

OCCUPY MY HEART:

What one member
found when she
visited Grand Parade /12

DISCOUNT LIST:

Save money
with your
NSGEU card /20

DANGER ZONES:

School bus
driver says:
slow down! /6

Winter 2011 **THE UNION STAND**
Named magazine of the year by the Canadian Association of Labour Media **NSGEU**

Nova Scotia relies
on public health care



Public health care
relies on us

The 2014 Health Accord
and a new round of bargaining
are putting Health Care workers
into the spotlight. Pages 14 & 22

The gift of giving solidarity

This is my favourite time of year because it's a season of such togetherness. We get together with friends, families, and communities and share in the spirit of giving.

I'd like to take this opportunity to give my thanks and appreciation to all of you. You help keep Nova Scotia healthy, educated, safe, and prosperous, and many of you do it despite financial pressures and workplace stress. Your labour matters. Especially at this time of year, people's lives are a little brighter because of what you do.

As president of NSGEU, I have the privilege every day of talking to members from across the public service. I love hearing your stories of the triumphs you've had and the challenges you're struggling to overcome because they remind me over and over again how driven we are by a strong social conscience. We're part of the communities we serve, and we work both on the job and off to ensure that nobody in our communities is being left behind.

It's why NSGEU has once again donated \$10,000 to Christmas Daddies on behalf of the Board of Directors and the membership at large. It's why the union is throwing its support again behind our Human Rights Committee's Sock It To Poverty campaign. It's why we have contributed to an international NSGEU Coady Scholarship.

I am incredibly proud of our charitable activities, but I am just as proud of the work we do on the job. No matter what your job title, we're all part of a huge team that does an admirable job serving the needs of Nova Scotians. But as a team, we're under threat.

Health care. Education. The Civil Service. Cuts in these sectors are impacting your workplaces, your workloads and the services you are able to deliver. In the New Year we will continue to tell the stories about how you deliver these services in tougher and tougher working conditions and we will continue to speak out when services are being compromised in the name of cost-cutting.

Cuts create low workplace morale and I am hearing about this throughout the public service. I believe we can resist these cuts, but we'll need to rely on members' solidarity and strength to do it. So please make sure to look to your left and to your right and congratulate your co-workers for the contributions they



NSGEU President Joan Jessome

make every day.

For many of us, it's all too easy to lose sight of just how important our labour is. Low pay. Aloof supervisors. A general lack of respect and support from upper management. Slow but sure, these things can weigh any of us down.

During a Local 19 Christmas party, for example, I met a lovely woman who works at Capital Health. "But I'm just a housekeeper," she said to me. "You're not 'just' a housekeeper," I replied. "You're part of a huge team that keeps our health care system running. We rely on you." Her face filled with the kind of pride that she, and all the rest of us, deserve to feel every day.

Please try to remember that as we head into what promises to be a very challenging year of bargaining. If we're going to protect the services we provide, we must stand together and focus on the things we have in common instead of the things that divide us.

This is not the time to point fingers, it's the time to link arms. We must link arms first with the nearly 4,000 health care professionals in Local 42. They are our largest local, and they'll be the first to the table this round. If we can help them protect their services, we'll all be stronger protecting our own.

In the meantime, from our family to yours, have a safe and enjoyable holiday season. We look forward to serving you again in the New Year.

In Solidarity,

THE STAND

is a publication of the Nova Scotia Government and General Employees Union.
100 Eileen Stubbs Avenue
Dartmouth, NS, B3B 1Y6

Contributors

Carrie Campbell
Karen Ferguson
Kim Henderson
Joan Jessome
Tecla Masamba
Andy Pedersen
Morrow Scot-Brown
Deedee Slye
Darryl Warren

Labour Resource Centre

902-424-4063
1-877-556-7438

Executive Officers

President

Joan Jessome
902-471-4566

1st Vice President

Jason MacLean
902-549-1888

2nd Vice President

Dawn Ferris
902-471-7585

3rd Vice President

Rick Wiseman
902-986-5065

Secretary-Treasurer

Darren McPhee
902-449-7778

The NSGEU is affiliated with the Canadian Labour Congress, the Nova Scotia Federation of Labour, and the National Union of Public and General Employees.



www.alltogethernow.nupge.ca

The Union Stand

is proudly produced by NSGEU with the help of members of the Canadian Energy & Paperworkers Union of Canada in Locals 165 & 506G.

NSGEU





ON THE BRINK OF STRIKE, AN IMPROVED FINAL OFFER

NSGEU President Joan Jessome (left) and NSGEU Local 26 (Cobequid Housing Authority) President Shauna Canning at the local meeting in Wentworth where, on the brink of a strike, members ratified the tentative agreement.. **PAGE 25**

COVER STORY

Public health care is on the cusp of change. Negotiations over the 2014 Health Accord, along with upcoming negotiations at the bargaining table, will set health care's future course. **PAGE 14**

PLUS:

The 4,000 health care professionals in Local 42 are leading NSGEU's next round of bargaining. **PAGE 22**

Speaking Up For Bill 102 A number of newly unionized NSGEU members spoke in support of first-contract arbitration during the Law Amendment Committee's hearings on the legislation. **PAGE 5**

Pushing The Premier To Address Poverty Members of the NSGEU's Women's Issues Committee were invited to meet with Premier Darrell Dexter to talk about what more can be done to address poverty. **PAGE 7**

The dark side of 'cloud computing' Online services like Hotmail and Google Docs might look appealing to employers, but they will lead to job losses in the IT sector. They might also be illegal. **PAGE 10**

Bursary & Scholarship Recipients NSGEU offers a number of educational bursaries and scholarships to its members and members' dependents. Here's a list of the most recent recipients **PAGE 18**

Discount List Your NSGEU card gives you access to a range of discounts and specials at companies across the province. Here's a partial list. **PAGE 20**

Bargaining 2012 promises to be an incredibly busy year of bargaining for NSGEU. The 3,900 members of Local 42 (CDHA Health Care) will be the first to bargain beyond 2011-12; meanwhile, the union is pushing to conclude bargaining for the 1,300 members who work in home support **PAGE 22**



BE STRONG, COLLEAGUES, BE STRONG

Corruption, violence, and extreme poverty don't deter Zimbabwe's trade unionists as they struggle to empower and organize their fellow workers. NSGEU hopes to help.



Tecla Masamba leads the board through a Zimbabwe greeting in which you clasp your hands and hold them over your head as you say "Shinga mushandi shinga," which means: Be strong, colleagues, be strong.

NSGEU's Board of Directors got a rare glimpse into the lives of working people in Africa during its meeting in November when the floor was turned over to a Zimbabwe public service worker named Tecla Masamba. A paralegal officer, Masamba is in Nova Scotia for five months to study Development Leadership at The Coady Institute. She is the first recipient of the NSGEU Coady Scholarship, and was invited to the board meeting to share some of her stories:

Mrs. President, members of the board, ladies and gentlemen: I am greatly honoured to be present among you as a recipient of your scholarship and to take this opportunity on behalf of my organization, the Zimbabwe Congress of Trade Unions, or ZCTU, to

express my heartfelt thank you for your financial support. Without you I would not have been able to come to Canada to study development leadership.

I work as a paralegal officer. My role is to represent workers in the conciliation process, arbitration process, and in the labour court. The knowledge and skills that I have acquired from the Coady's Advocacy Course will be a great help especially using the litigation strategy when dealing with employers who are not willing to pay their workers' salaries. I have also learned how to identify pillars of power and be able to lobby people who are in positions of power so that they are able to support the workers' causes in Zimbabwe.

Allow me to share with you a bit about the situation in Zimbabwe. Zimbabwe is an agrarian country which is still failing to produce enough food to feed its people. As a country we have a population of 14 million in which 2.5 million have migrated to other countries due to political and economic instability. Only 10 per cent are formally employed; 90 per cent of the 14 million live in absolute poverty.

A window of opportunity opened up in 2009 with the formation of the coalition Unity government. Many people had hopes of an improved economic and political situation, but these hopes are fading and the people are at a crossroads. The current Constitution outreach process has been characterized by intimidation and violence.

The violence has also been a result of the government publishing a policy framework in 1998 to deal with Land Reform and a resettlement Programme, which envisaged the compulsory purchase of 50 000 square kilometres of land owned by white farmers. A few days later, however, the pro-Mugabe War Veterans Association organized and invaded the farms. The white farmers were

CONTINUED ON PAGE 6



NSGEU President Joan Jessome speaks to CTV reporter Rick Grant (left) and Herald reporter David Jackson after government introduced the bill establishing first-contract arbitration.

PUT THROUGH THE WRINGER TRYING TO NEGOTIATE THEIR FIRST CONTRACTS, NSGEU MEMBERS SPEAK UP FOR NDP BILL



On Nov. 29, the Legislature's Law Amendments committee (top) heard testimony from Local 60A's Mike Thompson (left to right), Local 41's Michelle Keeping, Local 47's Melissa Perry, Local 61's Mark MacDonald, and Local 50's Sam Kaiser.

Opponents of the NDP government's first-contract arbitration law say there's no need for the law because there's labour peace in the province. For many new NSGEU members, however, achieving their first contract was anything but peaceful.

To make that point, members from five different locals volunteered to testify at the Legislature's Law Amendments Committee. All five shared similar horror stories about trying to get that first deal: months and months, even years, of uncertainty, anxiety, suspicion, and bad feelings.

To hear audio recordings of their presentations, visit www.nsgeu.ca/firstcontract

It takes one tree
to print 500 copies
of this magazine.



**Save a tree:
read The Stand
online instead**

As part of our
ongoing commitment
to environmentally
sustainable practices, we
are now offering you an
easy way to opt out of
having The Union Stand
delivered to your door.

A PDF version
of each issue is posted on
www.nsgeu.ca, so you
won't miss anything.

To take your name off
The Union Stand's
mailing list, simply visit
our website and click on
the Save A Tree
button.

AROUND THE UNION

CONTINUED FROM PAGE 5

chased away from their farms together with the farm workers. This happened violently without compensation. Most of the people who seized land were ruling party officials, army officers, and high-ranking police officers. Black workers were excluded from the redistribution and most of them lost their jobs, their homes and sometimes their lives.

The General Agricultural and Plantation Workers Union published a report in 2009 highlighting the plight of the farm workers. The document contained testimonies of murder, torture and violence against farm owners and the workers during land reforms. The General Secretary of the Union, Mrs. Gertrude Hambira, and her staff were detained and police charged Mrs. Hambira with communicating false statements prejudicial to the state. As I am speaking now, she is in hiding out of the country fearing for her life, and those who remain behind are suffering constant harassment from state agencies.

