

Summer 2011

# THE UNION STAND



Our Province  
Our Services  
Worth Protecting  
NSGEU

## NSGEU Convention 2011 *Voices United*

**COMPLETE COVERAGE OF THE UNION'S  
BIGGEST EVENT** Pages 12 to 26

**ALSO INSIDE:**

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# Convention delegates united on mental health, 'casualization'

From the kickoff of Convention, which featured a musical and spiritual blast of diversity, to the respectful but hard-fought election of a Provincial Executive, Convention 2011 was a motivating, energizing and significant event. With over 250 voting delegates, including 147 first-time delegates, it was the largest convention in NSGEU history.

It was exciting to see so many dedicated activists mixed in with all the new faces and feel the energy in the room knowing that this energy will fuel the union for the next two years.

It has been a very challenging two years, but we have come through it stronger because we have worked together.

We still have much work to do.

One of the most pressing issues we face is the insidious "casualization" of our workplaces, especially in government and health care.

In the Civil Service, for example, there are now more than 1,100 casual employees. These workers have no benefits or job security. At CDHA, there are more than 1,700 casuals; they might enjoy some of the benefits of their permanent co-workers, but are more at risk for job loss.

Casuals are some of our most vulnerable members, and we need to fight to improve their working conditions and job security.

Another topic that is clearly on the minds of our members is mental health.

One of the keynote speakers during Convention was a human resources consultant named Mary Ann Baynton, whose practice focusses largely on helping organizations deal with mental illness. Her presentation, which was about the importance and rewards of dealing openly and honestly with mental health, struck a chord. Afterwards, I heard many positive comments.

It is clear that workplace mental health is of interest to members across the province. Already, we are helping address workplace mental health through our Bully-Free Workplaces Program, which directly confronts the kinds of behaviours that leave too



NSGEU President Joan Jessome

many of us feeling anxious and depressed. As you may have already heard, more than 4,000 people have now participated in our program, and we are hearing murmurings from the government that the term "bullying" will be included in Workplace Violence Regulations. These are important successes, but workplace mental health is such a broad issue that it can't be addressed by Bully-Free Workplaces alone.

We will continue to forge the connection between mental health and workplace health. We will continue to push for improved mental health services that are properly and sustainably financed for our members and all Nova Scotians.

Delegates wanted to see action on mental health. They agreed the provincial government should implement all the recommendations of the Hyde Inquiry. They also agreed the union should negotiate better mental health benefits in applicable benefit plans.

Casualization and mental health were two of the major issues that emerged during Convention, but delegates passed resolutions on plenty of other issues as well: defending public services, promoting social justice, and taking care to protect our environment.

These resolutions are our marching orders. Over the next two years, watch to see just how powerful almost 30,000 voices united can be.

## THE STAND

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### Contributors

Joan Jessome  
Margaret Anne McHugh  
Nicole McKim  
Andy Pedersen  
Melissa Perry  
Deedee Slye

### Labour Resource Centre

902.424.4063  
1.877.556.7438

### Executive Officers

#### President

Joan Jessome  
902.471.4566

#### 1<sup>st</sup> Vice President

Jason MacLean  
902.549.1888

#### 2<sup>nd</sup> Vice President

Dawn Ferris  
902.471.7585

#### 3<sup>rd</sup> Vice President

Rick Wiseman  
902.986.5065

#### Secretary-Treasurer

Darren McPhee  
902.449.7778

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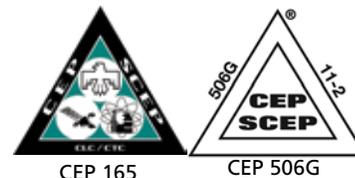
[www.alltogethernow.nupge.ca](http://www.alltogethernow.nupge.ca)

### On the cover

**Four days. 80 resolutions. More than 300 delegates. NSGEU Convention 2011 was an event to remember.**

### The Union Stand

is proudly made with the help of members of the Canadian Energy & Paperworks Union of Canada in Locals 165 & 506G.





### LEARNING TO WORK TOGETHER AT WEEKLONG SCHOOL

NSGEU members in the Communications Class at this year's "weeklong school" take part in a problem-solving exercise in which they had to un-knot themselves without letting go of each others' hands. **PAGE 30**

## FEEDBACK

[apedersen@nsgeu.ca](mailto:apedersen@nsgeu.ca)

### To my brothers and sisters in the NSGEU:

I want to thank you so much for your recent support on my fundraising project, a raffle on a hundred-dollar money doll, for Canada Without Poverty. I want to thank especially the phenomenal Dawn Ferris who even delivered the tickets she had photocopied to my apartment. Over \$2,000 was raised, and thanks to your kindness, generous donations were given to the Out Of The Cold Shelter at St. Matthew's United Church; The Outreach Program at St. Mary's Basilica; Kairos, an ecumenical group of eight churches working on poverty and the environment; The North End Community Health Centre; and some money was allotted to set up a chapter of Canada Without Poverty in Nova Scotia.

I also want you to know what an honour it was to stand shoulder to shoulder with the members of Local 47 during their recent strike. It was a profound experience to be part of your strength, solidarity, optimism, and loving, respectful relationships. This is particularly important during a time when there are powerful forces at work to negate workers' right to collective bargaining.

Have no doubt about it: we need to be united and committed in our resolve to fight these forces, or we will lose the rights for which workers have fought and even died. We have to be smart, strong, united and determined not to let anyone diminish or take away these hard-won rights. We owe it to those who have gone before us and on whose shoulders we now stand.

I say to you and the postal workers who have been through so much: don't lose hope and keep up the good fight.

**Solidarity Forever**  
**Sharon Murphy**

## CONVENTION 2011 WRAP-UP

### 'AN AWESOME EXPERIENCE'

In their own words, delegates talk about what Convention meant to them. **PAGE 12**

### ENTHUSIASM & EXPERIENCE

The NSGEU's new executive is a mix of fresh and familiar faces. **PAGE 16**

### THEREFORE BE IT RESOLVED

An intro to resolutions & the list of the resolutions delegates passed. **PAGE 17**

### 2010 FINANCIAL STATEMENTS

An audited overview of the NSGEU's accounts and cashflow last year. **PAGE 26**



**UNION PRIDE** Pictures from the Pride Parade in Halifax. **PAGE 4**

**SOLIDARITY ON THE LINE** The 33 NSGEU members at the Metropolitan Regional Housing Authority forge friendships (and a fair first contract) while on strike. **PAGE 8**



**A SHOCKING DEATH, A RAY OF HOPE** The NSLC's Nicole McKim lost her brother to a little-known heart disorder. Now, she and her family are helping raise awareness for others who might be at risk. **PAGE 11**



## WE'VE GONE GLOSSY!

As you've probably already noticed, this issue of *The Union Stand* has been printed on a new kind of paper. It's an environmentally certified, fully recyclable stock called "Hannoart" that looks good and promises to better hold the odour of the vegetable-based ink. Please let us know what you think!

# AROUND THE UNION



## NSGEU HELPS SHOW LABOUR'S PRIDE

Members from all walks of the union march in Halifax & Cape Breton Pride Parades

Once again this summer, the NSGEU was a large presence during Halifax's annual Pride Parade. Members from CDHA, IWK, Addictions Services, NSLC, the civil service, universities, home care, and corrections all took part in the popular event which celebrates tolerance and diversity. Some gathered the night before to help build and decorate the float. Others chose to march in the parade itself, sharing in the empowering and invigorating experience of standing publicly with the province's GBLT community.

At press time, members were getting ready to take part in the province's other major Pride event: the Cape Breton Pride Parade in Sydney.



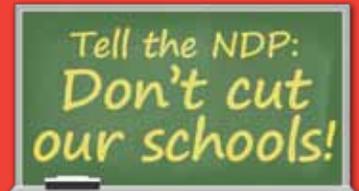
**An NSGEU member is embraced by a friend (above right) as she marches by. The night before the parade, members gathered to build the float.**





# NSGEU questions basic credibility of Toronto academic's school system report

Late last year, the NDP hired University of Toronto professor Ben Levin to review the province's school system and suggest ways to make it more efficient and effective. With a major budget review already underway at the time, Levin seems to have chosen to focus on achieving efficiency rather than effectiveness.



Last month, the union submitted its official response to Levin's report. It was highly critical, calling into question the very credibility of a report authored from afar with very little, if any, consultation with the very people who support and depend on the system. Here's an excerpt from our submission:

"One of the most disappointing aspects of Dr. Levin's report is his recommendation to reduce gradually the number of education assistants and to re-direct some of these resources to better help classroom teachers support a range of students, or to provide short-term, intensive interventions for struggling students. In our view, this recommendation reflects a lack of contact between Dr. Levin and the Education Department with front-line workers who actually deliver the service."

"He seems to have completely misunderstood the important role and contribution these staff actually make every day in our system. We even wonder if he was familiar with the Teacher Assistant Guidelines and the generic job description contained in it. The two major responsibilities outlined in it are personal care and safety/behavior management support."

"Even the research Levin cited in his report (such as the UK "Deployment and Impact of Support Staff in Schools" that was released in 2007) seems to contradict his conclusions."

"We recommend that teaching assistants not be gradually reduced, as seems to have happened with the school board budgets for 2011-12. Instead, we recommend that provincial supports for special education be maintained as directed by the Minister in the funding announcement to the boards on February 8 and that this include maintaining and even expanding the number and hours of work for teaching assistants."

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



**Stand, Public Service ad win peer-group awards**

Two of the NSGEU's communications projects have been honoured as among the best in class.



In July, the union's television ad featuring members at work and the slogan "Our Province. Our Services. Worth Protecting." won a bronze "Pollie" award from the American Association of Political Consultants.

In May, The Union Stand was named 2010's Best Overall Magazine Produced By Staff by the Canadian Association of Labour Media. The Provincial, which is the magazine published by the British Columbia Government & Service Employees Union (BCGEU), was given an honourable mention in the category.

We're proud of the Union Stand, but we'd like you to help us celebrate the award by cancelling its delivery to your home and reading it online instead.

Each issue consumes enormous resources — paper on which it's printed, fuel with which it's delivered — so we're encouraging members to register their email on our website. All the articles, information, and photographs that impressed the CALM judges are now available online. And once we give the website a much-needed overhaul this fall, it will feature even more information, organized more clearly, and much more easily searched.

Stay tuned!

**Bully-Free Workplaces keeps up momentum**

The NSGEU's innovative Bully-Free Workplaces program continues to grow and evolve at a pace that surprises even those who helped create it.

Earlier this summer, one of the original program designers and facilitators, Susan Coldwell, was hired as its full-time, term co-ordinator.

While still facilitating individual sessions, Coldwell has also been busy travelling and networking to help spread word of the program and the principles of respect and empathy upon which it is founded.

