you know of a group of non-unionized workers who might be interested in joining the NSGEU? Please contact:

Lori Smith, Organizing Officer 902-456-6531 or 1-877-556-7438 or lsmith@nsgeu.ca



Education for Local Executive members and Councillors

Once every three years, following the NSGEU Triennial Convention and Local Triennial meetings, the NSGEU offers in-depth education for Local Officers, and Regional & Occupational Councillors. If you hold one of these positions, it is very important that you attend.

The union covers your expenses and your time-off as per our education policy so that it doesn't cost you to participate. Thousands of members have benefitted from union education. We hope you do too!

Regional and Occupational Councils – Education and Elections

Members who were elected to Regional and Occupational Councils meet in the first two weeks of September. During these meetings you will elect your representatives to the Board of Directors. The NSGEU Constitution requires the Board to be elected by the third Saturday in September, which is September 17, 2016.

During Council training, elections are combined with education on the role and responsibilities of Council members, chairs, treasurers (Regional Councils only) secretaries and Board members. You will set meeting dates, goals, become familiar with new bylaw templates, and discuss new bylaws. Depending on the issues of the day, you may be provided with information on recent events around bargaining, government relations, and other important issues. You will get to know the other councillors and share experiences as you spend the day with them.

The schedule for Regional and Occupational Council training can be found here in the chart below or on our on-line calendar at nsgeu.ca. You will also receive an invitation to register via e-mail if you are an elected Regional or Occupational Councillor from your local.

Each council has a quorum that must be met and every local

should want to be represented for the training and elections. . . so please register!

Please note: Unfortunately, there is no flexibility on the dates scheduled for Regional and Occupational Council training sessions and you must attend your specific Council. Please look up the date in the education calendar, ask your supervisor/arrange your time-off, and let us know so we can help you confirm it as soon as possible.

Local Officer Education

Local officers are members of your Local or sub-local executive (the president, vice-president(s), secretary, treasurer and Chief Steward). Education for local officers focuses on clarifying and practicing roles and responsibilities in each of these roles. We will review rules of order and how to chair meetings, financial policies and obligations, mobilizing the membership, running effective meetings, tips for making the local more effective and some training to engage in NSGEU campaigns.

Each role has a separate workshop that is a half day long – one for presidents and vice-presidents, one for secretaries, one for treasurers and one for Chief Stewards. This training will be extremely helpful especially if you are new to your role. We do hope that you will join us even if you have been a Local Officer for some time as you can be helping the newer members through the day. You will also have an opportunity to meet and spend time with the new NSGEU President and Executive elected at the 2016 Convention.

All new local officers should try and attend the training! You will not regret it. Please watch your email in mid-July for your invitation. We will send another notice out again after Labour Day.

Please note: While, it is best if you attend with the other Officers from your local, if your employer will not provide the days off on the scheduled day in your region, you can apply to attend another training session in another region. We will do our best to accommodate. ■



Members of the mobilization class take part in Weeklong School last October at the NSGEU office.

EDUCATION CALENDAR

NSGEU EDUCATION COURSES, FALL 2016

New Activist	Pre-Retirement	Steward I	Steward II	Week-Long School
<p>September 20 & 21 NSGEU Offices, Sydney Cape Breton & Pictou/Antigonish/Guysborough</p> <p>September 27 & 28 Best Western, Liverpool South Shore & Valley</p> <p>November 1 & 2 NSGEU Office, Dartmouth Metro A, B, & C and Cumberland/Colchester</p> <p>November 28 & 29 NSGEU Office, Dartmouth Metro A, B, & C and Cumberland/Colchester</p>	<p>October 1 Digby Pines Resort All Regions</p> <p>November 19 NSGEU Office, Dartmouth All Regions</p> <p>Eligibility: Usually within 1-2 years of retirement. Description: Overview of pension politics in Nova Scotia. Presentation from CPP and your pension plan, i.e., NSAHO, PSSP, etc., retirement benefits. Benefit information varies according to location and Local members.</p>	<p>September 22 & 23 NSGEU Office, Sydney Cape Breton & Pictou/Antigonish/Guysborough</p> <p>October 3 & 4 NSGEU Office, Yarmouth South Shore & Valley</p> <p>November 3 & 4 NSGEU Office, Dartmouth Metro A, B, & C and Cumberland/Colchester</p> <p>Eligibility: Stewards with no prior training.</p>	<p>October 6 & 7 NSGEU Office, Dartmouth All Regions</p> <p>Eligibility: Stewards with six months experience at Level 1. Description: In-depth grievance investigation tools for dealing with management. Expanded roles and responsibilities of the Steward.</p>	<p>November 14-18 NSGEU Office, Dartmouth All Regions</p> <p>Conference Room for primary sessions (evenings) and 1 classroom per course</p>