Zimbabwe has ratified ILO Convention No. 98 on the Right to Organise and Collective Bargaining in 1998 and Convention No. 87 on Freedom of Association and the Protection of the Rights to Organise in 2003, but the workers of Zimbabwe are not enjoying these rights. Private sector employees enjoy the right to form and join trade unions, to bargain collectively; however since the enactment of the Labour Amendment Act in 2005, the public sector does not enjoy these rights.

The government represses unions' freedoms. The authorities have systematically restricted the ability of unions to hold protest marches and to communicate with their members. In 2010 the police refused to allow the ZCTU to hold a commemoration on the International Day for Decent Work, even after being granted the right by the courts.

The government sometimes uses undercover police to attend trade union gatherings. This interference has made the work of trade unions very difficult, as some of the workers are now afraid to join the unions.

Friends and colleagues, I wish I was going to end my speech on a positive note, but as the next election in Zimbabwe draws closer, I see violence against women, youth, opposition members and trade unionists escalating. Therefore, I urge you to keep us in your thoughts, stay in touch and continue to strengthen the rights of workers here in Canada.

SHINGA MUSHANDI SHINGA: Be strong, colleagues, be strong.



Want safer school zones? Hire more police, ban cellphones, and get plates back on front bumpers

By Kim Henderson

HRM School Bus Driver (Local 78B)

When I first heard that government wanted to pass legislation to enforce safer driving in school zones, I thought "it's about time." Then I read the act. As somebody who drives a school bus every day, I don't think the Safer School Zones Act is going to do much to address the actual problems before somebody gets hurt. This act will only frustrate, confuse and possibly even increase the safety risk further.

The new act changes the speed limit in residential school zones from 50 km/h to 30 km/h. In residential school zones where the limit is speed higher than 50 km/h, the limit is now 50 km/h.

This is the first problem I have. If a person is coming in to town at 80 km/h and is entering a school zone posted at 50 km/h, we're lucky to get them down to 60 km/h.

My second problem is that with all the public services being taxed to the limit and more laws being passed that police are unable to keep up with because of lack of man-power then can you imagine the frustration they're going to have not being able to keep up with this.

On a daily basis, I see people blowing through school zones. I've got my cruise set to 50, but some of them still get angry with me because "I've made them late by going too slow." I let them know that the speed limit is 50, but have been told: "The sign says ONLY WHEN CHILDREN PRESENT." Really? Am I hearing them right?!

I'm glad that Nova Scotia police chiefs, Safe Communities HRM, the Ecology Action Centre, the Union of Nova Scotia Municipalities, and Transportation Minister

LOCAL
78B



Members of the 2009-2011 Women's Issues Committee (CW from top left: Kim Manthorne, Sandra Mullen, Catherine Hiltz, and Dawn Ferris) talk to Premier Darrell Dexter about the realities of poverty as seen from the front-line of the public service.

PUSHING THE PREMIER TO ADDRESS POVERTY

Last International Women's Day, the NSGEU Women's Issues Committee (WIC) staged a unique event designed to push the issue of poverty higher up on the agenda.

The committee members hosted an "international cafe" breakfast that brought together women who have struggled with poverty and women who have achieved some influence in our community. High-ranking civil service workers, prominent activists, and labour leaders got a chance to talk face to face with women who have "first-voice" experience with the often crushing realities of living below the poverty line.

NSGEU 2nd Vice President Dawn Ferris (Local 77) sits on the committee and says the event seemed to open some eyes to just how pressing an issue poverty has become. But she wasn't expecting what came next: an invitation to meet with Premier Darrell Dexter and Community Services Minister Denise Peterson-Rafuse.

"They acknowledged that when you're at the upper end of the decision-making spectrum, you're sometimes not aware of how your decisions are effecting people on the lower end," says Ferris. "But the issue is on their agenda. It's good to hear that first-hand."

Not all of the WIC members were

able to make the meeting, but two who did are front-line Community Services workers. Sandra Mullen (Local 16) and Kim Manthorne (Local 6) see first-hand the ways policy actually hurts those it's meant to help. Educational Assistant and WIC 2009-11 chairperson Catherine Hiltz (Local 73) sees the same kinds of unintended consequences at her school.

"The premier and the minister are taking a slow but steady approach to make lasting effect," says Ferris. "And they offered us an open line of communication. The Community Services minister said she's happy to meet with us on an ongoing basis."

Bill Estabrooks are interested in this issue.

But did they even go to any bus drivers and talk to them about the biggest risks we have on a daily basis, or even how to maybe fix the issues?

I've been driving for six years and fellow drivers have been driving for many more years than myself and none of them were asked their opinions of what the issues are or how we could fix them.

Nothing in this new law addresses our issues with "red-light runners."

And when will government take the simple but effective step of putting license plates back on the front of peoples' vehicles. We all see drivers we'd like to report to police, but if we can't get licence plate number, there's nothing the police can do. (Have you ever tried reading a plate

backwards in your rearview mirror while you're also trying to get the make, model, colour of the vehicle and description of the driver?).

What about the "texters" and "cell phone talkers"? These people are real problems on a minute-by-minute basis when I'm driving my bus, full with over 60 kids. One driver almost put us in the ditch because he was texting and didn't realize the curve in the road had ended -- suddenly, he was heading straight for the front of my bus.

But the drivers that pass my bus when my red lights are flashing and I'm loading students are the worst: no regard for the lives they're placing in danger. Or then there are the drivers who pull right into "bus only" zones during drop-off or pick-up: another distraction for us just because

they're trying to save themselves a couple of seconds.

On a whole though I have to give kudos to those drivers who patiently wait while I'm loading or unloading: it's greatly appreciated.

I'm all for safer school zones but let's address the real problems first and not put a bandage on the issues.

We need more police to be able to do their jobs and help keep my students -- your sons and daughters -- safe. We need to educate the public that this needs to be addressed because the end result could be a death of one of my students, your sons and daughters.

Kim Henderson is a member of the NSGEU Political Action Committee

BULLY-FREE WORKPLACE PROGRAM SEEKING NEW FACILITATORS

The union's Bully-Free Workplace program continues to be very busy and in high demand. In order to maintain a roster of 12-13 active facilitators, we are recruiting and training new facilitators.

If you are interested in applying, visit www.nsgeu.ca/education. The deadline for applications is Jan. 4, 2011. Please note that facilitators must work in positions that will allow them to be away from their work for three to four days per month. It's that busy!

To date, we have completed delivery to approximately 4,800 participants in 2011 and 800 participants in 2010 for a total of 5,600 participants, about 10% of the NSGEU membership.

We are presenting our program at a conference in March organized by AWARE-NS. We are also in discussions with AWARE-NS to have our two hour workshop delivered as an on-line course available as part of their virtual campus.

This year there is a change in the nature of employer requests for the NSGEU program. The first year carried more of a sense of curiosity about what the NSGEU program was offering; now it appears that employers are making a more concerted effort to ensure that as many employees as possible have the opportunity to attend, and many are making the education mandatory.

More employers want their supervisors and managers to have the training (4-6 hr) preparatory to offering education and awareness to employees.



Sock It To Poverty seeking more donations of warm clothing

Last year, NSGEU members donated more than \$5,000 worth of socks, mittens, and toques to churches and charitable organizations who help people struggling through the winter in poverty.

The union's Human Rights Committee is mounting the campaign again this winter, and is looking for donations by Jan. 15, 2012.

Donations should be made through your local's Regional Council. Please check with one of your active local members to find out who your Regional Council chairperson is. (You can also contact NSGEU at 1-877-556-7438, 902-424-4063, or inquiry@nsgeu.ca).

The committee is looking for donations of new clothing -- please no hand-me-downs! Thanks in advance!

Tri-County School Board Employees Stop Board From Cutting Their Pay

Congratulations to the members of NSGEU Local 74. By raising their voices together, they and their union have stopped the Tri-County Regional School Board (TCRSB) from arbitrarily raising their pension contribution rates and effectively cutting their take-home pay by almost 3 per cent.

In June, the TCRSB passed a motion to raise pension contribution rates from 5 per cent of employees' pay to 7.65 per cent on Jan. 1, 2012.

The NSGEU filed a policy grievance alleging that the TCRSB violated various sections of the Local 74 collective agreement by its unilateral change to the terms and conditions of the pension plan.

In September, a number of Local 74 members joined NSGEU President Joan Jessome at a public board meeting to show the board in no uncertain terms that they would fight any violations of their collective agreement.

The grievance and the public presentation worked. On Oct. 4, the TCRSB rescinded its motion to change employees' contribution rate; the contribution rate will remain at 5 per cent of their pay.

"This is a real victory for the members of Local 74 as well as for their non-unionized co-workers at Tri-County Regional School Board," says Jessome. "This shows that when workers stand together, they can stop their employer from making unfair cuts to their pay and benefits."

NSGEU members elected to Nova Scotia Federation of Labour positions

A number of NSGEU activists were elected to positions with the Nova Scotia Federation of Labour (NSFL) during the federation's annual convention in October:

- NSGEU President Joan Jessome (Local 246) was re-elected as the NSFL's 1st Vice-President.
- NSGEU 1st Vice-President Jason MacLean (Local 480) was re-elected as the NSFL's 1st Vice-President representing workers of colour and aboriginal peoples
- Kelly Murphy (Local 63) was elected to represent young workers on the NSFL's Executive Committee
- Wendy Williams (Local 246) and Dawn Ferris (Local 77) were elected as the NSGEU Federation of Labour Executive Council.



NSGEU BOARD OF DIRECTORS 2011-13

These 34 people help steer the course of NSGEU. They meet almost every month to set the union's priorities and strategies. The provincial executive committee members were elected by more than 240 delegates to NSGEU Convention 2011 in May. The regional and occupational council reps were elected by their respective councils in September. They will all serve for two years.