Over the summer, she has made presentations about the program at national and international conferences, and has been in close consultation with such organizations as CDHA and IWK, and the Department of Community Services as they revamp their own respectful-workplace policies and procedures.

**Local 77 talks it up during 'telephone town halls'**

Like many of our members these days, the roughly 800 Dalhousie University support workers in NSGEU Local 77 have been locked for months in difficult contract talks.



For the local's bargaining and executive committees, staying in close contact with their members has been key to presenting a strong face at the table.

To maintain that close contact, the local has been holding some of their information sessions using a new technology called "telephone town halls."

It works like this: at an appointed time, a telephone call goes out to all of the local's members and when they pick up, they're connected to the meeting. They can hear the meeting's main speakers, but not each other.

If anybody has a question, they push a key on their phone and are connected to an NSGEU staffer who takes their question and passes it on to the main speakers. When the speakers are ready to take the question, the member "goes live" and can be heard by everybody.

Members are liking it. It's very convenient and allows people to attend important meetings from the comfort of their home.

## HONOURS AND GOOD WISHES TO FORMER NSGEU STAFFERS



If you've ever called into the NSGEU Labour Resource Centre, you may have spoken to staff member Roy Leblanc (left), a former member of Local 8 whose calm voice and pleasant demeanour has been part of the LRC since its opening in 2004. On July 22, management and staff held a retirement party for Roy. We wish him all the best. Look for him on the bass in the Beatles cover band, Hard Days Knight, playing in a bar near you.

In June, board members paid tribute to another former staffer, Norman Hebert (above), who was NSGEU's Education Officer from 1983 to 2006. He was presented with the NSGEU Distinguished Recognition Award. This award is given to a non-NSGEU member who has made a significant contribution to the success and progress of the NSGEU.

### Members across N.S. bracing for health cuts

Facing rising costs and government-imposed funding cuts, the province's healthcare workers are girding for a difficult couple of years.

Already, jobs are being eliminated at the CDHA and other district health authorities. IWK workers are also facing job cuts, as well as expanded holiday shutdowns of vital mental health services.

Meanwhile, the provincial Health Department is searching for consultants to look at the possibility of more "shared services" between the health authorities, including amalgamated administrative and IT services, and perhaps even contracting out.

"Why can't the DHAs and the IWK work with health care unions to consider where

improvements and cost-savings can be achieved?" asked NSGEU President Joan Jessome in a press release on the issue.

### Payroll problems put squeeze on VON staff

On Jan. 1, 2011, the Victorian Order of Nurses head office switched to a SAP, a large-scale salary and payroll system.

The switch was problematic, and VON workers all across the country, including almost 600 NSGEU members here in Nova Scotia, have been paying the price ever since.

Some of our members experienced shortages on their cheques for weeks. Some of the cheques were wildly inaccurate — short by hundreds of dollars.

For many of our members, the payroll

errors proved extremely disruptive, leading to missed mortgage and loan payments and all the personal stress and recrimination that can go along with falling behind on major bills.

In consultation with the NSGEU and other unions, the VON put systems in place to alleviate the stress, including issuing advances and implementing a new "payroll inquiry system."

At press time, it appeared as though the bulk of the new system's bugs had been worked out and that our members' regular paycheques had returned to their proper amounts.

The issue is far from over, however. Local executive members and NSGEU staffers will stay in close contact with VON workers to ensure the reconciliation process goes smoothly.



The weather may have been soggy on the first day of Local 47's strike against Metro Regional Housing Authority, but spirits were anything but.

# 'THERE AIN'T NO POWER LIKE THE POWER OF THE PEOPLE CAUSE THE POWER OF THE PEOPLE WON'T STOP'

An ocean's worth of divide separated the 33 members of Local 47 when they first organized in 2009. Standing together for a fair contract, those divides melted away.



Melissa Perry works on one of Local 47's pamphlets.

By Melissa Perry, Local 47

LOCAL 47

Nearly five years ago I began working at Metropolitan Regional Housing Authority (MRHA). It is one of five housing authorities across Nova Scotia that manage the public housing program and properties and the affordable-housing program for the Department of Community Services.

Essentially, we do everything any large landlord does: reception, application assessment, work-orders, accounting, rent calculation, collection, dealing with tenant complaints and even provide social work services.

On Groundhog Day 2009, a colleague forever changed the trajectory of MRHA. That day, she called NSGEU and began the organizing process. From there, we had our vote of organization in late March 2009. For a variety of reasons, we were not certified until June 2009—creating NSGEU Local 47.



**EMOTIONAL STRUGGLE FOR A FAIR FIRST CONTRACT:** It took months of negotiations, more than a week on the picket line, and even a visit to a public legislative hearing, but Local 47 held strong and were finally offered a deal that they could happily vote for.

We had the full support of NSGEU staff, but were nervous about what was to come.

A small local of 33 members, most of us are long-time employees of MRHA, and had little to no experience with unions. We struggled with the anti-union sentiments we learned from government and media: unions caused the economic crisis, union workers are lazy and over-paid, and unions only protect bad workers. We work in eight different offices. Most offices have only two NSGEU unionized employees working there.

Suffice it to say, there was an ocean's worth of divide between us.

Our first executive officers, stewards and bargaining committee were elected in July 2009. Our first president soon left MRHA, shifting the dynamics of the new executive and local. We were in a union, but with no contract in place, we seemed to be floating in a labour abyss: waiting for the bargaining process to bring us a collective agreement that would help guide us and management.

In November 2010, after more than a

year-and-a-half of bargaining, an offer came back to us from the employer, but we voted to reject it, sending us on to conciliation.

At conciliation, some strides were made, but not on one of our major issues: achieving parity with other housing authorities for almost half of our local members.

On Feb. 13, we held our strike vote with 85 per cent of all members in favour of striking to back our demand for parity.

*CONTINUED ON THE NEXT PAGE*

# Unions Make A Difference In Our Lives

Do you know  
of a group of  
non-unionized  
employees  
who might be  
interested  
in joining  
the NSGEU?

Please contact:  
Lori Smith,  
Organizing Officer  
902-456-6531  
1.877.556.7438  
lsmith@nsgeu.ca

**CONTINUED FROM  
THE PREVIOUS PAGE**

Concerned about the cohesiveness of a new local without the protection of a collective agreement and facing the physical and emotional challenges of being divided between eight offices, we nevertheless stood in near unison for each others' rights.

After a second unsuccessful attempt at conciliation, we went on strike April 14.

Some of us joked that we didn't even know who our colleagues were in our small local on that first rainy day on the picket line. But by the end of the day, we were checking to ensure that each other were warm enough; ensuring we were dry enough; unified, we knew each other by name.

We were sore; nursing our voices for chanting; but ready for the next days of the strike if an acceptable offer did not come forward. We learned unknown talents of our colleagues: like improvising the song "Midnight Train to Chester."

Our strong resolve for parity outshone the cold, the damp, the anxiety, and the pain.

A colleague and I went to the NSGEU Women's Issue Committee's Conference in Debert that weekend (a highly recommended activity, by the way). We were met with overwhelming support by our sisters. I've been part of some intense organizations before, but nothing that shows the support like NSGEU.

We returned to the picket line on Monday, half-rested, but ready to finish what we had started. Monday night, we sat in the Red Room of the legislature and created a vacuum of unrehearsed-perfectly-unified gasps when we heard an inaccurate comment from the Minister of Community Services. (By virtue of the Nova Scotia Housing Corporation Act that she is



**Local 47 staged an information picket in front of the legislature complete with a "city" of public housing buildings.**



ultimately in charge of the housing authorities). Tuesday morning we returned to the line, regrouped and ready to question the Minister of Community Services. Shortly before we were to question the Minister, we received a call back to the Strike Office from Joan Jessome—there was news! Joan, and our ERO, Grant Vaughan presented the offer to us; we voted-unanimously-accepting the historic offer.

I hope that not every new local has to go through the same process to build their own sense of solidarity. With the help of our NSGEU sisters and brothers, community advocates, NSGEU staff and board of directors, others in the labour movement and most importantly each other; we came out of the strike more unified than we entered. I don't share our struggle to encourage strike action. Rather I share it to show that in this economic and political climate, organizing and bargaining is not an easy and stress-free road. I share it to show that unionization does not have a negative impact on the services we provide. I share our experience to demonstrate how the strength of solidarity can shrink the oceans-worth-of-divide in 2009 to lakes, ponds and puddles in 2011. We now share memories, laughs, stories, respect and the rights provided under a well earned collective agreement.

There Ain't No Power Like the Power of the People;

Cause the Power of the People Won't Stop!

# THE SHOCKING DEATH OF HER BROTHER INSPIRES NICOLE MCKIM TO ACTION

**Nobody knew Chris Clarke had Long QT Syndrome until he died of it suddenly. Now, his family is working to ensure that other sufferers get the help they need.**

By Nicole McKim, Local 470

To me, belonging to a union means that you are not alone. Besides the struggles we share in the workplace, it is important to realize the tribulations we share as humans. We all have our story, events that have shaped us into the individuals we are. Our stories may vary, but in the end, they can bring us closer and help us to understand that we are not so different from one another. Here is my story.

Although there have been many events throughout my life that have moulded me into the person I am, there is one that stands above all others: on April 23, 2008 I lost my only brother. His name was Chris Clarke and he was, and forever will be, my hero. He was the most influential person in my life. He showed a sense of care and compassion for others that I have never seen mirrored.

LOCAL  
470

Chris was the epitome of health. He worked as a personal trainer and massage therapist. I have yet to encounter another person so aware and conscious of the care of their body. He showed absolutely no signs that anything was wrong. But there was.

Chris unknowingly suffered from an inherited heart disorder which took his life suddenly and tragically. At the time, there seemed to be no explanation. We were left not only with deep sorrow, but with endless, unanswered questions.

After we lost Chris, our family was advised to undergo a series of heart assessments. Through genetic testing, we were finally able to find some degree of closure when it was discovered that there was a genetic mutation carried in our family which may lead to a condition called Long QT Syndrome. Long QT syndrome relates to the channels in the heart; when there is a sudden increase in heart rate, through exercise, alarm or emotional stress, the defective channel sticks and is not able to keep up with the augmented beat. It generally affects young people who appear to be in excellent health.

It is particularly scary because there is often no indication that there is anything wrong. The only known symptom is a history of loss of consciousness, such as fainting or seizures, neither of which Chris had exhibited. For people who discover they have the syndrome, there are precautionary measures that can be taken, such as Beta-Blockers and defibrillators.

Through sharing this story with NSGEU members, I wish to raise consciousness on the condition. There is little public awareness of Long QT Syndrome, and



**Nicole McKim with her brother Chris (left), her husband Jamie, and her mother and father: Judy and Rick Clarke. Since Chris's death, the family has been hosting an annual golf tournament on his birthday to raise funds and awareness about potentially deadly heart conditions.**

I feel that detection and education can lead to prevention. No family should have to endure the pain and grief that my family has seen. If I can reach just one potentially affected person, it was worth the personal anguish in writing this piece.

