

# THE UNION STAND

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

WINTER 2019



## Emerald Hall:

Standing with Developmental Workers, pg 5



Dear members,

As we move into the holiday season, I am grateful for the steady companionship and solidarity found in our union and in the labour movement. Few things are certain - one of them is that the labour unions in Nova Scotia will stand together to defend and protect the rights of working people as we did when the government wrote legislation to interfere with negotiations with Crown Attorneys and as we continue to do with our constitutional challenge to Bill 148.

The holiday season is also a time where we think about those who are in need. As we continue to face rising inequality and the gap grows between the rich and the poor, I see the role of unions as more important than ever. Standing together, we negotiate wage increases, fight for pensions and decent benefit plans, and with those, dignity, for our members and their families. We spend our wages in our communities and this helps to maintain a strong Nova Scotian economy. Our fight for decent wages and strong public services is an important part of our democracy and a healthy economy.

As a union, we lobby to protect and extend things that we share in common - like public healthcare, public and post-secondary education, as well as public services needed by Nova Scotians in communities across the province. Right now, we are facing many challenges. Our members at the Workers' Compensation Board are fighting to maintain quality services for the members. They are drastically understaffed and doing their best, but are burning out from over work and stress. Our members who staff the 811 line that you call if you are not feeling well and want to know if you should travel to an emergency room or not, are also working short and burning out trying to hold the medical system together. We are calling for workload reviews,

CONNECT WITH US!

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

[facebook.com/NSGEU](https://facebook.com/NSGEU)

@NSGEU @JMACL3AN

staffing analysis, and better wages in order to increase recruitment and retention.

There is some good news. An arbitrator has ruled against the government's legislation that siphons off members from the NSTU bargaining unit. <https://bit.ly/2YJY16Z> Also, government has backed off the P3 plan for the Cape Breton hospital rebuilds. We will continue to push for public hospital builds here in the HRM. Interestingly, the NSHA is also reconfiguring their upper level staff to return to some regional representation and structure - an acknowledgement that their merger could have been better thought out, perhaps? I wonder what the results could have been if they would truly consult with stakeholders and front-line workers?

Our renewed education program is off to a great start and our January courses have filled up quickly. Demand has never been higher - a testament to the quality and the eagerness of our members to learn. It's exciting! I encourage you to watch your emails for invitations to our courses and please don't be shy to sign up. It is your union and it is better with you involved in it. Also keep an eye out for our new NSGEU App which will be launched in the near future. Changes are coming in 2020.

On behalf of the NSGEU Board of Directors, the Executive and myself, we wish you a happy and safe holiday season.

In solidarity,

Jason MacLean



THE STAND

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

Jeremy Keefe (@jeremy\_Keefe)

Dec 6 Happening now: @NSGEU rally outside Nova Scotia Hospital in protest of Mental Health worker cuts.

United Way Halifax (@UWHalifax)

Oct 29 It was wonderful to talk with everyone today! Thank you for the opportunity - we're looking forward to Tampon Tuesday 2020!

Philip Croucher (@Philip\_Croucher)

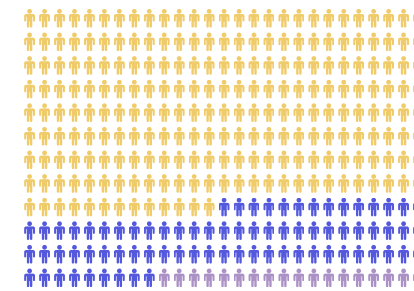
Nov 15 Our latest guest editor for @thestarhalifax is @NSGEU president Jason MacLean. He doesn't hold back on his displeasure with Premier Stephen McNeil and his guest editor column from a few weeks ago.

NSGEU (@NSGEU)

The President of @NUPGE sits down with host Mary Otto to discuss his personal history with the organization and the labour movement; critical issues facing unions today, and much more! <https://soundcloud.com/user-807277680>

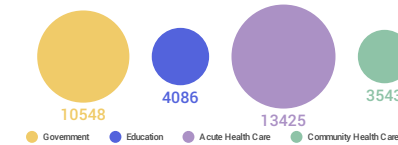


The largest public sector union in Nova Scotia, we represent 31,602 working women and men:



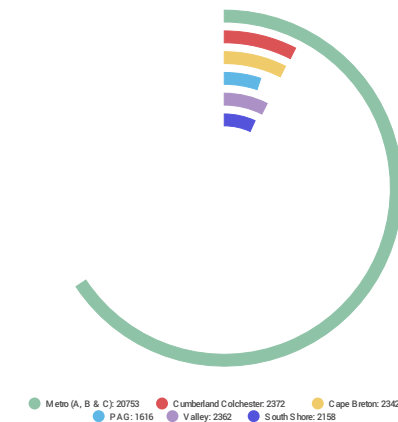
Women Men Did not disclose

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



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

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



Metro (A, B & C): 20753 Cumberland Colchester: 2372 Cape Breton: 2342 P.A.G.: 1616 Valley: 2362 South Shore: 2158



# Healthlink 811- Local 21

Health Link 811 is an important part of Nova Scotia's public health care system. The NSGEU represents 18 telehealth Associates and Counsellors who work at Health Link 811, members of Local 21.

Our members play a critical role in helping people figure out whether they need to seek immediate medical attention for their illnesses or injuries. They are often the only navigational tool available to help people figure out how they can get the right care, in the right place, at the right time – 24 hours a day, seven days a week. Without them, where would people turn?

There are more than 50,000 people without a family doctor in our province. Emergency department closure rates are up, and walk-in clinics are extremely busy, as Nova Scotians struggle to access health care services they so desperately need. But that isn't all they do: our members who work for Health Link 811 also refer callers who are seeking help with quitting smoking or gambling. These services are vital to the health and wellness of Nova Scotians.

Negotiations were difficult this year due to Bill 148, the Sustainability Act, which mandated a wage package. Heading into bargaining, Local 21 members were paid far less than their counterparts working in different areas in the health care system. Recruiting and retaining staff was an issue because of the low, stagnant wages. Our members were having to work excessive overtime with double time rates to keep the service running.

The Bargaining Committee lobbied for a partial exemption to Bill 148 to allow us to bargain fair wages in their new collective agreement. After tough negotiations we are pleased to say we are well on our way to achieving reasonable wage rates. Thank you to the members of Local 21 and their support of their Bargaining Committee. This agreement could not have been achieved without their solidarity.



# Respect For Mental Health Workers!

On December 6th, members of the NSGEU stood with our frontline workers, members of Local 100, who work at Emerald Hall, an acute care facility that specializes in caring for patients with dual diagnoses of intellectual disabilities and mental illness.

The NSHA has told 11 Developmental Workers working at Emerald Hall that they will be getting layoff notices. We can't afford to lose the skills they have and they deserve to be treated with respect.

Thank you to all those who came out in support including the President of the Nova Scotia Federation of Labour, Danny Cavanagh and other members and family. It was a cold day, made better with solidarity.

We will continue to fight for our members and the recognition of their skills and experience in mental health and patient care.



Pictured here: Colin Liebold, Chris Weaver, Tina Wicks, Karen Sheridan, Trish Birrette.



# Finding Balance in the Workplace

Submitted by Patricia Stephens-Brown, Local 6

While leafing through a family book of histories...I found a memorable aged treasure; a poem written during the early 1900's, St. Peter and the scab, published in the Railway Garmen's Journal. The author, G. C. S. Charger writes during a significant time in labour movement history, and presents a paradox. An employee who believes they had earned a high place in heaven because of their loyalty to the company by not asking for more than they were ever given and never associating with "union truck" becomes brashly awakened to the reality of their actions. They are identified instead as a 'scab'... an unsightly strikebreaker who has dishonoured fellow employees and ignored union efforts to improve wages and harsh, dangerous working conditions.

The phrase "union truck" potentially referenced the truckers union, International Brotherhood of Teamsters. As we look back in history there was bargaining strength in numbers...this labour union was formed in 1903 in the United States and Canada by the merger of the Team Drivers International Union and The Teamsters National Union.

Similarly, labour union organizers wanted the many smaller Railway unions to amalgamate and represent a worker's right to fair wages and hours of work. During the 1920's a shortened version of the poem was printed on the reverse side of a 3"x5" purple card notifying Railroaders and Unionists that a Union Amalgamation mass meeting was being held. No author is included, encouraging the reader to claim the poem's belief as their own and rally together.<sup>1</sup>

Poems and songs were often used as a strategy to gather people towards a common goal and to "educate workers and to restate core beliefs and values."<sup>1</sup> Those who identified with the sentiments of the lyrics because of their individual experiences would be encouraged to join together in collective action against the general political and economic tides of the times. The labourers were proud of the "common sense" of the labour movement and poetry was its discourse...one of identity and solidarity.<sup>1</sup>

The early formation of unions was critical in protecting the worker from the schemes of the capitalists greed to build their empire at the expense of the worker needing to put a roof over their family and bread on the

## St. Peter and the "Scab."

By G. C. S. CHARGER.