Joan Jessome, Local 246 Prov. Executive Committee President (20)
Jason MacLean, Local 480C Prov. Executive Committee 1st VP (3)
Dawn Ferris, Local 77 Prov. Executive Committee 2nd VP (30)
Rick Wiseman, Local 64 Prov. Executive Committee 3rd VP (5)
Darren McPhee, Local 8 Prov. Exec. Committee Secretary-Treasurer (26)
Karen Ferguson, Local 97 Nursing Occupational Council (21)
Rebecca Norris, Local 97 Nursing Occupational Council (17)
Tracey Best, Local 66 Group Homes Occupational Council (29)
Donna MacGregor, Local 71C School Boards Occupational Council (16)

Wendy Williams, Local 246 Trade Union Clerical Occ. Council (19)
Kimberley Jenkins, Local 23 Trade Union Clerical Occ. Council (18)
Heather Crossman, Local 93 Health Care Community Occ. Council (15)
Shauna MacKinnon, Local 42 Health Care Institutional Occ. Council (23)
Adrienne Le Blanc, Local 42 Health Care Institutional Occ. Council (22)
Catherine Peori, Local 76 Home Support Occupational Council (31)
James Ross, Local 470D Liquor Stores Occupational Council (8)
Claire Williams, Local 78B Trade Union General Occ. Council (Absent)
Jerome Kelly, Local 1995 Trade Union General Occ. Council alternate (14)
Michael Gillis, Local 19 Support Staff Occupational Council (4)
Shannon Kelly, Local 77 Post Secondary Education Occ. Council (28)
Thane Paris, Local 7 Civil Service Clerical Occupational Council (9)
Anne Davis, Local 17 Civil Service Clerical Occupational Council (2)
Rocky Beals, Local 8 Civil Service Professional Occ. Council (33)

Sandra Mullen, Local 16 Civil Service Professional Occ. Council (25)
Meg Campbell, Local 6 Civil Service Technical & Services Occ. Coun. (24)
Dustin Rioux, Local 3 Civil Service Technical & Services Occ. Council (12)
Lois MacDougall, Local 94 Cape Breton Regional Council (34)
Glenn Kennedy, Local 6 Metro A Regional Council (27)
Kelly Murphy, Local 63 Metro B Regional Council (10)
Joe MacDonell, Local 80A Metro C Regional Council (Absent)
Heather Tucker, Local 246 Metro C Regional Council Alternate (32)
Michael McKenzie, Local 60 Pictou/Antigonish/Guysborough Regional Council (6)
Monika Harvey, Local 93 Cumberland/Colchester Regional Council (7)
Robert Backman, Local 480i South Shore Regional Council (Absent)
Holly Renaud, Local 65B South Shore Regional Council Alternate (1)
James Schofield, Local 73 Annapolis Valley Regional Council (13)
Keiren Tompkins, NSGEU Executive Director Non-voting (11)

CLOUD COMPUTING = DATA DANGER & I.T. JOB CUTS

**Dalhousie University
is considering outsourcing its e-mail to Google.
Here are two good reasons why that should never happen.**

By Darryl Warren

Department of Academic Computing, Dalhousie University

"Cloud Computing" is a term that's been heavily marketed lately and I've spent time recently looking for a layperson's definition. I have over 20 years in the Information Technology field and I have to say in spite of what the marketers are saying about "the cloud," it's nothing new.

Basically, if you're using a computer program that stores and processes data on a computer that's not yours, it's "cloud computing."

LOCAL
77

A list of common applications that are hosted "in the cloud" are Hotmail (Microsoft's online email service, which has been around since '96), Gmail (Google's online email service), YouTube, Wikipedia, Facebook. You don't have to pay to use any of these services, but it's not quite accurate to say they're free. As the technology writer Nathan Newman says: "You're not Google's customer, you're their product." In other words, they are likely using your personal information to help marketers identify you, and target their sales jobs directly at you.

If you're using one of these, you're already using "the cloud." So basically, cloud computing is the Internet. But hey, you already have the Internet, right? Since marketing can't sell you what you already have, "the cloud" was born.

So why should NSGEU care about cloud computing?

Companies like Google, Microsoft, and Facebook have until now been offering their cloud services largely to individuals, but that trend is changing; these companies are



'Cloud computing' services like these have become incredibly popular, but there are consequences to using them on the job.

now offering their services to businesses and public bodies.

Your place of employment likely provides you with an email address and maybe even some computer storage space so your work can be securely saved and backed up. They may also provide some kind of calendar service so you can track your appointments or those of your colleagues or supervisors. (Even if your employer doesn't provide you any of these things, please keep reading anyway; I'll get to why you should care soon.)

All of these services are constructed and lovingly maintained by the folks in the short-sleeve button ups and blue jeans who work in your IT department.

Since Google and Microsoft provide similar services for a nominal or no fee, your employer might be tempted to go with one of them instead of continuing to staff its own in-house IT department. That, my fellow Brothers and Sisters, is outsourcing. I've read quotes from major players in the IT field and they're forecasting 15 per cent job loss industry-wide due to cloud outsourcing.

Now, for you folks who aren't in IT, or who don't have

these services provided to you by your employer: Google and Microsoft have made significant in-roads in outsourcing services in post secondary education in the U.S. and are now starting to focus on Canada. Lakehead University in Ontario was the first and the University of Alberta signed its contract with Google last December.

Lining up to follow suit are Dalhousie, Ryerson, and the University of Toronto, to name a few.

Universities are public bodies. They're funded with public monies and typically fall under the jurisdiction of provincial governments.

If Canada's universities start outsourcing their IT services, why not outsource IT for things like Access Nova Scotia, school boards, or hospitals and health care records?

Many of us already use services like Hotmail or Gmail. We're already familiar with them. What's the big deal?

It's this: are you comfortable handing over your personal information to a public body that then stores it on harddrives located in the United States, making them readily available to U.S. authorities under the U.S. Patriot Act? Maybe the harddrives aren't located in the states. Are you comfortable with your personal data being stored in Russia? China?

Personally, I'm not. Our provincial government isn't, either. Nova Scotia currently has legislation that protects your personal data when you entrust it to a provincial public body. It was written and passed specifically to make sure your personal information is kept here in Canada where it is protected by Canadian law.

The Personal Information International Disclosure Protection Act (PIIDPA) states:

5 (1) A public body shall ensure that personal information in its custody or under its control and a service provider or associate of a service provider shall ensure that personal information in its custody or under its control is stored only in Canada and accessed only in Canada

The act does allow storage outside Canada if "it is necessary" for the operation of that body, but as an IT professional, I can't think of a single instance in which storing data outside Canada could be "necessary."

This cloud is looking a little dark, if you ask me. It brings job loss, an erosion of privacy, and an outright grab at our personal information to sell to the highest bidder.

Darryl Warren is an IT employee at Dalhousie University and the president of NSGEU Local 77. During the union's Biennial Convention 2011, delegates voted in favour of a resolution from Warren opposing the use of cloud computing in the public services.

Another thing about using 'cloud computing' on the job: you might be breaking the law

Cloud computing services have become commonplace, and are being used by NSGEU members in both a personal and professional context. Many may not realize that using these services (such as Gmail, Hotmail, Facebook, or YouTube) at work may violate provincial legislation.

The province of Nova Scotia has legislation called the Personal Information International Disclosure Protection Act which was passed with the specific intent of protecting the personal data of the citizens of Nova Scotia. It states:

"A public body shall ensure that personal information in its custody or under its control and a service provider or associate of a service provider shall ensure that personal information in its custody or under its control is stored only in Canada and accessed only in Canada..."

So, you may ask, what is defined as personal information? The act uses the definition of personal information provided through the Freedom of Information and Protection of Privacy Act as being:

'Personal information' means recorded information about an identifiable individual, including the individual's name, address or telephone number, the individual's race, national or ethnic origin, colour, or religious or political beliefs or associations, the individual's age, sex, sexual orientation, marital status or family status, an identifying number, symbol or other particular assigned to the individual, the individual's fingerprints, blood type or inheritable characteristics, information about the individual's health-care history, including a physical or mental disability, information about the individual's educational, financial, criminal or employment history, anyone else's opinions about the individual, and the individual's personal views or opinions, except if they are about someone else;

This means if you are using a cloud service as part of your employment with the province of Nova Scotia, and that service stores its data outside Canada, and you are including any of the above information then you are in violation of provincial law.

Your place of employment, if it is part of or funded by the provincial government, should have a policy about using services like Gmail, Hotmail, Facebook, YouTube and others, and you should adhere to it.

If they don't you should be aware of the risks involved in using the cloud.

- Darryl Warren



During the rally in support of Occupy Nova Scotia the day after they were evicted from Victoria Park, NSGEU Local 81 member Carrie Campbell (left) performed with the Halifax-Dartmouth District Labour Council's labour choir. You can't see her in this picture (she's behind the guy in the blue coat), but she was up there with NSGEU Education Officer Margaret Anne McHugh and Local 63 President Kelly Murphy belting out some labour tunes.

'I AM PART OF THE 99 PER CENT BECAUSE I BELIEVE IN EQUALITY'

NSGEU is an enthusiastic supporter of the Occupy movement, and for at least one member, it's been a life-changing experience



Donna MacGregor (Local 71C), Glenn Kennedy (Local 6), Carol Couillard (Local 8), and Carrie Campbell (Local 81).

By **Carrie Campbell**

Local 81 – Mount Saint Vincent University Book Store

Occupy Nova Scotia came to Halifax on October 15, four weeks after the movement started in New York. To be honest, I didn't really know what it was all about, or what they were protesting. My reasons for going that day were entirely selfish. I was going through the early stages of a separation and needed a distraction. I didn't realize that my entire way of thinking would be challenged that day.

I was halfway through a business degree and I had

LOCAL
81



Thane Paris (Local 7), NSGEU President Joan Jessome, Winston West (Local 6), and Carrie Campbell (Local 81).



never learned about corporate greed, bank bailouts, or tax (un)fairness. I walked away that day with a new purpose, and went back almost every day after that.

Despite the media's reports of the occupation tapering off, every day something new was being added to the camp: a kitchen area, a first aid tent, a supplies tent, an art area.

I was watching a community being built by the people within it and it was amazing. The people are a very diverse group of all ages, some with disabilities or physical or mental illnesses, some labour folks, others unemployed or homeless. It doesn't matter.

The beauty of this movement is that it doesn't discriminate, and nobody is turned away. Occupiers take care of one another the way a community should. If there is work to be done, everyone pitches in and

does it together. If there is not enough food to go around, they ask themselves, "Do I need this more than the person next to me?" They take care of those in need and put others before themselves.

Every night there is a General Assembly meeting. All decisions are made when a consensus is reached by the group. This slows the decision making process, but every person has a voice and no decision is made until every person can agree to it. (This is what democracy looks like!)

The rallies are inspiring, with so many passionate people from every walk of life, who join forces to fight back against the flaws in our system.