I also want to express how our loss has affected how I choose to live my life and how those choices relate to my union attitude and principles.

First, I have learned that you never know what somebody else is going through. What you say to somebody, or how you treat a person, could have effects beyond your comprehension.

Second, I have learned to be strong. If I can get through this, I can get through anything.

Last, I have learned that family is everything. They are the reason that I fight every day to ensure the best possible quality of life. They are my motivation to do what I do.

**For more information on Long QT Syndrome and other related heart conditions, visit [www.sads.ca](http://www.sads.ca).**



**Aug. 27  
Springhill Centennial  
Golf Club.**

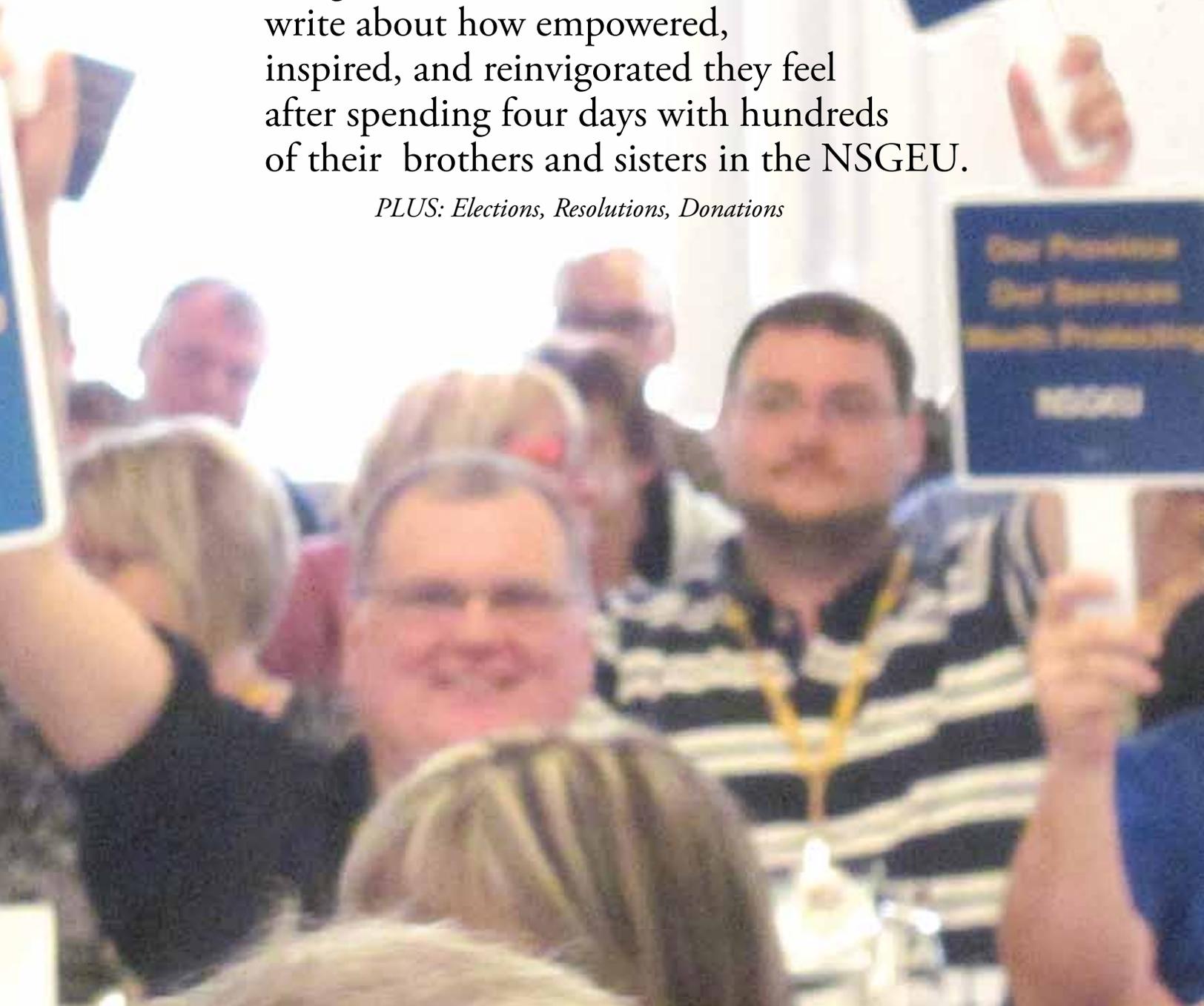
Registration is \$40, including dinner, dessert, nine holes of golf and a shot at great prizes. Register by Aug. 13 by emailing [nicoclarke@hotmail.com](mailto:nicoclarke@hotmail.com)

# CONVENTION 2011 WRAP-UP

## ‘An amazing experience’

In their own words, delegates to Convention 2011 write about how empowered, inspired, and reinvigorated they feel after spending four days with hundreds of their brothers and sisters in the NSGEU.

*PLUS: Elections, Resolutions, Donations*



**Our Province  
Our Services  
Worth Protecting**

**NSGEU**



*Biennial Convention is NSGEU's most important event. This year, almost 250 voting delegates gathered from May 25 to May 28 to set the union's direction for the next two years. Afterwards, we asked delegates to send us their thoughts on the experience. The response was overwhelming:*

# 'Not my grandfather's union'

**F**or me, feeling comfortable in the midst of a group of strangers is important. There wasn't one moment during the four days that I felt out of my element or uncomfortable, and for that I am very grateful. When an issue was debated and voted on, no matter what way it went, there was no grumbling or sore feelings (none that I heard, anyway). Delegates accepted the vote and moved on.

When we elected the new executive committee, the people who didn't win came forward and shook hands and hugged the winners. That made me feel good.

There were a lot of feel-good moments.

When people got up to the microphone to speak, you could feel and see their passion. To see the young activists so fired up made me wish I was 20 years younger. These young people are the future of the



**Ann Delorey (Local 1) embraces newly re-elected NSGEU President Joan Jessome. As it was for many, convention was an emotional experience for Delorey.**

union, and from all indications, we will have a very bright future.

The emphasis put on social injustice made me very proud to be part of such a socially conscious group of people.

Affordable housing for the less fortunate. The payday-loans interest issue. Teen shelters. Mental health. The Sock it to Poverty campaign. I could go on forever.

**CONTINUED ON PAGE 16**



‘The world is run  
by those who  
show up.  
NSGEU  
members  
show up.’  
Joan Jessome



CONTINUED FROM PAGE 14

The amount of money raised for the Womens' Issues Committee's new Cancer Fund blew me away. Twenty thousand dollars in four days ... amazing.

When I was growing up, unions were something to be feared. Unions were something that took your money and gave you nothing in return (at least according to many of my previous employers), and I must admit to having some feelings of "Oh no" when we were told that we were to be unionized. But after attending our local meetings and getting to see firsthand at the convention how a union runs and takes care of its members, the "oh no" has been turned into an "Oh Yes!"

I've come to realize that this is not my grandfather's union. It's not even my father's union, but a union for the 21st Century: a union that is willing to take on the tough issues, a union that puts the well-being and safety of its members first, a union that is willing to change with the times. It's a union of which I'm proud to be a member.

**Ann Delorey, Local 1**

What I think I'll remember most is experiencing the democratic process in action, leading us through the fairest decision making process I've ever witnessed. I didn't expect that new delegates would be so encouraged to speak up; this is not typical of all the working spaces I have experienced. It was a welcome surprise to feel that encouragement from the executive and other members to get up and be recognized as one of the newest locals of what appears to be a very inclusive union.

**Karen Hamelin, Local 88**

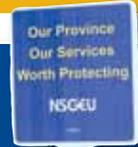
I attended convention for the first time and felt like I was really a part of a family and had a voice and vote on matters of importance. I met many people and enjoyed hearing others' views and discussing the ins and outs of the next two years.

When I was getting ready to leave the event, I felt like I had been with friends and family and was actually sad to leave them behind. But at the same time, I was full of pride and accomplishment at what we had been a part of.

**Mary Mackay 470D**

As a member of Cumberland & Colchester Regional Council, what I remember the most about the convention is the key resolutions that were put forward by the locals in the region and how members from the region stood up and spoke on the resolutions

# UNITED IN LEADERSHIP



Over two days of speeches, campaigning and then voting, delegates chose the Executive Committee to lead the union over the next two years. They are (from left to right): President Joan Jessome (Local 246), First VP Jason MacLean (Local 480), Second VP Dawn Ferris (Local 77), Third VP Rick Wiseman (Local 64), and Secretary/Treasurer Darren McPhee (Local 8). Congratulations and appreciation also to Kelly Murphy (Local 63), Garry Smith (Local 480), and outgoing 2nd VP Don Goss (Local 7, bottom right), who let their names stand for election, and graciously offered their passion and energy to the union.



*'What I will remember the most is the overwhelming passion in the room and the abundance of confident YOUNG sisters and brothers rising in our future.'* Lori MacPhee, Local 55

despite the committee's recommending non-concurrence. It was amazing to see how, when members unite on an issue and work together, they can make a difference.

**Monika Harvey, Local 93**

I did not anticipate feeling so energized! What I learned and saw during Convention had a profound impact on me (Oprah would refer to it as those "Ah ha" moments).

First, I was very impressed by what I would describe as "true democracy" in action. For example, there were changes to resolutions made "from the floor," by the delegates themselves. Empowering members—giving them a voice—demonstrates a level of respect which, sadly, is often missing in most organizations today. I realize unions are based on these principles (by the members,

CONTINUED ON PAGE 18

# CONVENTION 2011 RESOLUTIONS: SETTING THE DIRECTION OF THE UNION

The 240 voting delegates who gathered for NSGEU Convention 2011 spent much of their four days together deciding what the union's direction and priorities will be over the next two years.

Through fast-paced and wide-ranging debate on more than 70 separate resolutions (**SEE SIDEBAR**), the delegates set key directions in protecting public services, social justice, health and safety, bargaining, environment, and finance.



**The Resolutions Committee entertains a speaker from the floor on one of the 72 resolutions debated at Convention 2011.**

## **A COMPLETE LIST OF RESOLUTIONS BEGINS ON PAGE 19 HERE ARE SOME OF THE HIGHLIGHTS:**

Lively debate took place on possible changes to the union's mileage and travel allowance policy. Ultimately, delegates agreed to dissolve the current three-tier mileage rate system, and to reimburse its members 37 cents per kilometer while attending union business.

Delegates supported efforts to increase members' participation in the Administrative Professionals Conference by paying time off, but voted down an increase in funding for training.