POST CONVENTION WORKSHOPS

Regional Councils Occupational Councils Local officer Workshops

<p>September 9 Big Western, Bridgewater South Shore & Valley</p> <p>September 12 Holiday Inn Waterfront, Sydney Cape Breton & Pictou/Antigonish/Guysborough</p> <p>September 14 NSGEU Office, Dartmouth Metro A, B, & C and Cumberland/Colchester</p>	<p>September 15 NSGEU Office, Dartmouth Trade Union</p> <p>September 16 NSGEU Office, Dartmouth Healthcare</p> <p>September 17 NSGEU Office, Dartmouth Civil Service</p>	<p>October 13 & 14 Holiday Inn Waterfront, Sydney Cape Breton & Pictou/Antigonish/Guysborough</p> <p>October 18 & 19 Best Western, Liverpool South Shore & Valley</p> <p>October 27 & 28 NSGEU Office, Dartmouth Metro A, B, & C and Cumberland/Colchester</p> <p>October 24 & 25 Pictou Wellness Centre, New Glasgow Cumberland/Colchester Pictou/Antigonish/Guysborough</p>
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If you're interested in participating in any of the courses or workshops listed here, the NSGEU can help make it happen! We cover your transportation and child/eldercare costs (as defined by the NSGEU Board policies) and will also help arrange for your time off work. For more information contact us by calling 902-424-4063 (toll-free 1-877-556-7438) or emailing: inquiry@nsgeu.ca

NSGEU Provincial Committees

The NSGEU has Committees of the Board, each of which include representatives from the eight regions, a Board of Directors' member, and a Provincial Executive Committee liaison. These committees all fall under the direction and mandate of the Board of Directors and follow approved terms of reference.

These committees are the:

- Constitution & By-Laws Committee
- Resolutions Committee
- Finance Committee
- Health, Safety and Environment (HSE) Committee
- Human Rights Committee
- Political Action Committee
- Education Committee
- Women's Issues Committee
- Social/Recreation Committee
- Ad Hoc Pension & Benefits Committee
- Ad Hoc Young Workers Committee
- Ad Hoc Disabilities Committee

Ad Hoc Committees of the Board have a slightly different election process: an expression of interest is sent out to members, so

keep an eye on your email if you are interested in applying.

We are featuring these committees in issues of The Union Stand to help raise awareness of the work they do and the larger role they play within your union.

POLITICAL ACTION COMMITTEE:

This committee is responsible for advising NSGEU members on the political activities of government. They are also responsible for lobbying the government for policies that benefit our members, our families and our communities.

The Chair of this committee is Mike Gillis and the Executive Committee Liaison is NSGEU President Jason MacLean.

FINANCE COMMITTEE:

This committee makes recommendations regarding the fiscal responsibilities of the union. Under the direction of the chairperson, the NSGEU Provincial Executive's Secretary/Treasurer, and the NSGEU Director of Administrative and Financial Services, the committee reviews finance-related policies, Convention resolutions and the budget, and makes recommendations to the Board of Directors.

The Chair of this committee is Claire Williams, and the Executive Committee Liaison is NSGEU Secretary/Treasurer Darren McPhee.

UNION THREADS

There's a whole range of colourful NSGEU clothing available at the union office at 255 John Savage Avenue. For more info, call Jackie Creemer at 424-4063 (toll free at 1-877-556-7438) or email jcreemer@nsgeu.ca



\$15.00- Jacket micro fleece



\$20.00- Sweatshirt



\$60.00- Jacket with hood



\$25.00- Umbrella



\$3.00- Water bottle

Our NSGEU sweaters & jackets would make a great addition to your wardrobe!

NSGEU Gives Back!

Between 2010 & 2015 the NSGEU has given back to the community in excess of **\$388,000** in the form of donations to Nova Scotia charities and disaster relief efforts, approved by your Board of Directors.

- FEED NS: **\$96,000** | CHRISTMAS DADDIES: **\$46,000** | AIDS COALITION OF NS: **\$32,000** | MENTAL HEALTH COALITION OF NS: **\$42,500** | BEACON SOCIAL JUSTICE LITERACY AWARD: **\$2,800** | HAITI/OXFAM DISASTER RELIEF: **\$10,000** | NSGEU CANCER SUPPORT FUND (FUND T826) **\$25,000** | NUPGE'S SOCIAL JUSTICE SOLIDARITY FUND **\$16,100** | NUPGE'S INTERNATIONAL SOCIAL JUSTICE SOLIDARITY FUND **\$10,900** | TRANSITION HOUSES ASSOCIATION OF NS **\$60,000** | MAYWORKS **\$5,000** | KIDS HELP PHONE **\$39,000** |



NSGEU Family Picnic

Join us Saturday, July 9, 2016

Rain date: Sunday, July 10

Check nsgeu.ca for more info!



NSGEU

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