Every rally I attended, I walked away with a little more knowledge, a little more hope for the future, and a lot more confidence in a community oriented humanity. Imagine:

someone who knew nothing about what they were protesting on Day 1, is now talking the talk – to anyone who will listen.

My experience with this global movement has been eye-opening. I am a part of the 99 per cent. Not because I am lazy or unemployed. Not because I am a hippy, or a communist. Not because of my political affiliations.

I am part of the 99 per cent because I believe in equality.

I believe that everybody should have not only the basic necessities: food, water, and shelter – but access to education and good paying jobs – with pensions. I believe that my standard of living, and that of my children, should not deteriorate just because we are a single income family. I will continue to stand in solidarity until social and economic justice prevails.

Nova Scotia relies on public health care.



Public health care relies on us.

Facing budget cuts, a fresh round of bargaining, and a new federal-provincial health accord, NSGEU's Health Care workers are pulling together to ensure health care remains healthy.

As you read this, the next chapter of our remarkable public health care story is being written. Federal and provincial governments have begun negotiating the 2014 Health Accord to establish overall funding and priorities for health care. Here in Nova Scotia, health care workers are getting ready for what promises to be a challenging round of bargaining.

"The very future of our health care system is at stake," wrote NSGEU President Joan Jessome in a newspaper editorial. "If we don't speak up now

about what we know our health system needs, we'll simply end up with what politicians tell us is best. Judging by what a lot of our politicians seem focussed on these days – economic fear-mongering, privatization, and tax cuts – I'm not entirely optimistic they'll tell us things that are good for our health."

Already, the health care system in Nova Scotia is being squeezed. District Health Authority budgets are being cut by three per cent, and further privatization isn't being ruled out.

"We must all be vigilant," says Jessome. "Citizens must write to their

politicians demanding that the public system be maintained and strengthened, and health care workers must stand up against cuts to services that the public depends on."

A large group of NSGEU health care workers are about to get their chance to defend the system they're such an important part of. The contract for Local 42 (CDHA - Health Care) expired on Oct. 31, 2011, and they will begin bargaining their next contract early in the new year. With almost 4,000 members working in more than 160 different job classifications ranging from LPNs to Unit Aides, Local 42 is one of the union's largest and most powerful locals. It is filled with people who are incredibly passionate about what they do, but increasingly anxious about their ability to do it. Budget cuts that effect services, a worrisome growth in the use of casual employees, and two years of lower-than-inflation increases have left them feeling stretched, dispirited, and unable to best deliver the services people need.

At the bargaining table, they will attempt to turn the tide. An obvious goal for the local's bargaining committee will be to replicate the 5.1 per cent increase that an arbitrator recently awarded Capital Health registered nurses (Local 97) for 2011-12.

It won't be easy, but NSGEU is putting considerable resources into helping Local 42's efforts, including a public-awareness campaign to rally Nova Scotians' support for appropriately paid health care workers, and a membership drive to ensure that all Local 42 members, including casuals, know what they can do to support their bargaining committee.

There are also things the rest of us can do to support the health care system by supporting Local 42. The main thing is to speak up: tell your friends, family, and neighbours what NSGEU health care workers are saying so clearly: the system is already so stretched that cuts to budgets will inevitably mean cuts to services. Write to your politicians and to your local newspaper to say that public health care works, and that it should be expanded not cut. Take part in health care rallies to show where you stand.

The health system is in transition. If we're able to act together now, we can ensure the transition leads to stronger and healthier care.

Will public health care cover the services we need? Maybe.

The 2014 Health Accord.
It's your health. Find out more.

NSGEU | nsgeu.ca/healthaccord



One of the billboards NSGEU posted in November to publicize the health accord.

WHAT IS THE 2014 HEALTH ACCORD, AND WHY DOES IT MATTER SO MUCH?

The 2014 Health Accord matters to every one of us and this November, NSGEU joined forces with the Nova Scotia Citizens Health Care Network, the Council of Canadians, and the Canadian Health Professionals Secretariat to make sure the public understands what it's about and what's at stake.

The 2014 Accord is the Harper government's promised follow-up to the landmark 2004 Health Accord which guaranteed 10 years of stable health care funding for the provincial governments. In return for the stable funding, the provincial health ministers all agreed to maintain public systems that ensured access to all of their citizens regardless of where they lived or how much money they had. They provinces also agreed to:

- Reduce wait times
- Expand home care
- Bolster training programs for health professionals
- Establish electronic medical records
- Begin planning a national pharmacare program.

Although challenges remain, it is widely acknowledged that the progress has been made on all of the 2004 Accord's goals. Wait times have been reduced, home care has been expanded, and electronic records and pharmacare are in the works.

What will the 2014 Accord set out to accomplish? Will it guarantee affordable medicines by actually establishing a universal Pharmacare program similar to Medicare? Will it strive to further shorten wait times? Guarantee 24-hour emergency care to people living outside big cities? Push the healthcare system to begin properly addressing mental health? Or will it open the door, as many believe the Harper government wants, to privatization and two tiers of healthcare?

It's all on the table, which is why it's critical for Canadians and Nova Scotians to clearly tell government what they want.

NSGEU and its health care partners have been working together to promote the issue. When the provincial and federal health ministers met in Halifax in November to begin negotiating the details of the 2014 Accord, NSGEU and its partners were held a variety of public events to highlight the importance of these negotiations.

During one of those events, a press conference at the Legislature, the head of a national health care workers association, to which NSGEU members belong, took direct aim at the notion that health care budgets are rising out of control.

While acknowledging that health care budgets are rising as a percentage of provincial GDP, Canadian Health Professionals Secretariat chair Elisabeth Ballermann says that's only because of cuts to other parts of the public service. "It's like a family of four in which one of the kids moves out," she said. "Imagine the parents then saying to the child who's still at home: 'We have to cut the amount we spend on your food because yesterday it was a quarter of our budget and today it's a third!'"

MENTAL HEALTH: THE ORPHAN CHILD OF CANADA'S HEALTH CARE SYSTEM

By **Karen Ferguson, Local 97**
Community Mental Health Nurse

One in four people who come to Canada's health care system need help with mental illness. And yet, mental health remains the orphan child in our system. Its budgets are stagnant, even shrinking, and an ineffective two-tier system is taking hold. For those of us who work in mental health care trying to meet a growing need with shrinking resources, it's starting to take a toll on our own mental health.

Mental health care is often neglected during discussions of funding and reform, but that has to change. With negotiations starting on the 2014 Health Accord, we have a chance to change it.

The impact of mental illness on Canadians is staggering. At any given time, 1.5 million Canadians are suffering clinical depression (CAMH, 2001), a disorder that between 10 and 15 per cent of us will experience at some point in our lives. And that's just depression. One of every eight Canadians will be hospitalized for mental illness at least once in their life (Cleghorn, 1991).

Widespread mental illness is costing our economy. People with serious mental illness must not only live with the direct symptoms of the disease, but are also likely to be unemployed, living in poverty, and be at greater risk of homelessness, violence, victimization, and crime.

In the workplace, mental illness takes another toll: a Conference Board of Canada study released earlier this year reported that mental health issues accounted for 78 per cent of short-term disability claims and 67 per cent of long-term disability claims.

This year, health care budgets are frozen in Nova Scotia (and considering inflation, that's actually a four per cent cut). Next fiscal year, health care budgets must be cut by three per cent (which could actually be a five or six per cent cut, depending on what inflation will be).

I know these cuts are having an effect because I see it where I work, in CDHA's community mental health programs. Our base budget has had no increase for more than a decade, and has in fact lost ground

MENTAL HEALTH IS THE MOST PRESSING OH&S ISSUE IN OUR WORKPLACES

By **NSGEU President Joan Jessome, Local 246**

As negotiations get underway for the 2014 Health Accord, it's important that we all speak up about what our health care priorities should be. Here's what I'm speaking up about: our health care system must finally begin to address mental health in a meaningful way.

The Canadian Mental Health Association says that one in five of all Canadians will suffer mental illness at some point in our lives. As a labour leader, I know that there is no other health issue as important to our workplaces.

Statistics show that in Canada, around three-quarters of all short- and long-term disability claims are due to mental illness. And those are just the cases which have been diagnosed. Mental illness is still surrounded by fear and stigma, discouraging many from seeking the help they clearly need. Instead, they suffer silently and without help.

It's time for our health system to act. Right now, together, we have a chance to force the issue. Starving the system of what it so clearly needs will only cost us all more in the long run.

due to rising operating costs.

These cuts mean fewer workers juggling higher workloads. For many of us, that means more stress as we struggle to compensate for the lack of resources.

The same study found that 500,000 are off work every day as a result of mental illness and that mental illness costs the Canadian economy \$51 billion a year.

A workplace suffering chronic stress can also lead to bullying and harassment, and often has a direct impact on the mental health of the people who work there, contributing to anxiety, depression, insomnia, fatigue, and even substance abuse.

As we work to help others with mental illness, we're often suffering its effects ourselves.

As the service we offer suffers, a two-tier system is developing up through the cracks.

People with workplace benefits are often directed and even limited to for-profit services for mental health care because the public sector is overwhelmed. Many organizations are hiring for-profit agencies for their EAPs ("employee assistance programs") which are mainly staffed with

non-professional counsellors. They can provide support for stress management, but are not equipped to help people with mental illness.

That's why it's so important to speak up now, put mental health on the agenda for the 2014 Health Accord.

There isn't just one way to deal with it. It needs to be dealt with by addressing work environments and the workplace conditions. It's certainly not just a case of individual workers getting some help and everything will be OK; it's also about prevention and ensuring that the workplace doesn't cause someone to become chronically stressed, which leads to depression and anxiety.

Federal and provincial governments must take the best possible advantage of this opportunity to respond to the needs of people with debilitating mental illness, many of whom are the most vulnerable people in our society, and to recognize the benefits of ensuring good mental health in the workforce.

Karen Ferguson sits on the NSGEU Board of Directors as a representative of the Nursing Occupational Council.

Everyone Has A Right to Oral Health



It's true. Our public medicare system covers most of the basics. Your mouth, your throat, your eyes, nose and ears - but it does not cover something very critical to your well being - it does not cover your teeth. For those who have private insurance, that may be okay. But for those who are not covered by insurance, going to the dentist may be something they can't afford to do. **Nearly 32% of Canadians do not.**

Four amazing women, who are public health dental hygienists, Frances MacDonald Local 42, Bernice Doucet Local 95, Joyce Lind Local 94, and Norma McIntyre Local 93, have formed a working group and together with NSGEU President Joan Jessome and NSGEU staff are raising awareness about the need for a Chief Dental Officer and a provincial oral health strategy for Nova Scotia.