Delegates also set important directions in healthcare. They unanimously agreed to increase funding to the Nova Scotia Citizens' Health Care Network to provide \$28,000 in each of the next three years to help support a broad-based campaign during the re-negotiation of the 2014 Health Accord. Delegates wanted to see action on mental health. They agreed the provincial government should implement all the recommendations of the Hyde Inquiry. They also agreed the union should negotiate better mental health benefits in benefit plans.

For protecting public services, delegates approved a plan to give top priority to mobilizing our members and defending public services. They also gave priority to fighting against privatization and contracting-out.

On social justice, delegates directed the union to continue to work for a national and provincial poverty reduction strategy, to lobby for accessible housing for Nova Scotians living in poverty, to continue to gather socks, mittens and hats for the less fortunate, and to lobby for permanently staffed, emergency support services for teenagers who need shelter.

For OHS, delegates agreed that the union should continue to fight for broadening the definition of "violence" in the workplace-violence regulations to include harassment, bullying and intimidation, and to press for long overdue regulations for indoor air quality, JOHSE Committee training, and to lobby for

## **THEREFORE BE IT RESOLVED ...**

How exactly do delegates set the union's direction and priorities? By debating, rewording, and voting on "resolutions."

Dozens of these resolutions were submitted by the union's various locals, committees, and councils and over the four days, each was dealt with individually. The chair of the Resolutions Committee (this year it was Local 7 member Thane Paris) would read out a resolution — "Whereas NSGEU has over 7000 members that are Administrative professionals, and whereas NSGEU pays for time off expenses for members to attend various conferences and the Biennial convention, and whereas one of the NSGEU's fundamental principles is equality, therefore be it resolved that NSGEU cover the time off for all members, that require it, that are in attendance at the Biennial Administrative conference." Paris would then tell the delegates whether his committee recommended acceptance or rejection of the resolution.

The floor is then open to any voting delegates who want to speak in favour or against the resolution. During the debate, changes can be made to the resolution (these are referred to as "amendments.")

Finally, the delegates get a chance to vote. The one part of the process that can sometimes trip up delegates is that they're voting on whether they agree or disagree with the committee's recommendation. In other words, if a delegate wanted to support a resolution that the committee recommended be rejected, the delegate would actually vote no (as in, "no, I don't agree with the resolutions committee that this resolution should be rejected.")

universal Workers' Compensation coverage.

On bargaining, it was agreed that the Union should pursue retirement allowances or service awards for all members in the next and subsequent rounds of bargaining. On the environment, delegates felt the Union should expand its efforts to reuse, recycle and reduce. However, they did not agree with the idea of pursuing a transit pass program at this time.



## UNITED IN SPIRIT



Delegates had plenty of work to do during Convention 2011, but it wasn't all resolutions and elections. The after-hours hospitality suites (both dry and wet) were hopping, and on the event's second night, the Social Recreation Committee hosted an uproarious Hollywood Night costume party during which around 50 members dressed up as their favourite celebrity, and competed for coveted awards, including the "Best of the

Worst" award. Marilyn Monroe, three Lady Gagas, Paris Hilton, Beefeater, Erkel the nerd, stars from M\*A\*S\*H, Miss Piggy, Angelina Jolie, and many others strutted their stuff down the red carpet. Dawn Peters, Local 93 (aka. Marilyn Monroe) won first place in the Best Hollywood Category. Fun was had by all and we are all looking forward to the next event planned by the Social Recreation Committee.

'I was most impressed with the opening ceremonies. The Nova Scotia Mass Choir brought an important spiritual movement that could be felt throughout the gathering. I felt that the spiritual aspect was so important; we often forget about this during our busy lives. When we sing, whether it is for our union or for the gift of music, it is a gift that keeps giving to the human aspects of our lives. It was a most gracious gift and I would like to express my gratitude to those that made it possible. Let us thank the Nova Scotia Mass Choir for sharing the talent and voice that inspired us all in working diligently for solidarity!' *Norma Greene, Local 93*



The Nova Scotia Mass Choir (above) opened Convention 2011 with a rousing set of songs, followed by an emotional blessing by Mi'kmaq elder Emmett Peters.



**CONTINUED FROM PAGE 16**

for the members), but to see it in action was incredible! It strengthened my belief that through solidarity, things can change.

**Carla Haley-Baxter, Local 88**

Overall, for me, what was most impressive at this year's convention was to witness the many speakers that took to the microphone to share their thoughts and perspectives.

New delegates and seasoned delegates alike left me feeling more informed than when I arrived and the fearlessness they displayed was not only inspirational but empowering.

The whole experience left me wanting to know more about NSGEU and what other opportunities there might be for me to get involved.

**Susan Sutherland, newly elected President of Local 82**

Before going to Convention, I didn't realize how much of a voice the members actually have. It is an amazing example of true democracy because we were able to decide on a number of changes to the union's constitution.

I didn't realize how many young people were so active in the union. It was truly inspiring to see people my age running for

**CONTINUED ON PAGE 20**

**Labour Resolutions**

- Extraordinary Resolution #2      *NSGEU fight to ensure that all necessary measures be taken to preserve all Nova Scotia Agricultural College employees' rights and benefits, including job security*
- R-11-01      *NSGEU shall lobby members to participate in Labour Day Activities. NSGEU shall continue to post Labour Day activities on its website and post Labour Day activities at NSGEU members' workplaces*
- R-11-03      *Retired union members may volunteer their service, providing the need present itself, and at the discretion of NSGEU*

**Finance Resolutions**

- R-11-73      *NSGEU dissolve the three-tier mileage rate system. NSGEU reimburse its members 37 cents per kilometer while attending union business*
- R-11-10      *NSGEU cover the time off for all members, that require it, that are in attendance at the Biennial Administrative Professional Conference*
- R-11-11      *NSGEU shall strive to accept at least, but not limited to, 150 applications for the NSGEU Biennial Administrative Professional Conference*

**Environment Resolutions**

- R-11-15      *The NSGEU continue to expand its efforts on the three Rs (Reuse, Recycle, Reduce) in the office operations, paying particular attention to energy consumption, paper usage and elimination of non-reusable/recyclable items, and to encourage NSGEU members to bring these efforts back to their workplaces and communities*

**OHS Resolutions**

- R-11-17      *NSGEU continue to lobby the government to change the definition of "Violence" in the "Violence in the Workplace Regulation" to expand its application to psychological harassment, bullying and intimidation*
- R-11-18      *The union continue to lobby government for strong regulations in OHS including the areas of: indoor air quality; joint occupational health and safety committee training and functioning; and the Internal Responsibility System (IRS), particularly for hazard identification and control and precautionary principle in dealing with OHS matters*
- R-11-19      *That NSGEU continue to lobby the government to effect change and provide universal Workers' Compensation Board (WCB) coverage*
- R-11-20      *The NSGEU have a moment of silence for fallen workers during NSGEU committee conferences and Weeklong School*

**Healthcare Resolutions**

- R-11-21      **Unanimous** *NSGEU provide funding of \$28,000 to the Nova Scotia Citizens' Health Care Network in each of the following years (2012, 2013, and 2014) to protect and strengthen Medicare in Canada. NSGEU encourage its Locals and members to actively support the Health Network in every way they can during this period*
- R-11-74      *NSGEU continue to lobby the provincial government to ensure that mental health in Nova Scotia is exempt from restraints and cutbacks in the provincial budget. NSGEU aggressively lobby the provincial government to increase funding of the mental health budget as soon as possible and on an ongoing basis without affecting any other health care budget*
- R-11-24      *the NSGEU endorses the recommendations of the fatality inquiry into the death of Howard Hyde and calls on the government of Nova Scotia and its responsible agencies to implement all of the recommendations without delay*
- R-11-26      *NSGEU lobby and request the opportunity for NSGEU Registered Nurses and other appropriate health care professionals to be involved with the Department of Health and Wellness when establishing protocols involving healthcare of Nova Scotians*

**Bargaining Resolutions**

- R-11-29      *Nova Scotia Government & General Employees Union will actively pursue retirement/service awards through the collective agreement bargaining process*
- R-11-32      *Nova Scotia Government & General Employees Union lobby the Nova Scotia provincial government with the goal of achieving collective bargaining at a single table for employees of school boards represented by the Nova Scotia Government & General Employees Union*



# UNITED IN SOLIDARITY



NSGEU members face many challenges that are also being faced by others workers in Nova Scotia, across Canada, and around the world: cutbacks, clawbacks, diminishment, and disrespect. Convention provided an opportunity for us to align our voices in very public displays of solidarity, such as this rally in support of postal workers (above and top right). Delegates also had a chance to display their displeasure about public service cuts to Premier Darrell Dexter (bottom right), and for members like Danielle Buck (below) to share their stories and concerns with journalists covering the event.



‘The best part for me was when we went to stand up for the postal workers in the park. It was my first time to a rally and the feeling I had from being there, supporting my brothers and sisters in their fight for fairness and job equality, was something I won’t forget soon. I will be doing this again when I get the opportunity.’ *Mary Mackay 470D*

**CONTINUED FROM PAGE 18**

the executive of NSGEU. I went back to my local and ran for Chief Steward and Regional Council at our biennial meeting. I am so excited about the opportunities NSGEU offers its members.

**Carrie Hartling, Local 81**

The convention is a great way to convey my members’ concerns and opinions, but not only that: it is also a great way to hear from some of the other locals and what they are dealing with. I also believe it is a great way to make new friends and new colleagues that will help you in any way they can. I have met a lot of people in my life and everyone I have met at the NSGEU office or at the Convention leaves me with an everlasting confidence in them and in myself.

**John Fraser, Local 17**

There is something empowering to me as a woman to see how eloquent and confident Joan Jessome has become through her years of being president of NSGEU. She continues to impress me with her passion and relentless support of the labour movement and common issues that are relevant to everyone, such as the Bully-Free Workplaces program.

**Tammy Young, Local 246**

It fed my appetite for learning and reconfirmed how important it is to continue to be actively involved in our union. Convention left me feeling invigorated and proud to be part of our union, a union that fearlessly stands up and takes action with great integrity. It was awesome!

**Dawn Peters (a.k.a. Marilyn), Local 93**

Convention made me feel that if you have a small voice or a big voice, it doesn’t matter: we all have the right to voice our opinions. Our members are so welcoming as to what each other has to say. Some may not like what is said but they respect it! I met people I will have lifelong friendships with. The fellowship is so humbling and I am so excited to attend another union function because we have so many laughs and make lasting memories.

I have been very active for the past year and this year has been one of the most memorable in my life. I know I belong to something big and great.