St. Peter stood at the garden gate  
With solemn mien and air sedate,  
When up at the top of the golden stair  
A shrouded figure ascended there,  
Applied for admission. He came and stood  
Before St. Peter, so great and good,  
In hope the City of Peace to win,  
And asked St. Peter to let him in.

"O thou who guardest the gate," said he,  
"I have come hither, beseeching thee  
To let me enter the Heavenly Land  
And play a harp in the angel band.  
Of me, St. Peter, there is no doubt,  
There's nothing from Heaven to bar me out.  
I've been to meeting three times a week,  
And almost always I'd rise and speak.

"I've told the sinners about the day  
When they'd repent their evil way.  
I've told my neighbors, I've told them all,  
Of Adam and Eve and the primal fall.  
I've talked to them loud, I've talked to them long,  
For my lungs are good and my voice is strong.  
I've marked their path of duty clear,  
And laid out the plan of their whole career.

"So, good St. Peter, you'll clearly see  
That the gate of Heaven is open for me.  
Here's the company's letter of recommend,  
Which I hope you'll read before you send  
For the angel guide to the throne of grace—  
It might gain for me a higher place.  
You'll find I was always content to live  
On whatever the company cared to give.

"And I ought to get a large reward  
For never owning a union card;  
I've never grumbled, I've never struck,  
I've never mixed with union truck.  
But I must be going my way to win,  
So open, St. Peter, and let me in."  
St. Peter sat and stroked his staff,  
Despite his high office he had to laugh.

Said he, with a fiery gleam in his eye,  
"Who is tending this gate, sir, you or I?  
I've heard of you and your gift of gab;  
You are what is known on earth as a scab."  
Thereupon he rose in his stature tall  
And pressed a button upon the wall,  
And said to the imp who answered the bell,  
"Escort this fellow around to Hell.

"Tell Satan to give him a seat alone  
On a red-hot griddle up near the throne,  
But stay, e'en the Devil can't stand the smell  
Of a cooking scab on a griddle in Hell.  
It would cause a revolt, a strike, I know,  
If I sent you down to the imps below.  
Go back to your masters on earth and tell  
That they don't even want a scab in Hell."

<https://babel.hathitrust.org/cgi/pt?id=mdp.39015086793018&view=1up&seq=13>

table. The largest action of solidarity in Canadian history was the General Winnipeg Strike of 1919. With increasing cost of living, low wages and scarcity of jobs, social conditions were deplorable and people were desperate. Labour leaders had gathered to negotiate with management. When negotiations in one labour sector broke down, a strike was called.<sup>(2)</sup> Over 30,000 labourers took a stand to gain rights to collective bargaining and receive a fair "living wage". <sup>(2)(3)</sup> Support came from all sectors, even essential services walked off the job, followed by sympathy strikes across Canada. Since the Winnipeg strike ended abruptly on "Bloody Saturday" six weeks later, with two protesters dead and without immediate resolution, some say the strike was a failure.<sup>(4)</sup> No words can express the sense of loss felt by those who had persevered through this struggle; however, it would be for eventual gain. A Royal Commission was called to investigate the dire living and working conditions that in part induced the strike and this laid the foundation for substantial labour reform.<sup>2,3,4</sup>

Closer to home on May 19, 1919, labour workers in Amherst, Nova Scotia who had been threatened by a reduction of wages due to the diminished economic market following the war's end walked off the job and closed down all the factories. Only one employer, Robb Engineering was willing to negotiate a return to work with increased wages. The other employers refused, so the Amherst General Strike lasted for three weeks until the Amherst Federation of Labour negotiated a nine hour work day without a reduction in wages and better working conditions.<sup>5</sup>

Also during this time period from 1900 – 1929, the Industrial Workers of the World, IWW, or Wobblies also had the vision of one big union. Their constitution preamble began with, "the working class and the employing class have nothing in common". The labour movement was serious business... it was a battlefield

CN Rail Yard Strike, November 19, 2019 (dh)



<b>Joe Hill</b>	
<b>Born</b>	Joel Emmanuel Häggglund October 7, 1879 Gävle, Sweden
<b>Died</b>	November 19, 1915 (aged 36) Utah, United States
<b>Cause of death</b>	Execution by firing squad
<b>Other names</b>	Joseph Hillström
<b>Occupation</b>	Labor activist, songwriter, and member of the Industrial Workers of the World
<b>Signature</b>	

between business capitalists and commoners taking a stand for worker's rights and this sometimes led to fatal consequences, as the tragic story tells of Joe Hill and the "infamous system against employees."<sup>6</sup>