Did you know that children over the age of 10 do not have access to public dental care? If their parents do not have insurance, chances are they are facing a future that does not include regular check-ups and care.

Nova Scotia had, until approximately 1994, a fairly robust public health program for children which involved screenings, cleanings and fluorides in schools. This program was discontinued around 1994 and eventually replaced with a Fluoride Mouthrinse program delivered weekly in targeted schools. The provincial dental director also retired around this time and was not replaced.

The Fluoride Mouthrinse program is essential - but it is not a substitute for an effective oral health program that must include screening and connecting parents and kids with the dental care they need.

Currently, there are 16 dental hygienists working in Public Health with the District Health Authorities across the province providing oral health services to school aged children including the Fluoride Mouthrinse program. In some DHAs the staff are able to do oral health assessments, screenings and facilitating treatment for oral health issues. In others, the programs are being downsized or cut altogether.

There must be consistency in the delivery of oral health programs across the DHAs.

In the Halifax Metro area, public health dental hygienists were able to convince management to allow them to continue to screen school-age children (under the age of 10) and help them secure dental treatment. They also assisted parents with this process and forged partnerships with the dental association to provide pro-bono services to one child per year, over the age of MSI coverage (age 10) per dentist who would volunteer.

This program was cut in May of 2010 and is now in limbo. In March of 2010, the provincial government of NS announced that it would hire a Chief Dental Health Officer and since then, that has also been on hold. This is not acceptable.

According to MSI statistics Nova Scotia's Children's Oral Health program (for those under 10 years of age) is underutilized. As we cut back the important work public health does in this area, it will get even worse. We need public health dental hygienists in schools and communities making connections with children and parents who need dental support and facilitating treatment.

A preventative comprehensive child-based program could be a relatively small investment with huge dividends down the road.

NOVA SCOTIA NEEDS A CHIEF DENTAL OFFICER AND A COMPREHENSIVE ORAL HEALTH STRATEGY

Contact the Provincial Minister of Health

Phone: (902) 424-3377

Fax: (902) 424-0559

health.minister@gov.ns.ca

The Honourable Maureen MacDonald, N.D.P., M.L.A.

Department of Health and Wellness

4th Floor, Joseph Howe Building

1690 Hollis Street

P.O. Box 488, Halifax, Nova Scotia, B3J 2R8



Norma McIntyre Local 93, Frances MacDonald Local 42, President Joan Jessome, Bernice Doucet Local 95, Joyce Lind Local 94, and staff member Policy Analyst/ Servicing Coordinator Ian Johnson



Over celebratory cake and coffee, a group of Local 267B members gathered as Local President Carmella Doucette-Deveau (right) presented Rhonda Sweeney with her well-deserved \$750 bursary from the NSGEU. Sweeney is working towards her Master of Education Counselling.



Two NSGEU members at NSCC Pictou Campus received Members' Bursaries: Deb McKee (left) and Marlene MacLean (right). Local 267F President Sandra Anderson (centre) presented the bursaries during a small celebration.



Local 8 President Rocky Beals (left) presents a Members' Bursary to Jude Abbey.



Local 79 President Colin Sutton presents a Dependents' Bursary to Julia Mahoney, who is the daughter of Saint Mary's University employee Sandra Fougere.

FALL 2011 SCHOLARSHIP, BURSARY RECIPIENTS

DEPENDENTS' SCHOLARSHIP RECIPIENTS

Lauren Longobardi (Valerie Musgrove, Local 2) \$2,500 Adrian Timmons Memorial
Erin Hayes (Anne Hayes, Local 97) \$1,500 Aubrey Stevens Memorial
Carlee Bryson (Candace Bryson, Local 53) \$1,500 Alex Buchanan Memorial
Alexander Sommerville (Marguerite Sommerville, Local 42) \$1,500 Greg Blanchard
Lauren Walsh (K. Anne Walsh, Local 8) \$1,500 David Peters
Elizabeth Deveau (Audrey Deveau, Local 42) \$1,000
Kaitlin Whitehouse (Margaret Whitehouse, Local 97) \$1,000
Devon Mills (Mark Mills, Local 470A) \$1,000
Ellen Hines (Nancy Hines, Local 2) \$1,000
Johanna Sildam (Natalya Sildam, Local 6) \$1,000

MEMBERS' BURSARY RECIPIENTS

Jude Abbey, Local 8, \$750
Jennifer Banks, Local 42, \$750
Edna Carloss, Local 97, \$750
Ashlie Cormier, Local 93, \$750
Elizabeth Devine, Local 7, \$750
Lucy Doan, Local 19, \$750
David Huett, Local 23, \$750
Marlene MacLean, Local 267F, \$750
Giselle McCormick, Local 23, \$750
Debbie McKee, Local 267F, \$750
Heather Morgan, Local 53, \$750

Adam Rostis, Local 8, \$750
Monica Slauenwhite, Local 267K, \$750
Rhonda Sweeney, Local 267B, \$750
Sandra Traynor, Local 42, \$750

DEPENDENTS' BURSARY RECIPIENTS

Kelsey Bowman (Margaret Layes, Local 88) \$1,000 Brian Langille Memorial
Jillian Casey (Angela Casey, Local 93) \$1,000 Westray Memorial
Kabu Davies (Stephen Davies, Local 7) \$1,000 Irving Deale Memorial
Courtney Holder (Kim Holder, Local 71B) \$1,000 Philip Cogswell Memorial
Kelsey Holder (Kim Holder, Local 71B) \$1,000 Gordon Burnham Memorial
Alician Lahey (Kim Sheppard, Local 94) \$1,000
Jenna MacDonald (Deborah MacKenzie, Local 246) \$1,310 John Rossiter Memorial
Jenna MacLeod (Audrey MacLeod, Local 97) \$1,000
Julia Mahoney (Sandra Fougere, Local 79) \$1,000
Simon Meynell (Marla Meynell, Local 66) \$1,000
Scott Prinoski (Gaynia Johnson, Local 97) \$1,000
Sarah Sears (Freda Sears, Local 71A) \$1,000
Robert Snyder (Thelma Snyder, Local 88) \$1,000
Scott Sutherland (Cathy Sutherland, Local 76) \$1,000
Elisabeth Teklet (Asmeret Ghebream, Local 77) \$1,000

UPCOMING NSGEU COURSES & WORKSHOPS

If you are interested in participating in any of the NSGEU's workshops, the union can help make it happen. We will cover your transportation and child- and elder-care costs (as defined by the NSGEU Board policies), and will also help arrange for your time off work. For more information, visit www.nsgeu.ca/education, or contact us at 902-424-4063, 1-877-556-7438, or inquiry@nsgeu.ca

Course	Dates	Location	Class size	Prerequisite	Description
New Activist	March 16 & 17	NSGEU Boardroom (Metro A/B/C)	20	Members with no prior union training.	Intro to the NSGEU, your rights and how the union can help you exercise them. Review of NSGEU structure, union processes, grievances, mobilization, and the importance of strong locals.
	April 18 & 19	Holiday Inn, Truro (CC/PAG)			
	April 25 & 26	Best Western, Liverpool (SS/Val)			
	May 2 & 3	Delta Sydney (CB)			
	Sept. 7 & 8	Holiday Inn, Truro (CC/PAG)			
	Sept. 19 & 20	Delta Sydney (CB)			
	Oct. 17 & 18	Best Western, Liverpool (SS/Val)			
	Nov. 2 & 3	NSGEU Boardroom A & B (Metro A/B/C)			
Steward I	March 23 & 24	NSGEU Boardroom (Metro A/B/C)	20	Stewards with six months experience at Level I	Stewards with no prior training. Introduction to roles and responsibilities of Steward. Introduction to grievance procedure and investigation.
	April 20 & 21	Holiday Inn, Truro (CC/PAG)			
	April 27 & 28	Cambridge Suites, Sydney (CB)			
	May 4 & 5	Best Western, Liverpool (SS/Val)			
	Sept. 13 & 14	Holiday Inn, Truro (CC/PAG)			
	Sept. 21 & 22	Delta Sydney (CB)			
	Oct. 19 & 20	Best Western, Liverpool (SS/Val)			
	Nov. 23 & 24	NSGEU Boardroom (Metro A/B/C)			
Steward II	March 30 & 31	NSGEU Boardroom (Metro/SS/Val/CC)	20	Stewards with 6 months experience at Level I. Indepth grievance investigation.	Tools for dealing with management. Expanded roles and responsibilities of the Steward.
	May 25 & 26	Delta Sydney (CB)			
	Oct. 29 & 30	Delta Sydney (CB)			
	Nov. 14 & 15	NSGEU Boardroom (Metro/SS/Val/			
Week-Long School	May 13 - 18	St. FX University, Antigonish			
Pre-Retirement	April 21	Metro Area	150	Usually within 1-2 years of retirement.	Overview of pension politics in Nova Scotia. Presentation from CPP and the major Civil Service and health care plans (PSSP, NSAHQ) retirement benefits. Benefit information varies according to location and Local members.
	May 12	Keating Centre, St FX	100		
	Oct. 20	Annapolis Royal Area	100		
	Nov. 17	Metro Area	150		

Metro = Metro A,B,C | CC = Cumberland, Colchester | PAG = Pictou, Antigonish, Guysborough
CB = Cape Breton | SS = South Shore | Val = Valley



HIGHLIGHTS FROM OUR DISCOUNT LIST

As a member, you can save lots of money on a variety of items and services. Check www.nsgeu.ca for a complete list

ACCOMMODATIONS

Holiday Inn Harbourview

101 Wyse Rd., Dartmouth
(902) 463-1100, 1-888-434-0440
info@hiharbourview.ca
\$96 + taxes, preferred rate for NSGEU members, includes Internet & parking.

Citadel Halifax

1960 Brunswick St., Halifax
(902) 422-1391
\$99 + taxes, preferred rate for NSGEU members, includes Internet & parking.

Bridgewater Bogan Villa Inn

35 High St., Bridgewater
(902) 543-8171 or 1-800-565-8171
10% off regular rates.

Cape Cod Colony Motel

234 Water St., Shelburne
(902) 875-3411
10% discount

Delta Sydney

300 Esplanade, Sydney
(902) 562-7500 or 1-800-565-1001
Please call for information on rates.

DON'T HAVE AN NSGEU MEMBERSHIP CARD?