**Heather-Ann Day, Local 89**

CONTINUED ON PAGE 22

**Protecting Public Services Resolutions**

- R-11-37 NSGEU give top priority to mobilizing its members, and defending public services to Nova Scotia families and the economies of Nova Scotia communities. NSGEU implement a plan to inform the public of:
- The negative effect of public service cuts on the Nova Scotia economy and the local economies of Nova Scotia communities.
  - The positive effect of public service jobs in Nova Scotia communities delivering necessary public services.
  - The likelihood of increases in the already scandalously high rate of unemployment in Nova Scotia, which will result as the economy shrinks because of public service cuts.
  - The harmful effect of reducing necessary public services by reducing staff to levels that cannot sustain the services that Nova Scotia families need or that result in unacceptably long waiting times for delivery of needed public services
- R-11-38 NSGEU condemn publicly and through the membership the plans to reduce the public service and the resulting unacceptable increases in workloads of public servants
- R-11-39 The NSGEU continue to make the fight against privatization and the contracting out of services a priority
- R-11-40 The NSGEU continue to participate and support the NUPGE All Together Now Campaign as well as continue to educate the public on the value of public services provided by our members
- R-11-44 Nova Scotia Government & General Employees Union lobby the provincial government to change the special education funding grant formula (which is total-student-population based) to a formula which is special-needs-student-population based
- R-11-45 The Nova Scotia Government & General Employees Union embark on a campaign during the 2011-2013 NSGEU Board of Directors' term to lobby the province of Nova Scotia to stop the outsourcing of public data. NSGEU embark on a public campaign to make the citizens of Nova Scotia aware of the potential threat to their personal/private data when this data is outsourced to companies from the U.S. and other countries

**Social Justice Resolutions**

- R-11-46 NSGEU continue to work both provincially and nationally for a poverty reduction strategy
- R-11-47 NSGEU lobby the provincial government to improve and increase affordable and accessible housing for Nova Scotians living in poverty
- R-11-48 The NSGEU take the lead and spread the word to other unions in order to gather as many socks, mittens, and hats as possible to give to the less fortunate
- R-11-49 NSGEU lobby the Nova Scotia government to establish permanently staffed emergency-support services for youth between 16-18 years old needing shelter. these services be made available and known to the community as well as involved professionals and also access to this service be clear and advertised (posted in phone book, etc) to the general public
- R-11-50 for the next two years the NSGEU use the International Solidarity Support Fund to create an NSGEU named scholarship to be given to a student enrolled in a certificate course or diploma courses at the Coady International Institute
- R-11-51 NSGEU lobby the Nova Scotia Government to amend the Payday Loans Act to remove responsibility for the regulation of payday loans from the Utility and Review Board and transfer the responsibility to the provincial Cabinet to enact regulations which are fair to payday loan borrowers

**Human Rights Resolutions**

- R-11-55 NSGEU investigate within the next term what and where these systemic barriers to NSGEU members with disabilities may exist, and develop possible solutions that could help mitigate these barriers

**Education Resolutions**

- R-11-57 The Union continue to lobby, support and invest in the Bully Free Workplace Program to ensure its success
- R-11-61 NSGEU provide a workshop on diversity for the education of its' members once per year



## UNITED IN COMPASSION

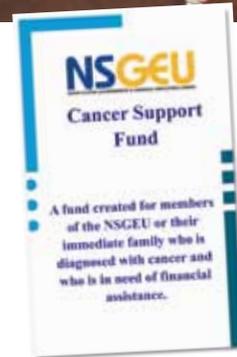


As a union of public servants, the NSGEU has always been a group of people who care to help others. During Convention 2011, the NSGEU Women's Issues Committee (represented by Catherine Hiltz (at the podium) and Kim Manthorne) unveiled a new fund to help members and their families who are dealing with cancer, offering them some financial assistance when they likely need it most. The Cancer Fund touched delegates from across the province, and locals began donating to the fund from their own

budgets. By the end of Convention, nearly \$20,000 had been raised for the fund.

The donations to the Cancer Fund were over and above the other charitable donations made by delegates:

- \$28,000 to Feed Nova Scotia;
- \$15,000 to the Mental Health Coalition of NS
- \$12,000 to Kids Help Phone
- \$20,000 to Transition Houses Association of NS
- \$10,000 to AIDS Coalition of Nova Scotia



'What do I think I'll remember most about the event? Hands down it was the Cancer Fund. It brought tears to my eyes as I listened to Catherine Hiltz speak on this issue. I lost my father to cancer almost 20 years ago, but listening to her speak brought the memories back. What an honourable thing for the NSGEU Women's Issues Committee to develop. Once again, the NSGEU steps up to take care of our own. This fund will support members or their families in the most difficult time of their lives. It makes me proud to say that I am a member of NSGEU.' Nannette Doherty

**CONTINUED FROM PAGE 20**

I have attended past conventions and noticed steady growth each year. This year in particular I felt a certain excitement to see so many new faces. There were 240 voting delegates and 147 first-time delegates! The future of the union remains bright!

**Debbie Simmonds, Local 42**

I was once again impressed by the value that our union places on the lives of the residents of Nova Scotia. It is easy to lose sight of the fact that the labour expended by each and every one of us in the performance of our job has a direct benefit to the general population. We get tunnel

vision in many cases, and tend to see our local and its contract with our employer as being the end in itself, rather than a portion of the economic standard of our province.

The theme of this year's convention was "Our Province, Our Services, Worth Protecting." Throughout the daily discussions, be they concerning resolutions put forward to the delegates for debate, or through addresses to the convention by guest speakers, that theme graced the thoughts of all who were in attendance.

**Wayne Moline, Local 78B**

It was my second convention and once again it was invigorating and lots of fun.

My best memory of convention actually happened when it was all over.

I went out to get in my car and leave and my battery was dead. I have always prided myself in being an independent woman but in that moment I was a damsel in distress. LOL Thanks to five of my NSGEU brothers, I found out CHIVALRY IS NOT DEAD.

Two of the gentlemen I knew were Don White (Local 19) and Marty Cavanagh (Local 470). I didn't get the others' names.

I am sure they were as tired as me and just wanted to get home but they got my car boosted and one even wanted to follow me home to make sure I made it safely. They

**CONTINUED ON PAGE 24**

**NSGEU Operations Resolutions**

R-11-65 the Nova Scotia Government and General Employees Union increase its presence in Cumberland/Colchester by establishing a satellite office in Cumberland or Colchester Co to result in a more equitable distribution of resources to its members in that region of the province. a report on the feasibility of the satellite office be conducted within 16 months of the end of convention

**Referred to Incoming Board of Directors (which will be elected in September by the Regional and Occupational Councillors)**

Extraordinary Resolution #1 – Political Action NSGEU will work through the Labour Councils, the Nova Scotia Federation of Labour and with Community Partners and Coalitions to build momentum toward growing a sustained resistance to the Federal Majority Conservative Government's Agenda through mobilization, education, public demonstrations, direct action and strike action where necessary.

R-11-25 NSGEU lobby the Provincial Government and the Department of Health & Wellness to maintain the Nova Scotia Nursing Strategy Fund

R-11-27 The NSGEU work jointly with other health care unions and various health disciplines to prepare a proposed "Protection of Health Care Workers' Act" to present to the Department of Health and Wellness as soon as possible

R-11-35 the NSGEU, where possible through the collective bargaining process, negotiate the enhancement and expansion of mental health benefits under the applicable benefit plans

R-11-36 Policy 18.2 (Union Dues) shall be amended to include a newly numbered item 18.2.4 that states that NSGEU dues shall not be collected from members who are in receipt of long term disability benefit income

R-11-41 NSGEU show its support for take your child to work day, within our membership, as well as with employers by compiling a list of employers, who would be able to offer an opportunity for job shadowing, for the youth of our province

R-11-52 It be the position of NSGEU that the maximum rate of interest for payday/consumer loans in Nova Scotia, including all fees, not exceed the maximum rate of interest allowed under the Criminal Code of Canada

R-11-53 the NSGEU Lobby the Provincial Government to enact legislation on the following:  
Set a cap on the price of generic drugs based on a percentage of the price of the equivalent brand name drug.  
Require generic drug manufacturers to report the financial rebates they pay to community pharmacies for stocking their generic drug and limit the amount of these rebates.  
Put rules in place to control increases on the prices of all generic drugs

R-11-54 In the event the PRPPs are introduced, NSGEU will lobby the provincial and federal governments to ensure member rights under defined benefit pension plans are protected

R-11-58 Chief stewards have a refresher training workshop once per term, providing they didn't attend weeklong school for the advance steward training and any other training that pertains to chief stewards' responsibilities and duties

R-11-59 NSGEU permit up to three days off each term for Chief Stewards to travel to their local members, to raise awareness, and open the lines for communication and build trust, respect and bring back positive feedback to NSGEU and their locals

R-11-60 Regional Chairs meet provincially

R-11-62 the NSGEU design a Pension & Benefits fact sheet and lobby Employers to have this fact sheet included in their orientation package, and the NSGEU include the Pension & Benefit fact sheet in the NSGEU New Member package

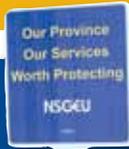
R-11-63 the NSGEU lobby Employers to hold a quarterly meeting for new hires on the pension plans and benefits programs offered

R-11-64 the union allocate sufficient resources to conduct a community based social marketing study to collect data on its members' perceived benefits and barriers to participating in union activities

R-11-67 that the NSGEU review the feasibility of sending correspondence via the LRC's listing of e-mail addresses. if the sending of correspondence via the LRC's listing of e-mail is feasible, then efforts should be initiated by the NSGEU to develop and implement a system of submitting e-mail correspondence to the membership via LRC

R-11-68 NSGEU be able to provide material with union songs, for gathering or post union songs on the website so that NSGEU members can keep union history and tradition alive through song

R-11-69 NSGEU make a conscious effort to have NSGEU union wear at functions or events, where more than 100 NSGEU members are in attendance, so members can have easier access to purchase union wear



## UNITED IN SONG



The new executive leads delegates through Solidarity Forever.

### SOLIDARITY FOREVER

When the union's inspiration through the workers' blood shall run,  
There can be no power greater anywhere beneath the sun;  
Yet what force on earth is weaker than the feeble strength of one,  
But the union makes us strong.

**CHORUS:**

*Solidarity forever,  
Solidarity forever,  
Solidarity forever,*

*For the union makes us strong.*

We're the women of the union in the forefront of the fight,  
We fight for women's issues, we fight for women's rights,  
We're prepared to fight for freedom, we're prepared to stand our  
ground,  
Women make the union strong.

**CHORUS**

Through our sisters and our brothers, we can make our union  
strong,  
For respect and equal value we have done without too long,  
We no longer have to tolerate injustices and wrongs,  
For the union makes us strong.

**CHORUS**

It is we who plowed the prairies; built the cities where they trade;  
Dug the mines and built the workshops, endless miles of railroad  
laid;  
Now we stand outcast and starving midst the wonders we have  
made;  
But the union makes us strong.