Joe Hill, (formerly Joel Emmanuel Häggglund) is described as a "working class poet", a hopeful immigrant entering the United States from Sweden who worked intermittently as a migratory labourer, travelling the country while writing his songs and poems. After joining the IWW in 1910 he became actively involved in organizing and participating in strike activities. He came to be known as Joe Hill to avoid being blacklisted for organizing, His voice through his songs and speeches built solidarity within the labour movement such that he became "a target for employers' special attacks."<sup>6</sup>

While Hill was in Utah organizing a gold miners strike, a murder of a grocery man occurred in Salt Lake City. Fear of the IWW and a circumstantial frame-up led to his arrest and controversial conviction by a Judge who was also the Chief counsel for the Western Federation of

Miners. Joe Hill was sentenced to death...and became a martyred troubador of the labor movement on November 19, 1915. His last words were...“don't waste time mourning, organize.”<sup>6</sup>

Union origins bear witness to the reality and intensity of their struggles endured for the benefits workers receive today. Creation of the Operational Health and Safety Act is just one example. Whether employers abide by it is a different matter...it's up to us -the employees and the union- to ensure they do. There are many instances where workers are still being taken advantage of and need protection by the collective voice. When the CN Rail Yard workers were on strike, they said “it's not about money, but rather about benefits, and health and safety of themselves, the public, and their customers.”<sup>7</sup>

Most employees strive to give their best performance at their workplace, taking pride in their efforts and they may even go beyond as needed to meet the demand when there are special circumstances. After all is it not 'team building' to help peers accomplish a task, fill the gaps, help processes run smoothly and through adversity become a strong cohesive group says the employer? Yes, of course it is!

However, when the employer does not consistently provide sufficient resources to complete the work tasks, it is a set up for failure and places the employee at risk. An employee trusts their employer not to lead them astray and gives them their allegiance, yet the employer's inaction to adhere to worker's rights creates a socially unjust tension within the workplace and the employee's physical body!

When it becomes an employer expectation for an employee to constantly fill the gaps and workloads are consistently heavier, the employees giving nature is being taken advantage of and a line in the sand must be drawn! Can the employer be trusted to act for the benefit of the employee or rather for their own economic gain...what does history tell us?

Finding this poem in a record of family history is significant. Our ancestors stuck together, joined their allegiance and their sacrifices brought us to this end and should not be taken lightly or forgotten. This article is more than just about remembering. It's about what changes can you be a part of...such as knowing where the OH&S forms are, what a near miss is and why it's important to report them?

Finding out who are the stewards in your local and how they can answer your questions and direct your

concerns or even becoming a steward yourself! Attending your local meetings and reporting issues, so both specific challenges and common areas of concerns can be brought forward to Regional Council then to the NSGEU Board of Directors. A collective voice needs to be heard to correct the imbalance.

As you read the poem, if you think its consequence is severe, consider the intensity of the conflicts endured and the solidarity that emerged binding co-labourers together with the common goal of social justice to bring safe and fair working environments to you and me.

In solidarity respectfully submitted by,  
Patricia Stephens-Brown, NSGEU, Secretary Local 6

- (1) 2001; Revolutionary memory: recovering the poetry of the american left; Cary Nelson; Routledge; New York
- (2) [www.cpha.ca](http://www.cpha.ca); Canadian Public Health Association, Fighting the good fight: Winnipeg general strike of 1919
- (3) [www.winnipegfreepress.com](http://www.winnipegfreepress.com); General strike lessons learned, Kate Kehler
- (4) [www.umanitoba.ca](http://www.umanitoba.ca); Kristin Butcher; Review: On strike: The Winnipeg General Strike, 1919. (The Peoples's History of the West Series)
- (5) <http://activehistory.ca/2019/06/the-workers-revolt-in-amherst/>
- (6) 2007; American working class literature : an anthology; Chapter IV Revolt, repression and cultural formations: 1900-1929, edited by Nicholas Coles, Janet Zandy; Oxford University Press, Inc.; Oxford
- (7) <https://www.halifaxtoday.ca/local-news/cn-rail-yard-workers-go-on-strike-across-the-country-2-photos-1856403>



**Patricia Stephens-Brown, NSGEU,  
Secretary Local 6**

## Bill 148 Charter Challenge Update

The McNeil Liberal government passed the Public Services Sustainability Act (Bill 148) in 2015. This legislation unfairly imposed a non-negotiated wage settlement onto all public sector workers and unilaterally froze the accrual of the Long Service Award.