To get many of the discounts on these pages, you'll have to present your NSGEU Membership Card. To get a card, or to replace a lost card, call the Labour Resource Centre at (902) 424-4063 or 1-877-556-7438, or email inquiry@nsgeu.ca

Le Manoir Samson Inn

1756 Highway 1 Church Point, Digby Co.
(902) 769-2526
10% discount. Free continental breakfast.
In-suite microwave and mini-fridge.

CAR RENTALS

Avis Rent-A-Car

121 Illsley Ave., Unit N, Dartmouth and
1717 Grafton St., Halifax
1-800-879-2847
Please quote discount # C283900.

Discount Car & Truck

Halifax, Dartmouth, Truro, New Glasgow
1-888-636-9333
Corporate rate or whichever rate is lowest at time of booking.

Enterprise Rent-A-Car

Please visit our website or call for details.
www.enterprise.com
1-800-736-8222.
Please quote discount # T401246

Hertz Canada Ltd.

Dartmouth, Halifax, Bridgewater, Digby, Yarmouth, & Truro; 1-800-263-0600
Government rates or whichever is lowest at time of booking, refer to CDP # 297165

CAR SERVICE

M & B Transmission

5560 Cunard St., Halifax
(902) 453-4816 or 453-4817
10% discount on parts and labour

Midas Muffler Shop

2662 Robie St., Halifax
(902) 454-7496
10% off Midas in-stock parts (special order parts do not apply).

Mighty Muffler & Brakes

Six locations in metro
M-F: 7:30 am to 7 pm. Sat. 8 am to 3 pm
Castrol Oil loyalty card - 5th oil change free;
10% discount on regularly priced parts.

Scotia Tire Service Limited

Four Locations in Metro
2803 Robie St.; 267 Bedford Hwy.; 217 Wyse Rd.; 975 Cole Harbour Rd.
5% off regular tire prices, \$2 off per tire on balancing, \$10 of wheel alignments

Target Detailing Systems

Bayers Lake Business Park, (902) 450-1100
15% off all regular-priced services upon inspection, heavily soiled vehicles would not apply. NSGEU membership card required.

CLOTHING

Mark's Work Wearhouse

10% discount on regular retail price on such items as: footwear, coveralls or overalls, Industrial outerwear, rain wear, casual wear, health-wear clothing, work accessories. You must have an NSGEU membership card and Mark's Work Wearhouse discount card.

Boutillier's Costume Rentals

211 Windmill Rd., Dartmouth, NS
(902) 464-3636
www.costumesrus.net
10% discount on all costume rental

Ripsters Halloween Shop

622 Sackville Dr., Lower Sackville NS
(902) 252-7477
www.ripstershalloweenshop.ca
10% discount on all costume rental

Sherpa-lined
hoodies: \$30

NSGEU Wear

Sherpa-lined hoodies, microfleece jackets and lots of t-shirts: there's a whole range of colourful and comfortable new NSGEU clothing available now at the union's office at 100 Eileen Stubbs Ave. in Burnside. For more info, call Jackie Creemer at the office.



Zippered hoodies
(in both men's and
women's sizes): \$25

Women's Bamboo
V-Neck: \$25



Microfleece
jackets: \$20

Tandy Leather Factory

75 Akerley Blvd., Dartmouth
(902) 468-3071
www.tandyleather.com

10% discount on regular retail prices. Does not include clearance items, leather, or items in the monthly flyer.

HOME HEATING

Superline Fuels

Halifax (3479 Barrington St., 429-0740), Truro, Pictou Co., North Shore, Amherst, Springhill, Parrsboro.

Four cents per litre off posted price in effect at the time and place of delivery. Members must contact Superline in order to have the discount applied to their account.

HOME IMPROVEMENT

Acadia Painting & Decorating

6243 Quinpool Rd., Halifax (902) 423-4915
10% on paint & accessories

ICI Paints/Glidden Paints / Colour Your World

75 Akerley Blvd, Burnside, 468-3965;
177 Wyse Rd., Dartmouth, 463-5222;
5651 Kaye St., Halifax, 453-2560;
Tacoma Dr., Dartmouth, 434-8292;
Bayers Lake, Halifax, 445-5267;
Bedford Highway, 835-1300

Sydney, 562-1170

www.icipaints.ca

NSGEU ID at time of purchase, up to a 40% discount on all ICI Glidden manufactured paint. 20% on all other in-store accessories.

Jennifer Allan Interiors

121 Illsley Ave., Dartmouth (902) 832-2572
www.jenniferallaninteriors.ca

Offering with NSGEU ID at the time of pricing up to 50% off all custom blinds. Receive an additional 10%, 30% off all custom drapery fabric.

LumberMart

751 Herring Cove Rd., Halifax; 15 Wright Ave., Burnside
(902) 477-6500

Guaranteed lowest price in metro on same/similar product or we beat the price. NSGEU card required.

Roofmasters

27 Stratford Dr., Cole Harbour (902) 462-0696
New roofs, renovations, repairs, cedar shingles
10% discount

JEWELRY

Sutherland's Jewellery Limited

3650 Hammonds Plains Rd, Upper Tantallon
(902) 826-7034, (902) 826-9253
20% off, excluding Kameleon line. NSGEU card required.

LEGAL SERVICES

Joel E. Pink Inc.

1-888-492-0550

Legal advice via telephone and, if necessary, a half-hour office follow-up.

PEST CONTROL

Ace Pest Control Ltd

2257 Lawrencetown Rd.
(902) 435-8118

15% off pest control services

SPORT AND FITNESS

Dalplex

Halifax, (902) 494-6973

\$367 plus tax per person per year and \$567 per family per year. Includes all services, excluding the climbing wall and cardio plus room and towel service.

Dartmouth Sportsplex

110 Wyse Rd., Dartmouth Call (902) 464-2600 ext. 340 for a free pass and tour. 15% discount off yearly rate on various membership options

The Tower

St. Mary's University Health & Fitness Club,
Tower Rd., Halifax
(902) 420-5555
15% discount on memberships.



Members of Local 42 elected a bargaining committee during a packed local meeting earlier in the year.

BARGAINING UPDATES: LOCAL 42 IS LEADING THE NEXT ROUND. HERE'S WHY IT MATTERS TO ALL OF US.

CDHA – HEALTH CARE **LOCAL 42**

Number of members: 3,921

Contract expiry date: Oct. 31, 2011

Negotiators: Robin MacLean & Neil McNeil

2012 promises to be a very busy year of bargaining. The contracts of many NSGEU locals have already expired, and most of the rest of them will expire at some point over the next 12 months. Almost every local will be heading back to the table and can expect serious challenges when they get there.

The entire public service is under financial pressure, and much of that pressure is being borne by the front-line workers. Already, NSGEU negotiators are getting a strong sense of employers' intentions: continue

cutting costs by maintaining a pattern of lower-than-inflation increases.

But there is cause for optimism. In polling and research done by NSGEU, it is clear there is broad public support for an appropriately funded and staffed public service. While the media tends to focus on the corporate community's frequent calls for cost-cutting, Nova Scotians themselves are steadfastly opposed to cuts that hurt the services they rely upon.

The challenge is to keep Nova Scotians informed about the consequences cuts, and to remind them that when public service workers bargain hard, they are bargaining to protect the services they deliver.

To underline these points as dramatically as possible, NSGEU Local 42 will be the

first to back to the table for this round of bargaining. With nearly 4,000 members who work as health care professionals at Capital Health, they work in the province's largest hospital system and make up the union's largest local.

Like the members of almost every other local in the province, the Local 42 members have just gone through two years of tiny economic increases that have left many of them feeling frustrated and anxious.

More than 1,000 members of the local took the time to fill out their bargaining committee's detailed "bargaining input survey." It's clear they feel the budget cuts and low increases are hurting the care they are able to provide. It's also clear they won't

**LOCAL
42**

accept it any longer.

What they will eventually accept remains to be seen. But there's little doubt that the 5.1 per cent increase for 2011-12 awarded recently to the registered nurses in NSGEU Local 97 will play on the expectations of Local 42 members.

Already, Local 42's leadership is undertaking the huge job of tracking down and contacting the dangerously large roster of casual workers at Capital Health. Treated like second-class employees, the casuals earn the same wages and benefits as permanent employees, but they don't enjoy many of the same protections against managerial whim. Many work the same hours as permanent employees, but are held hostage by their casual status. Making matters worse, Capital Health doesn't always provide NSGEU with accurate contact information for these casuals, isolating them even further from their permanent-status coworkers. So starting early in the new year, members of Local 42's executive will be mounting a drive to contact all of these casuals and make sure their voice is heard at the bargaining table.

CDHA – NURSES LOCAL 97

Number of members: 2,531

Contract expiry date: Oct. 31, 2012

Negotiators: Robin MacLean & Neil McNeil
Proposals were exchanged on June 30, 2010. Negotiations continued throughout 2010, but broke down in January 2011 over the employer's refusal to offer annual increases of more than one per cent, which would have seen the members' wages drop below their long-standing position of highest in Atlantic Canada. Members voted 94 per cent in favour of strike to support their demands at the bargaining table. During conciliation, a tentative agreement was reached to send the issues of wages and term of contract to arbitration. On June 3, members voted 65 per cent in favour of the arbitration agreement. The arbitration hearing was held on Oct. 1, and on Oct. 31, the award was released: one per cent increases for 2009-10 and 2010-11, and a third contractual year featuring a "step increase" of 3.5 per cent on Nov. 1, 2011, and 1.6 per cent economic increase on May 1, 2012.

CDHA – SUPPORT SERVICES BARGAINING UNIT LOCAL 19

Number of members: 1,223

Contract expiry date: Oct. 31, 2011

Negotiator: Neil McNeil

Proposals were exchanged on June 17, 2011. Bargaining took place throughout September and a tentative agreement was reached on Oct. 4. At press time, the members were voting on the agreement by mail-in ballot.

CONTINUED ON THE NEXT PAGE



Members of NSGEU's newest local, Local 99 (Dalhousie University custodial, trades, and security staff) line up to vote for their executive members.

MORE DALHOUSIE EMPLOYEES DECIDE TO JOIN NSGEU

In Late November, more than three quarters of Dal's operational support workers voted to join NSGEU as Local 99. They'd been previously represented in bargaining by NSUPE, but as they head into a fresh round of negotiations, have decided to draw on the strength and experience that comes with belonging to the province's largest union.