**CHORUS**

All the world that's owned by idle drones is ours and ours alone.  
We have laid the wide foundations; built it skyward stone by stone.  
It is ours, not to slave in, but to master and to own.  
While the union makes us strong.

**CHORUS**

They have taken untold millions that they never toiled to earn,  
But without our brain and muscle not a single wheel can turn.  
We can break their haughty power, gain our freedom when we  
learn  
That the union makes us strong.

**CHORUS**

In our hands is placed a power greater than their hoarded gold,  
Greater than the might of armies, magnified a thousand-fold.  
We can bring to birth a new world from the ashes of the old  
For the union makes us strong.

**CONTINUED FROM PAGE 22**

all didn't have to stay and help but they did. I want them to know how much I thank them from the bottom of my heart.

**Tracey Fisk, Local 42**

I love how you just met people at the convention and they talk and treat you like that were your best friend for years. It is an amazing feeling. **Mary Young, Local 68**

I will remember the friendly atmosphere and the way everyone got along with each other; we could disagree and still respect each other. Showing mutual respect for each other can go a long way towards working with people and getting constructive work done.

**Rocky Beals, Local 8**

I very much enjoyed the convention. It gave me a new perspective on what our union does for this province and for all Nova Scotians. It was certainly an eye-opener. It makes me proud to have a strong voice in Joan Jessome who speaks on our behalf on so many issues. I have told many of our co-workers of the great things that we do and support in our province.

Thank God we have Joan and the executive who strive to retain what we have fought so hard for.

**Terry Boudreau, Local 94**

One thing that totally amazed me was the amount of locals that were represented in one room and to think of how many members there are in total. It made me feel like we are not a small little voice that no one will hear or pay attention to, but rather a large pool of united workers which shows strength in numbers. It definitely was not what I expected; everyone was friendly like a big family gathering and made you feel comfortable and alive.

**Wendy Hicks, Local 26**

It's amazing how you can take 300 plus people from all different walks of life and vocations and put them in one big room for four days and have the majority of them feel the connection as brothers and sisters. We don't always agree, but that is a part of any healthy relationship. I think the biggest impact that the experience has left on me this time is the spark of interest that the convention has lit in two of my coworkers; so much so that at our biennial meeting, both got elected to the provincial committee pool and at least one other position. They never knew that we did so much more that bargain for workers' rights and a fair contract. We lobby government when there is pending legislation that may be harmful to members' rights. We support other unions when they need our assistance.

Our union has a heart and a giving one, as shown by our many donations to our fellow Nova Scotians who aren't as fortunate as we are. We as union members don't just keep on taking from our province, as the government, big business and the media like to portray. We give back in many ways with the services that we provide every day and our many donations.

**Heather Tucker, local 246**



101-120 Eileen Stubbs A  
City of Lakes Business Pa  
Dartmouth, Nova Scotia  
Canada B3B 1Y1

P: 902.404.4000  
F: 902.404.3099

[www.collinsbarrow.com](http://www.collinsbarrow.com)

## AUDITORS' REPORT

### To the Members of Nova Scotia Government and General Employees Union

We have audited the accompanying financial statements of Nova Scotia Government And General Employees Union, which comprise the statement of financial position as at December 31, 2010 and the statements of operations, members' equity and cash flow for the year then ended and a summary of significant accounting policies and other explanatory information.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Generally Accepted Accounting Principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.



An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis of our audit opinion.

*Opinion*

In our opinion, the financial statements present fairly, in all material respects, the financial position of Nova Scotia Government And General Employees Union as at December 31, 2010, and its financial performance and its cash flows for the year then ended in accordance with Canadian Generally Accepted Accounting Principles.

*Collins Barrow NS INC.*

Dartmouth, Nova Scotia  
February 22, 2011

**Chartered Accountants**

**NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION  
STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED DECEMBER 31, 2010**

	2010 Budget \$	2010 Actual \$	2009 Actual \$
<b>REVENUE</b>			
Member dues	13,087,952	13,170,237	12,810,964
Other (Note 10)	<u>100,000</u>	<u>59,205</u>	<u>113,722</u>
	<u>13,187,952</u>	<u>13,229,442</u>	<u>12,924,686</u>
<b>EXPENSES</b>			
<b>Wages and benefits</b>	<u>5,262,310</u>	<u>5,095,129</u>	<u>4,757,725</u>
<b>Staff travel</b>	<u>273,200</u>	<u>266,636</u>	<u>250,453</u>
<b>Negotiations and servicing</b>			
Arbitrations and grievances	1,918,000	1,266,814	1,603,269
Negotiations	940,500	579,346	309,312
Classification appeals and arbitrations	50,000	75,394	103,926
Organizing	61,000	25,219	117,536
Education	325,000	245,760	406,400
Communications and research	172,500	206,404	98,231
Health, safety and environment	36,000	87,748	7,234
Biennial convention	-	-	429,764
Defense	489,801	692,155	313,736
Defense investment fund	<u>50,000</u>	<u>-</u>	<u>-</u>
	<u>4,042,801</u>	<u>3,178,840</u>	<u>3,389,408</u>
<b>Administrative and financial</b>			
Rebates to locals	214,520	239,178	224,513
Meetings and provincial committees and councils	699,880	639,701	489,500
General and office	850,700	829,868	697,526
Affiliations	1,053,262	977,780	851,957
Building	229,500	191,965	191,920
Amortization	<u>346,000</u>	<u>332,615</u>	<u>276,686</u>
	<u>3,393,862</u>	<u>3,211,107</u>	<u>2,732,102</u>
<b>Presidential</b>			
Wages and benefits	135,270	135,347	132,405
Travel	<u>32,500</u>	<u>27,894</u>	<u>23,334</u>
	<u>167,770</u>	<u>163,241</u>	<u>155,739</u>
<b>Total expenses</b>	<u>13,139,943</u>	<u>11,914,953</u>	<u>11,285,427</u>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<u>48,009</u>	<u>1,314,489</u>	<u>1,639,259</u>

**NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED DECEMBER 31, 2010**

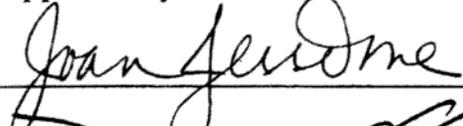
	2010	2009
	\$	\$
<b>CASH PROVIDED BY (USED FOR):</b>		
<b>OPERATIONS</b>		
Excess of revenue over expenses	1,314,489	1,639,259
Items not affecting cash		
Amortization	332,615	276,686
Loss on disposal of investments	<u>129,458</u>	<u>-</u>
	1,776,562	1,915,945
Changes in non-cash working capital items		
Accounts receivable	( 154,147)	( 59,010)
Prepays	( 20,861)	3,887
Notes receivable	36,000	390,320
Accounts payable	<u>237,687</u>	<u>( 158,238)</u>
	<u>1,875,241</u>	<u>2,092,904</u>
<b>FINANCING</b>		
Increase in long-service obligation	63,334	49,220
Increase in post retirement benefits obligation	<u>97,544</u>	<u>71,681</u>
	<u>160,878</u>	<u>120,901</u>
<b>INVESTING</b>		
Acquisition of capital assets	( 293,181)	( 480,507)
Acquisition of investments	( 3,510,622)	( 1,598,339)
Proceeds on disposal of investments	<u>1,837,906</u>	<u>-</u>
	<u>( 1,965,897)</u>	<u>( 2,078,846)</u>
<b>CHANGE IN CASH POSITION</b>	70,222	134,959
<b>CASH POSITION - beginning of year</b>	<u>777,643</u>	<u>642,684</u>
<b>CASH POSITION - end of year</b>	<u>847,865</u>	<u>777,643</u>

**NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION  
STATEMENT OF FINANCIAL POSITION  
AS AT DECEMBER 31, 2010**

	2010	2009
	\$	\$
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	847,865	777,643
Accounts receivable	990,994	836,847
Prepays	109,651	88,790
Current portion of notes receivable	<u>-</u>	<u>36,000</u>
	<b>1,948,510</b>	<b>1,739,280</b>
<b>INVESTMENTS (Note 4)</b>	<b>8,433,343</b>	<b>6,635,601</b>
<b>CAPITAL (Note 5)</b>	<u><b>1,343,950</b></u>	<u><b>1,383,384</b></u>
	<u><b>11,725,803</b></u>	<u><b>9,758,265</b></u>
<b>LIABILITIES</b>		
<b>CURRENT</b>		
Accounts payable	912,171	674,484
<b>LONG-SERVICE OBLIGATION (Note 7)</b>	<b>1,172,922</b>	<b>1,109,588</b>
<b>POST RETIREMENT BENEFITS OBLIGATION (Note 8)</b>	<u><b>321,376</b></u>	<u><b>223,832</b></u>
	<u><b>2,406,469</b></u>	<u><b>2,007,904</b></u>
<b>MEMBERS' EQUITY</b>		
<b>MEMBERS' EQUITY</b>		
Invested in capital assets (Note 9)	1,343,950	1,383,384
Unrestricted	<u>7,975,384</u>	<u>6,366,977</u>
	<u><b>9,319,334</b></u>	<u><b>7,750,361</b></u>
	<u><b>11,725,803</b></u>	<u><b>9,758,265</b></u>

**COMMITMENTS (Note 11) and CONTINGENCY (Note 12)**

Approved by the Board

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary-Treasurer

 Collins Barrow  
FINANCIAL ACCOUNTANTS



Participants in the Mobilization course during NSGEU's Weeklong School play the "human knot" game to put their communication skills to the test, and have a lot of fun along the way.

## LEARNING THE LESSONS OF SOLIDARITY

At NSGEU's annual Weeklong School, our most active members develop their leadership skills in a fun and friendly environment

By Margaret Anne McHugh

**N**SGEU's foremost education event is Weeklong School. It takes place every June, usually on the St. FX campus in Antigonish, and it gives some of the union's most active members, and those new to activism, a chance to spend a week immersed in union talk, stepping outside their routines to network with others and learn life-long techniques and strategies to help themselves and their fellow workers.

This year's school drew 74 participants from many different occupations across Atlantic Canada. They were joined by eight instructors and the presidents of the provincial government employee unions in Prince Edward Island, New Brunswick and Nova Scotia. Courses included Leadership, Communications (Public Speaking), Mobilizing the Membership, and Advanced Steward, and if you speak to any of those who have attended, they will tell you it is a good time and they learned a lot.

Plenary sessions included one of the NSGEU's Bully-Free Workplaces sessions, a labour history film night, and an



Union activists from around the NSGEU and across Atlantic Canada shared information and inspiration during the classes at Weeklong School.

excellent presentation by Canadian Labour Congress policy expert (and CBU graduate) John-Hugh Edwards on the Canada Pension Plan and why we should all be fighting to boost its benefits. (It is worth visiting the CLC web site for the story on pensions and especially the site on management fees: [www.canadianlabour.ca/action-center/retirement-security-everyone/straight-talk-rrsp-and-mutual-fund-management-fees](http://www.canadianlabour.ca/action-center/retirement-security-everyone/straight-talk-rrsp-and-mutual-fund-management-fees))

CONTINUED FROM PAGE 32



Local 1 member Carol Anne Drake leads the Mobilization class through some of the steps for the flash mob that they organized for the closing banquet and dance.



The participants got the chance to do the NSGEU's Bully-Free Workplaces workshop.



Dancing the night away during the closing banquet and dance.



Members of the Advanced Steward class prepare their musical performance for the closing gala.

## MOBILIZING MEMBERS BY TELLING OUR STORIES

*With the help of NSGEU Communications Officer Deedee Slye, the Mobilizing The Members class at this year's Weeklong School spent some time interviewing one another in order to write articles about the challenges they face at work. The idea is that the more we talk about our struggles, the more likely that we'll be able to overcome them together. Here's just one of the many great articles they created (to see some others, visit [www.nsgeu.ca/education](http://www.nsgeu.ca/education)).*

### One Worker, Two Jobs

*By Rick Wiseman*

**W**ith the 10 per cent cut to the Civil Service, workers all over the province are seeing their workload dramatically increase.

Carol Ann Drake ( Local 1) knows this all too well. A receptionist for Income Assistance and Employment Services in North Sydney, Carol Ann has seen her workload increase drastically over the past year.

In April 2010, the local Children's Aid Society was placed under the umbrella of the Department of Community Services. Carol Ann and her co-workers were assured their work would not be affected. This was not the case. The work of the aid society's receptionist quickly ended up on Carol Ann's desk.

In the blink of an eye, her duties doubled with no additional compensation, and no training of any sort. Carol Ann said she didn't see it coming, that she'd ended up with a workload that had previously been done by two full-time workers and two casuals.

Adding to the pressure, Carol Ann was also completing her Bachelor of Arts (Community Studies) at CBU, with a full course load.

To make matters worse, in the past year she has been passed over for interviews for positions she feels she qualified for. Carol Ann has the sense that she is being passed over because the employer knows how difficult it would be to replace her.

This is the real face of 10 per cent cuts to our services; our workers are overworked and mistreated while the tax-paying public is not receiving the services they need.

This is our province, these are our services and they are worth protecting.

# UPCOMING NSGEU COURSES & WORKSHOPS

**I**f 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.

The first step is to make sure you're eligible for the workshop you're interested in (see the prerequisite column in the schedule below).

Next, make sure you can get the time away from work; ask your supervisor if you're able to take the time off, and let him or her know that the union will reimburse them for the wages you're paid while off on union business.

(Some, but not all, of the collective agreements negotiated by the NSGEU allow employees to spend a certain amount of their work time on union business.)

If you're eligible, and you can get the time off, fill out an application form. To get a form, contact the Labour Resource Centre at 902-424-4063 or 1-877-556-7438.

You can also download an application form from our website. Visit [www.nsgeu.ca](http://www.nsgeu.ca) and click on the "education" button in the navigation bar near the top of the page. Click on the "education calendar" on the right side of the education page.

Find the workshop you're interested in, click on it, and then click on the link that contains the word "application." Print it out, fill it in, and then fax it to 902-424-2111.

Please note that space is limited in each workshop.

Course	Dates	Location	Class size	Prerequisite	Description
New Activist	Nov. 2 & 3	Quality Inn Sydney (CB)	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.
	Nov. 7 & 8	Best Western, Liverpool (SS/Val)			
	Nov. 18 & 19	Holiday Inn, Truro (CC/PAG)			
	Nov. 25 & 26	NSGEU Boardroom A & B (Metro A/B/C)			
Steward II	Sept. 23 & 24	Quality Inn Sydney (CB/PAG)	20	Stewards with six months experience at Level I	In-depth grievance investigations. Tools for dealing with management. Expanded roles and responsibilities of the steward.
	December 2 & 3	NSGEU Boardroom A & B (Metro/SS/Val/CC)			
Pre-Retirement	Oct. 1	New Glasgow	100	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, NSAHO) retirement benefits. Benefit information varies according to location and Local members.
	Oct. 22	Best Western, Bridgewater	100		
	Nov. 19	Metro	150		

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

**CONTINUED FROM PAGE 30**

It's called "school," but it's not just a week packed with lectures, group work and readings. Opening and closing nights are always a lot of fun. To open this year, we had an "Amazing Race Quiz." Eleven teams of seven or eight people had to work together by answering questions correctly and then following the clues to the next question. There were teams racing around campus trying to find and answer all of the questions. Some teams had success sticking

together, others decided splitting up was the way to go, but everybody participated with enthusiasm, getting to know one another and exercising all at the same time.

On the closing night, after the banquet but before the dance, each class presented a skit, piece of theatre, a song, or some other performance. These presentations are usually memorable, and this year was no exception. Some were very complex, complete with costumes, power points and singing or chanting – voting politicians and

labour leaders off the island was very funny, and what a lot of work!

Another standout was the "flash mob" organized under our noses by the Mobilizing the Membership Class. As their presentation began, all 74 of the students (yes, all 74 of them!) stood up and performed the same dance steps to the Lady Gaga hit Born This Way. The facilitators and union leaders who'd gathered for the event were as surprised and delighted as I was: talk about successfully mobilizing the membership!

Course	Dates	Location	Class size	Prerequisite	Description
Regional Councils	Sept. 12	Port Hawkesbury Civic Centre (CB/PAG)		Elected Regional Councillors	Introduction and overview of Regional Council including the role of the Regional Councillor. Training on new policies, issues and resources. Election of Regional Board Members and Officers.
	Sept. 13	Holiday Inn Harbourview (Metro A,B,C/CC)			
	Sept. 14	Best Western, Liverpool (SS/Val)			
Occupational Councils (EXCLUDING BUNC)	Sept. 15 (1/2 Occupational Councils)	Holiday Inn Harbourview		Elected Occupational Councillors	Introduction and overview of Occupational Council including the role of the Occupational Councillor. Training on new policies, issues and resources. Election of Occupational Board Members and Officers.
	Sept. 16 (1/2 Occupational Councils)	Holiday Inn Harbourview			
Civil Service Occupational Councils (BUNC)	Sept. 17	Holiday Inn Harbourview		BUNC Members	Overview of the role of BUNC and BUNC members. Training on new issues, policies and resources. Election of Occupational Board Members and Officers
Local Officer Workshops	Sept. 26 & 27	Delta Sydney (CB)		Elected Local Officers: President, Vice-President(s), Secretary, Treasurer (or Secretary-Treasurer), Chief Steward	Role of Local Officers, mobilizing members, and specific roles and responsibilities of Local Officers including Chief Stewards. Updates on campaigns and issues.
	Oct. 3 & 4	Old Orchard, Wolfville (Val)			
	Oct. 17 & 18	Holiday Inn Harbourview (Metro A/B/C)			
	Oct. 19 & 20	Best Western, Liverpool (SS)			
	Oct. 21 & 22	Museum of Industry, Stellarton (PAG/CC)			
Regional Chief Steward / Steward Workshops (ALL LOCALS)	Nov. 1	Delta Sydney		Currently hold Chief Steward or Steward position in Local.	The morning is for Chief Stewards. Other local stewards will join the session in the afternoon, when they will break off into groups with similar collective agreements for more specific discussions.
	Nov. 9	Best Western, Liverpool			
	Nov. 16	Holiday Inn, Truro			
	Nov. 21	Holiday Inn Harbourview			
	Nov. 22	Holiday Inn Harbourview			
	Nov. 30	Old Orchard, Wolfville			

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



**It's DEPUTY SHERIFFS vs CORRECTIONAL OFFICERS**  
 in a fun-filled fund-raiser for  
**THE MAKE A WISH FOUNDATION**

Sunday, Sept. 4. 11 am to 4 pm  
 Bissett Lake Park just off Colby Drive in Colby Village. Before opening pitch, a home-run derby, a head shave, and pictures with the family who will benefit.



# HIGHLIGHTS FROM OUR DISCOUNT LIST

As a member, you can save lots of money on a variety of items and services. Check [www.nsg.eu.ca](http://www.nsg.eu.ca) for a complete list

## ACCOMMODATIONS

### **Holiday Inn Harbourview**

101 Wyse Rd., Dartmouth  
(902) 463-1100, 1-888-434-0440  
[info@hiharbourview.ca](mailto: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@nsg.eu.ca](mailto:inquiry@nsg.eu.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](http://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.

### **Boutilier's Costume Rentals**

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

### **Ripsters Halloween Shop**

622 Sackville Dr., Lower Sackville NS  
(902) 252-7477  
[www.ripstershalloweenshop.ca](http://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**



**Microfleece  
jackets: \$20**



**Long-sleeved  
v-neck t-shirts: \$10**

## 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

10% on all product lines by Jennifer Allan & Acme Exclusive (except wall coverings).

### 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

## JEWELLERY

### 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 advise 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.

# BARGAINING UPDATES: LOCAL 97 HEADING BACK INTO ARBITRATION

For the third time in less than 15 years, an arbitrator will set the wages of NSGEU RNs



Local 97 Bargaining Committee member Rebecca Norris counts the votes on the tentative agreement to send wages and length-of-contract to arbitration.

## CDHA – NURSES LOCAL 97

**Number of members:** 2,568

**Contract expiry date:** October 31, 2009

**Negotiators:** Robin MacLean & Neil McNeil

**Status of Negotiations:** Proposals were exchanged on June 30, 2010. Negotiations continues throughout 2010, but broke down on Jan. 20, 2011 and the union filed for conciliation. Members voted 94 per cent in favour of strike to support their demands at the bargaining table. A tentative agreement was reached during conciliation to send the issues of wages and contract-length to arbitration. On June 3, members voted 65 per cent in favour of the arbitration agreement. Arbitration is scheduled to take place Oct. 1 and 2.

## CDHA – SUPPORT SERVICES BARGAINING UNIT LOCAL 19

**Number of members:** 1,221

**Contract expiry date:** October 31, 2009

**Negotiators:** Robin MacLean & Neil McNeil

**Status of Negotiations:** Proposals were exchanged on June 17, 2011, with bargaining set to commence on Sept. 7 and 8.

## CDHA – OFFICE & CLERICAL BARGAINING UNIT LOCAL 246

**Number of members:** 1,557

**Contract expiry date:** October 31, 2009

**Staff Negotiators:** Ann Barrett

**Status of Negotiations:** The parties exchanged proposals on June 17, 2011 and negotiations are scheduled for Sept. 15 and 16.