LOCAL
99

"NSGEU has a reputation for getting fair agreements for people, and for keeping both its members and the public informed about contract talks and

workplace issues," says Terry Williams, a Power Engineer who is one of the new Local 99 members. "Everybody knows who Joan Jessome is, and I think that goes a long ways toward the credibility of the union."

NSGEU represents support workers at universities and colleges across Nova Scotia. In fact, NSGEU Local 77 is made up of 800 other Dal employees who work in administrative services, the library, laboratories, and information technology. Being in close quarters with the Local 77 members gave the university's maintenance, custodial, trades, and security staff a glimpse into an organization that values transparency and open communications.

"We need to be affiliated with a union like NSGEU that knows the issues going on in different university departments," says William Embleton-Lake, a Security Officer at Dal. "I'd say that was the big reason we decided to join."

Joining NSGEU means the Local 99 members are also now officially affiliated with tens of thousands of other workers in the province through the Nova Scotia Federation of Labour (NSFL), and millions of other workers across the country through the National Union of Public and Government Employees (NUPGE) and the Canadian Labour Congress (CLC).

At NSGEU, the Local 99 members will also find a union that is as dedicated to providing quality services to its members as its members are dedicated to providing quality services to the public. The union has a staff of over 50 professionals who are experts in contract bargaining and contract defence, as well as occupational health & safety, education, social justice, and workers' rights.



Local 99 President Terry Williams.

SCHOOL BOARD LOCALS HOLDING BARGAINING CONFERENCE

At press time, NSGEU school board negotiators Mike Conrad and Art Beaver were working with NSGEU staff to schedule a bargaining conference for the union's seven public school locals. Please watch for further updates from your bargaining committees.

HALIFAX REGIONAL SCHOOL BOARD LOCAL 53

Number of members: 217
Contract expiry date: Sept. 30, 2011
Staff Negotiator: Mike Conrad

SOUTH SHORE REGIONAL SCHOOL BOARD LOCAL 70

Number of members: 68
Contract expiry date: March 31, 2012
Staff Negotiator: Mike Conrad

CHIGNECTO-CENTRAL REGIONAL SCHOOL BOARD LOCAL 71

Number of members: 634
Contract expiry date: June 30, 2012
Staff Negotiator: Mike Conrad

CONSEIL SCOLAIRE ACADIEN PROVINCIAL LOCAL 72

Number of members: 133
Contract expiry date: June 30, 2012
Staff Negotiator: Mike Conrad

ANNAPOLIS VALLEY REGIONAL SCHOOL BOARD LOCAL 73

Number of members: 417
Contract expiry date: March 31, 2012
Staff Negotiator: Mike Conrad

TRI-COUNTY REGIONAL SCHOOL BOARD LOCAL 74

Number of members: 49
Contract expiry date: March 31, 2012
Staff Negotiator: Mike Conrad

ATLANTIC PROVINCES SPECIAL EDUCATION AUTHORITY LOCAL 80

Number of members: 74
Contract expiry date: March 31, 2010
Staff Negotiator: Art Beaver

CONTINUED FROM PAGE 23

CDHA – OFFICE & CLERICAL BARGAINING UNIT LOCAL 246

Number of members: 1,554
Contract expiry date: Oct. 31, 2011
Staff Negotiator: Neil McNeil
 Proposals were exchanged on June 17, 2011. Bargaining took place throughout September and a tentative agreement was reached on Oct. 4. At press time, the members were voting on the agreement by mail-in ballot.

DISTRICT HEALTH AUTHORITIES 1, 2 & 3 – CLERICAL LOCALS 89, 90 & 91

Number of members: 615
Contract expiry date: March 31, 2010
Staff Negotiator: Tina Webber
Status of Negotiations: The union is attempting to schedule bargaining dates with the employer.

PUBLIC HEALTH, ADDICTION SERVICES & CONTINUING CARE - DHAS 1 - 8 LOCALS 93, 94 & 95

Number of members: 1,000
Contract expiry date: March 31, 2010
Staff Negotiator: Jim Gosse
 Prep meetings were held in October and November, 2010. The negotiator is attempting to schedule further dates for the bargaining preparation and negotiation.

CORRECTIONAL OFFICERS LOCAL 480

Number of members: 440
Contract expiry date: March 31, 2012
Staff Negotiator: Jim Gosse
 An agreement was reached on the possible transfer of these members into the Civil Service. Information sessions were held. A vote was conducted by mail-in ballot and members voted to reject the Employer's final offer. The Bargaining Committee met on April 1, 2011 to prepare proposals to begin new negotiations as a separate bargaining unit. Members subsequently voted 88 per cent in favour of accepting a tentative agreement that included their being transferred into the Civil Service, governed by that Civil Service agreement that expires March 31, 2012.

FIRST STUDENT CANADA LOCAL 98

Number of members: 106
Contract expiry date: April 1, 2012
Staff Negotiator: Neil McNeil
 The local certified in early 2010, and negotiations took place throughout late 2010 and early 2011. In early May, the union filed for conciliation because the employer refused to revise its original wage offers which would have left the members' wages as much as \$7-an-hour behind the wages of other school bus workers in the province. The employer made no improvements to its offer during conciliation and on Oct. 11,

the members voted 80 per cent in favour of a strike. Three days before a strike was scheduled to begin, the employer offered a wage increase of around \$3-an-hour to the bargaining unit, an offer the members voted 99 per cent in favour of accepting.

EASTERN MAINLAND HOUSING AUTHORITY LOCAL 2A

Number of members: 8
Contract expiry date: March 31, 2012
Staff Negotiator: Grant Vaughan
Status of Negotiations: The parties exchanged proposals on Feb. 28, 2011. Negotiations were held in April and again in October, when a tentative agreement was reached. Members voted 100% in favour of ratification on Oct. 14, 2011.

WESTERN REGIONAL HOUSING AUTHORITY LOCAL 25 (WHICH INCLUDES THE FORMER LOCALS 28 AND 48)

Number of members: 54
Contract expiry date: March 31, 2010
Staff Negotiator: Grant Vaughan
 The former Tri-County Housing Authority, Annapolis Valley Housing Authority (Local 48), and South Shore Housing Authority (Local 28) have been amalgamated into the Western Regional Housing Authority. NSGEU made application to the Nova Scotia Labour Relations Board to have the merged housing authority bound under the Tri-County Housing Authority Collective Agreement. A hearing with the Labour Relations Board was held on April 26, 2011, but the union's application was unsuccessful and regular bargaining resumed. Proposals were exchanged on June 29. Negotiations proceeded to conciliation, which was Nov. 21 and 22. At press time, further talks were scheduled for Dec. 12 and 13.

COBEQUID HOUSING AUTHORITY LOCAL 26

Number of members: 37
Contract expiry date: March 31, 2012
Staff Negotiator: Grant Vaughan
 The parties exchanged proposals on Dec. 13, 2010 and negotiations continued in January, March, and May of this year. The talks have been unsuccessful and the union applied for conciliation. Conciliation talks were held on Oct. 25 but were unsuccessful. A strike vote was held on Nov. 3 and the local was in a strike position on midnight, Nov. 24. A tentative agreement reached on Nov. 24 and ratified by a near majority on Nov. 28.

CIVIL SERVICE EDUCATIONAL EDC (NOVA SCOTIA AGRICULTURAL COLLEGE) LOCAL 3

Number of members: 69
Contract expiry date: March 31, 2008
Staff Negotiator: Grant Vaughan
 Proposals were exchanged in June 2008, and

negotiations were held throughout 2008, 2009 and 2010 (including a hearing before the Civil Service Employee Relations Board) but have now been referred to interest arbitration. The major issue is parity with universities. An interest arbitration hearing was held on July 13, 2011; an award has yet to be announced.

NOVA SCOTIA COMMUNITY COLLEGE – SUPPORT STAFF LOCAL 267

Number of members: 604

Contract expiry date: March 31, 2012

Staff Negotiator: Grant Vaughan

The parties met and exchanged proposals on Oct. 14, 2010 and negotiations took place over the winter and resumed in August 2011. A tentative agreement was reached on Aug. 12, and it was ratified by 70 per cent of the members.

METRO COMMUNITY LIVING LOCAL 63

Number of members: 56

Contract expiry date: October 31, 2010

Staff Negotiator: David Moore

The union is attempting to schedule dates with the employer to exchange proposals and commence negotiations.

COLCHESTER RESIDENTIAL SERVICES

LOCAL 64

Number of members: 69

Contract expiry date: October 31, 2010

Staff Negotiator: Jo-Ann Bailey

The parties exchanged proposals on Feb. 15, 2011 and negotiations have taken place throughout the year and are scheduled to resume on Feb. 21, 22 & 23, 2012.

MOUNTAIN LEA LODGE LOCAL 86

Number of members: 83

Contract expiry date: October 31, 2010

Staff Negotiator: Jo-Ann Bailey

Negotiations are tentatively scheduled to commence in January 2012.

NOVA SCOTIA HEARING & SPEECH LOCAL 20

Number of members: 142

Contract expiry date: March 31, 2010

Staff Negotiator: Jo-Ann Bailey

Proposals are scheduled to be exchanged on Jan. 4, 2012 with negotiations continuing on Jan. 5 & 6.

EVERGREEN HOME FOR SPECIAL CARE LOCAL 27

Number of members: 141

Contract expiry date: October 31, 2010

Staff Negotiator: Jo-Ann Bailey

The union is attempting to schedule dates with the employer to exchange proposals and commence negotiations.

CONTINUED ON PAGE 27



(TOP) NSGEU President Joan Jessome and Employee Relations officer Grant Vaughan go over Local 26's tentative agreement before taking a ratification vote. (BOTTOM) Jessome counts Local 98's strike vote, which was clearly in favour of job action.

ON THE BRINK OF STRIKE, TWO LOCALS ACHIEVE LAST-MINUTE DEALS

For the school bus workers in Local 98 and the public housing workers in Local 26, bargaining had essentially ground to a halt. Though they were negotiating with different employers, the story at each of their tables was the same: one per cent increases and very little else.

The wage offer was difficult enough for either local to accept, but perhaps worse was the lack of respect the offers represented.

The Local 26 members, who work at the Cobequid Housing Authority, felt they were being treated unfairly. Earlier this year, the government had agreed to review the classifications of some of the employees at the Metropolitan Regional Housing Authority (Local 47) in HRM. When the Local 26 members asked for the same classification review for some of its members, government flatly refused.