## IWK HEALTH CENTRE LOCAL 22

**Number of members:** 719

**Contract expiry date:** October 31, 2009

**Staff Negotiator:** Neil McNeil

**Status of Negotiations:** Proposals were exchanged with the Employer on March 1, 2011. Negotiations were held throughout the spring and a tentative agreement was reached in June. Members voted 86 per cent of ratifying the agreement.

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

**Number of members:** 615

**Contract expiry date:** March 31, 2010

**Staff Negotiator:** Ann Barrett

**Status of Negotiations:** The union has tentatively scheduled for Aug. 30 & 31, 2011 to exchange proposals and start negotiations.

## LIQUOR CORP. EMPLOYEES REACH AGREEMENTS

### NOVA SCOTIA LIQUOR CORPORATION— STORES AND WAREHOUSE LOCAL 470

**Number of members:** 990

### NOVA SCOTIA LIQUOR CORPORATION— CLERICAL LOCAL 470E

**Number of members:** 35

**Expiry date of two NSLC contracts:** March 31, 2010

**Staff Negotiator:** Neil McNeil

The parties met and exchanged proposals on Jan. 10, 2011, and negotiations took place throughout January and February, but the parties reached an impasse and the union filed for conciliation. Conciliation was held May 16 and 17 and a tentative agreement was reached. Members accepted the agreement by a mail-in vote.

### NOVA SCOTIA LIQUOR CORPORATION LOCAL 1670

**Number of members:** 156

**Expiry date:** March 31, 2010

**Staff Negotiator:** Grant Vaughan

Proposals were exchanged and negotiations took place on June 20 & 21, 2011, and a tentative agreement was reached. At press time, the mail-in ratification vote was underway.



Local 470 Chief Steward Derek Atwater (left), President Jim Ross (centre), and Vice President Gary Debaie help NSGEU staff member Jack Fortune count the ballots during the local's vote on the tentative agreement, which the members accepted.

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

**Number of members:** 1,045

**Contract expiry date:** March 31, 2010

**Staff Negotiator:** Jo-Ann Bailey

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:** October 31, 2009

**Staff Negotiator:** Grant Vaughan

**Status of Negotiations:** In 2009, the union and the employer considered the possibility of transferring the Local 480 members into the Civil Service, but earlier this year, members voted 53 per cent to reject the idea. Local 480 continues to bargain as its own unit. The bargaining committee presented revised proposals to the employer on Sept. 22 and met again on Nov. 2 for the employer's response to the proposals. The

bargaining committee is now discussing the next steps in the process.

### WORKERS' COMPENSATION BOARD LOCAL 55

**Number of members:** 343

**Contract expiry date:** December 31, 2009

**Staff Negotiator:** To be assigned

**Status of Negotiations:** Proposals were exchanged on Jan. 12, 2011. The parties negotiated throughout the winter and spring and are scheduled to continue on Sept. 7.

### FIRST STUDENT CANADA LOCAL 98

**Number of members:** 108

**Contract expiry date:** First contract for group certified on March 31, 2010

**Staff Negotiator:** Neil McNeil

**Status of Negotiations:** Negotiations were held on November 8, 9 & 10, 2010 and February 7, 8 & 9, March 28, 29 & 30, 2011. Talks continued on May 4 and 5 until the parties reached an impasse. The Union filed for conciliation. Conciliation was held on July 18 and will continue in September.

### EASTERN MAINLAND HOUSING AUTHORITY LOCAL 2A

**Number of members:** 8

**Contract expiry date:** March 31, 2010

**Staff Negotiator:** Grant Vaughan

**Status of Negotiations:** The parties exchanged proposals on Feb. 28, 2011. Negotiations were held in April and the union is attempting to schedule dates to continue negotiations.

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

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 has made application to have the merged housing authorities 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

**CONTINUED ON THE NEXT PAGE**

# BARGAINING SEPARATELY, HOME SUPPORT LOCALS HEADING BACK TO THE TABLE

*Last year, the NSGEU's home support locals explored the possibility of establishing a common bargaining table with the employers.*

*That didn't come to pass, but in April, representatives from the home support locals took part in a bargaining convention to identify common issues before each local began bargaining its own contract.*

## DIGBY/CLARE HOME SUPPORT AGENCY LOCAL 30

**Number of members:** 31  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Neil McNeil  
**Status of Negotiations:** Proposals were exchanged on July 11, 2011.

## VON HOME SUPPORT LOCALS 31, 35, 40 & 85

**Number of members:** 491  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Ann Barrett  
**Status of Negotiations:** Proposals are scheduled to be exchanged with the Employer on Sept. 16, 2011.

## YARMOUTH ARGYLE HOME SUPPORT LOCAL 32

**Number of members:** 36  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Lynette Johnson  
**Status of Negotiations:** Proposals were exchanged on July 6, 2011.

## GUYSBOROUGH - RICHMOND COUNTY DIVISION HOME SUPPORT LOCAL 33

**Number of members:** 45  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Lynette Johnson  
**Status of Negotiations:** Proposals were exchanged on June 10, 2011. Negotiations are scheduled to continue on Sept. 21.

## ANTIGONISH AND AREA HOME MAKER SERVICES LOCAL 36

**Number of members:** 31

**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** To be assigned  
**Status of Negotiations:** Proposals were exchanged on June 9, 2011. Negotiations are scheduled to continue on September 7, 2011.

## GUYSBOROUGH COUNTY HOME SUPPORT AGENCY LOCAL 37

**Number of members:** 24  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Lynette Johnson  
**Status of Negotiations:** Proposals were exchanged on June 9, 2011. Negotiations are scheduled to continue on September 20, 2011.

## INVERNESS COUNTY HOME SUPPORT AGENCY LOCAL 39

**Number of members:** 72  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Neil McNeil  
**Status of Negotiations:** Proposals were exchanged on July 11, 2011.

## CITY HOME MAKERS SERVICE SOCIETY LOCAL 76

**Number of members:** 110  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** To be assigned  
**Status of Negotiations:** Proposals were exchanged on June 23.

## NORTHSIDE HOME MAKERS LOCAL 83

**Number of members:** 58  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Robin MacLean  
**Status of Negotiations:** Proposals will be exchanged and bargaining will begin on Sept. 29 and 30, 2011.

## CAPE BRETON COUNTY HOME MAKERS LOCAL 84

**Number of members:** 130  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Neil McNeil  
**Status of Negotiations:** Currently awaiting confirmation of proposed dates from the employer.

## CONTINUED FROM THE PREVIOUS PAGE

unsuccessful and regular bargaining has resumed. Proposals were exchanged on June 29, 2011.

## COBEQUID HOUSING AUTHORITY LOCAL 26

**Number of members:** 37  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Grant Vaughan  
**Status of Negotiations:** 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 has applied for conciliation.

## EDC LOCAL 3

**Number of members:** 68  
**Contract expiry date:** March 31, 2008  
**Staff Negotiator:** Grant Vaughan  
**Status of Negotiations:** 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.

## NOVA SCOTIA COMMUNITY COLLEGE – SUPPORT STAFF LOCAL 267

**Number of members:** 596  
**Contract expiry date:** March 31, 2010  
**Staff Negotiator:** Grant Vaughan  
The parties met and exchanged proposals on Oct. 14, 2010. Negotiations have taken place throughout the winter and spring and are scheduled to resume at the end of August.

## METRO COMMUNITY LIVING LOCAL 63

**Number of members:** 56  
**Contract expiry date:** October 31, 2010  
**Staff Negotiator:** Ann Barrett  
**Status of Negotiations:** Proposals are scheduled to be exchanged Sept. 6, 2011.

## COLCHESTER RESIDENTIAL SERVICES LOCAL 64

**Number of members:** 73  
**Contract expiry date:** October 31, 2010  
**Staff Negotiator:** Ann Barrett  
**Status of Negotiations:** The parties exchanged proposals on Feb. 15, 2010. Negotiations have taken place over the winter and spring and will continue on Sept. 20 & 21, 2011.

## MOUNTAIN LEA LODGE LOCAL 86

**Number of members:** 83  
**Contract expiry date:** October 31, 2010  
**Staff Negotiator:** Ann Barrett  
**Status of Negotiations:** The Bargaining Committee has been preparing proposals. The Union Negotiator is currently attempting to schedule an exchange date with the Employer.



Local 77 Bargaining Committee member Cheryl MacIntosh explains the tentative agreement to other Dal support staff during an information session.

## DAL WORKERS TAKE A STAND AGAINST PENSION CLAWBACK

### DALHOUSIE UNIVERSITY LOCAL 77

**Number of members:** 838

**Contract expiry date:** June 30, 2010

**Staff Negotiator:** Tina Webber

**Status of Negotiations:** The parties exchanged proposals on Nov. 24, 2010. Negotiations continued throughout the winter and spring, but talks broke down and the union applied for conciliation.

There were several issues that led to the breakdown of negotiations, but the main one revolved around pensions. Facing a large pension deficit, the employer is unyielding on its proposal that employees begin to make equal contributions to the pension plan. Currently, employees make fixed contributions to the pension plan, and the Employer is obligated to make contributions necessary to meet its obligations under the plan. The Employer's proposal would mean that instead of paying 6.04 per cent, NSGEU members would be required to pay 11.22 per cent. This would result in a 5.18 per cent decrease in your take-home pay. We view this proposal as just another attempt by the Employer to have employees pay for the existing deficit in the plan, which we completely oppose. Employees have had no say in how pension investments are made, and are therefore not responsible for resolving any deficit created. To register their extreme opposition to this proposal, members voted in favour of taking strike



action. After the strike vote, three days of conciliation were held in July and the bargaining committee reached a unique, if temporary, solution. They agreed to "rollover" their expired contract for another year, giving employees improved job security language and a one per cent economic increase for the 2010 fiscal year. All other outstanding issues, including pension contributions, remain open and negotiations on them will continue. The strike vote will remain valid for at least six months, giving the local the opportunity to coordinate any necessary job action with other Dalhousie bargaining units facing pension clawbacks. The members voted 91 per cent in favour of the "rollover" agreement. They will soon get retro pay for the economic increases, and the bargaining committee will continue working to resolve the outstanding issues.

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.

[www.nsg.eu.ca/cutstoppers](http://www.nsg.eu.ca/cutstoppers)

# How much fun can family and friends have on Labour Day weekend?

Celebrate with us at four great locations:  
Halifax, Sydney, Port Hawkesbury, Kentville



# Labour Day

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**In a sometimes harsh working world, you need your union to help improve your work life for one and for all.**

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FROM UNIONS WHO BROUGHT YOU THE WEEKEND, HEALTH & SAFETY REGULATIONS, AND A LIVING WAGE  
SPONSORED BY YOUR DISTRICT LABOUR COUNCILS & THE NSFL FOR MORE DETAILS VISIT [NSGEU.CA](http://NSGEU.CA)

**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](http://www.nsgeu.ca) | [inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca)  
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