The Local 98 members, who are employees of First Student Canada, had been facing flat refusals even longer. First Student is under contract with the Annapolis Valley Regional School Board (AVRSB) to transport students in King's County. The AVRSB paid its own bus drivers in neighbouring Annapolis and Hants County seven dollars an hour more than



Local 98 pamphlet

First Student them. They'd certified as Local 98, but still, their employer refused to acknowledge the blatant disparity.

Finally, the members of both locals made the gut wrenching decision to threaten a strike. Neither group wanted to hurt the people they served, but neither could they continue to accept the disrespect they were feeling at the table.

"Your employer hasn't changed its wage offer since your bargaining committee first sat down to bargain," NSGEU President Joan Jessome told Local 98. "You're saying that's OK with you if you accept that offer."

Almost always, a provincial conciliator calls both sides back to the table on the day before a strike or lock-out becomes legal. That's what happened for both Local 26 and 98. During conciliation, both locals received new final offers that had improved enough for their memberships to accept.

Neither local received everything they sought in their new contract (few locals do), but their contracts are stronger because they were willing to stand up together.

PUSH IS ON FOR HOME SUPPORT DEALS

Almost all NSGEU members have now reached agreements covering the years 2010/11 and 2011/12, but not the union's 1,300 home support members.

These workers face unique bargaining challenges. Each of their agreements has to be negotiated with each local's agency.

The NSGEU put considerable effort into convincing the 11 employers to negotiate at a common table, but the employers refused. For the VON locals, bargaining has been further slowed by the extreme payroll problems suffered as VON head office switched its payroll over to a new system.

In the New Year, the union will be pushing to quickly conclude these agreements. To that end, each local will hold a strike vote during a local meeting in January or February.

NSGEU President Joan Jessome plans to attend each of these local meetings to talk about the union's bargaining strategy, and to answer any questions or concerns members may have.

VON BEDFORD - CASELOAD PLANNERS LOCAL 29

Number of members: 80

Contract expiry date: March 31, 2010

Staff Negotiator: Dave Moore

The union will be attempting to get dates scheduled for February 2012.

DIGBY/CLARE HOME SUPPORT AGENCY LOCAL 30

Number of members: 31

Contract expiry date: March 31, 2010

Staff Negotiator: Neil McNeil

Proposals were exchanged on Sept. 12, 2011. Talks continued on Dec. 5 and will be scheduled to resume early in 2012.

VON HOME SUPPORT LOCALS 31, 35, 40 & 85

Number of members: 491

Contract expiry date: March 31, 2010

Staff Negotiator: Robin MacLean

Proposals will be exchanged on Jan. 10, 2012, and further negotiations are scheduled on Jan. 30 and 31.

YARMOUTH ARGYLE HOME SUPPORT LOCAL 32

Number of members: 36

Contract expiry date: March 31, 2010

Staff Negotiator: Lynette Johnson

Proposals were exchanged on July 6, 2011.

Strike votes called

To help conclude bargaining quickly, all of the NSGEU's home support locals will be taking strike votes during meetings in January.

Please plan to attend your local's meeting. NSGEU President Joan Jessome plans to attend each of these meetings.

Please watch your mail, check the union's website (www.nsgeu.ca) or contact us directly (1-877-556-7438, 902-424-4063, inquiry@nsgeu.ca) for the date and location of your local's strike vote.

Negotiations were held on Nov. 24 & 25 and are scheduled to continue on Jan. 9 & 10, 2012.

GUYSBOROUGH - RICHMOND COUNTY HOME SUPPORT LOCAL 33

Number of members: 45

Contract expiry date: March 31, 2010

Staff Negotiator: Lynette Johnson

Proposals were exchanged on June 10, 2011. Negotiations commenced on Sept. 21. Talks scheduled for Nov. 30 were cancelled because the employer's negotiator was ill. Negotiations are scheduled to continue Feb. 2, 2012.

NORTHWOOD HOMECARE INC (HOMECARE) LOCAL 34

Number of members: 370

Contract expiry date: March 31, 2010

Staff Negotiator: Robin MacLean

Negotiations took place on Nov. 21, 24 and 25. The union will be filing for conciliation and taking a strike vote in January.

ANTIGONISH AND AREA HOMEMAKER SERVICES LOCAL 36

Number of members: 33

Contract expiry date: March 31, 2010

Staff Negotiator: Lynette Johnson

Status of Negotiations: Proposals were exchanged on June 9, 2011. Negotiations took place Sept. 7 and Nov. 17, and are scheduled to resume on Jan. 31, 2012.

GUYSBOROUGH COUNTY HOME SUPPORT AGENCY LOCAL 37

Number of members: 23

Contract expiry date: March 31, 2010

Staff Negotiator: Lynette Johnson

Status of Negotiations: Proposals were exchanged on June 9, 2011. Negotiations started on Sept. 20. Talks scheduled for Nov. 30 were cancelled because the employer's negotiator was ill, but are scheduled to resume on Feb. 1, 2012.

NORTHWOOD HOMECARE INC (CLERICAL & SCHEDULERS) LOCAL 38

Number of members: 27

Contract expiry date: March 31, 2010

Staff Negotiator: Dave Moore

Status of Negotiations: Meeting with bargaining committee and attempting to schedule dates with the employer.

INVERNESS COUNTY HOME SUPPORT AGENCY LOCAL 39

Number of members: 71

Contract expiry date: March 31, 2010

Staff Negotiator: Neil McNeil

Status of Negotiations: Proposals were exchanged on July 11, 2011, and negotiations in October.

CITY HOMEMAKERS SERVICE SOCIETY LOCAL 76

Number of members: 107

Contract expiry date: March 31, 2010

Staff Negotiator: Robin MacLean

Proposals were exchanged on June 23, and talks took place on Nov. 2 & 3. The union will be filing for conciliation and will be taking a strike vote in January 2012.

NORTHSIDE HOMEMAKERS LOCAL 83

Number of members: 58

Contract expiry date: March 31, 2010

Staff Negotiator: Robin MacLean

Status of Negotiations: The union will be filing for conciliation and taking a strike vote in January.

CAPE BRETON COUNTY HOMEMAKERS LOCAL 84

Number of members: 130

Contract expiry date: March 31, 2010

Staff Negotiator: Neil McNeil

Negotiations were held on Nov. 28 and Nov. 29, 2011, and are scheduled to continue on Jan. 30 & 31, 2012.

CONTINUED FROM PAGE 25

NORTHWOODCARE BEDFORD INC LOCAL 41**Number of members:** 161**Contract expiry date:** First contract**Staff Negotiator:** David Lawrence**Status of Negotiations:** The bargaining committee met on Dec. 1. and Dec. 9. Negotiations are scheduled to commence on Jan. 12 and 13, 2012.**NOVA SCOTIA BUSINESS INC LOCAL 44****Number of members:** 20**Contract expiry date:** March 31, 2010**Staff Negotiator:** Grant Vaughan

Dates that were scheduled for November 2011 were cancelled, and the union is attempting to schedule new dates.

YARMOUTH ASSOCIATION FOR COMMUNITY**RESIDENTIAL OPTIONS LOCAL 59****Number of members:** 141**Contract expiry date:** First contract**Staff Negotiator:** Neil McNeil

Proposals are scheduled to be exchanged on Nov. 22, 2011, and further negotiations are scheduled for Nov. 23 and 24, Dec. 14 and 15, and Jan. 24, 25, 26, 2012.

ELIZABETH FRY SOCIETY LOCAL 68**Number of members:** 5**Contract expiry date:** First contract**Staff Negotiator:** Robin MacLean

Talks were held on May 31, Aug. 19, and Nov. 30, 2011. The union will be filing for conciliation.

DALHOUSIE UNIVERSITY LOCAL 77**Number of members:** 839**Contract expiry date:** June 30, 2011**Staff Negotiator:** Tina Webber

The parties were able to reach a deal to extend the current contract until June 30, 2011 with improvements to job security and a 1 per cent increase effective July 1, 2010. The members voted in favour of the contract roll-over. The Union is currently assessing when it will return to the bargaining table to resume negotiations.

NSCAD UNIVERSITY LOCAL 82**Number of members:** 43**Contract expiry date:** June 30, 2011**Staff Negotiator:** Tina Webber

Proposals were exchanged on Sept. 26, 2011. Negotiations were held on Oct. 7 and 12 but talks broke down and the union filed for conciliation on Oct. 13. Members voted overwhelmingly in support of strike action to back their demands at the bargaining table. Conciliation was held on Nov. 1 & 22, and a tentative agreement was reached on Nov. 25.

CAPE BRETON REGIONAL POLICE SERVICES LOCAL 1995**Number of members:** 202**Contract expiry date:** Dec. 31, 2010**Staff Negotiator:** Dave Moore

Negotiations were held on Nov. 28, 29, 30 and Dec. 7 and 8, 2011.

Has one of your co-workers left their job for any reason and not been replaced? If so, we need to know.



Remember: We need your information, not your name.

In April 2010, the provincial government announced it was planning to cut the civil service by 10% by the end of 2013. This translates to approximately 1200 fewer workers in the civil service. Based on this estimate, we can assume that the government will be looking to see nearly 300 fewer employees by the end of this year.

We know the provincial civil service is already lean and that many of you have enormous amounts of work that you are not able to get done in the run of a day.

We know the services you provide are important to you and the public you support. We know these reductions in staff will just make it worse. We need to fight these reductions. To do that, we need to know where they are happening.

DON'T BE LEFT BEHIND

Right now the NSGEU has no way of knowing where these reductions will be made. We do not know which departments are being hit hardest or which regions are feeling them the most – unless you tell us. We do not receive this information from the employer.

We want your information not your name.

In your workplace, has a co-worker left for any reason and not been replaced in the last two years?

So far we've heard from hundreds of you about unfilled vacancies. But we need to hear from more of you. With this information we will be better able to help you protect the important services you provide.



Happy Holidays to everyone

Working on the front lines of the public service,
we know how many Nova Scotians don't have enough.
On members' behalf, NSGEU donated \$10,000 to the Christmas Daddies.
Our donation is helping families across the province.

NSGEU

Nova Scotia Government and General Employees Union
100 Eileen Stubbs Avenue, Dartmouth, Nova Scotia, B3B 1Y6
902-424-4063 | 1-877-556-7438 | www.nsgeu.ca | inquiry@nsgeu.ca
Publication Mail Number 40010698