In August 2017, the McNeil government referred the question of the constitutionality of Bill 148 to the Nova Scotia Court of Appeal.

On September 6th, 2017, the NSGEU along with seven other unions led by the Nova Scotia Federation of Labour (NSFL) announced that we were seeking intervenor status in the Constitutional reference of Bill 148 by the Court of Appeal. The Premier assured Nova Scotians that they had sent Bill 148 to the Nova Scotia Court of Appeal for a legal opinion on its constitutionality. Less than 48 hours later, it was revealed that government had only sent sections dealing with wages Bill and failed to submit the sections that removed provisions from collective agreements.

Due to pressure from labour, the government agreed to amend the reference and on October 13, 2017, referred both the wage and service award provisions of Bill 148 to the Nova Scotia Court of Appeal.

On January 19, 2018, the Court of Appeal granted the unions intervenor status in the constitutional reference, with the right to file written submissions and make oral argument. Pink Larkin represents the unions. The Attorney General of Manitoba was also granted intervenor status.

Our position is that the wage and service award provisions of Bill 148 violate the freedom of association guaranteed by the Canadian Charter of Rights and Freedoms. The likely response from the government will be a section 1 argument under the Constitution. That is, while their actions may in fact be a breach, the province's finances justifies the interference.



On December 14, 2018, the Province filed its 16 Volume Record, which is essentially all the documents that the Province said it relied on to pass Bill 148.

In June 2019, the unions submitted expert opinions and affidavits from people affected by Bill 148. The province has objected to the use of expert witness and affidavits. The court will have to decide this question.

The Unions are also seeking access to relevant cabinet documents. The Nova Scotia Teachers' Union won the right to those documents in their challenge of Bill 75. Government is appealing this decision and is refusing to provide the information to the NSGEU et al. An initial hearing on these Cabinet documents was scheduled to be held on December 11, 2019.

The Court will then set a date for some time in 2020 to decide on the unions' use of expert witnesses and affidavits and access to Cabinet documents.

While it is difficult to predict the timing of things with any accuracy; it is possible that the unions and the parties will be before the Court in the spring of 2020 to set hearing dates for the fall of 2020.

The legal process is a long one, but we are committed to continuing this fight on our members' behalf, and keeping you apprised as it unfolds. Thank you for your patience and support.

# NSGEU Board of Directors, 2019 - 2022

## Meet your new Board of Directors:

**Angelica Chasse-Naugler** of Local 195-NSHA Western Zone (Public Health, Addictions, Continuing Care) works as a Licensed Practical Nurse. Occupational Councilor for Trade Union – Nursing.

**Sheri Cunningham** of Local 193-NSHA Northern Zone (Public Health, Addictions, Continuing Care) works as a Quality Management Coordinator. Occupational Councilor for Trade Union - Administrative Professionals.

**Sherry Dennis** of Local 7-Civil Service Clerical (Metro Area) works as a Clerk 3. Occupational Councilor for Civil Service – Clerical.

**Nannette Doherty** of Local 73-Annapolis Valley Regional Centre for Education works as an Educational Assistant. Regional Councilor for the Valley.

**Garnet Estabrooks** of Local 480F-Adult Corrections works as a Case Management Officer. Regional Councilor for Metro B.

**Hugh Gillis** of Local 480C-Adult Corrections works as a Correctional Officer. Regional Councilor for Cape Breton.

**Tammy Gillis** of Local 2-Civil Service Pictou County works as a Deputy Prothonotary, Clerk 5. 3<sup>rd</sup> Vice-President.

**Wanda Gouthro** of Local 71C-Chignecto Central Regional Centre for Education works as a Teacher Assistant. Regional Councilor for Pictou/Antigonish/Guysborough.

**Paul Hagen** of Local 8-Civil Service PR & HSN (Metro Area) works as a Program Administrative Officer 4. Occupational Councilor for Trade Union - Civil Service – Professional.

**Amanda Hemmings** of Local 27-Evergreen Home for Special Care works as a Continuing Care Assistant. Occupational Councilor for Trade Union - Long Term Care.

**Richard Herritt** of Local 470E-NS Liquor Corporation works as an Accounting Clerk 6. Occupational Councilor for Trade Union - Liquor Stores.

**Natalie Hillier** of Local 66-Regional Residential Services Society works as a Counsellor. Occupational Councilor

for Trade Union - Group Homes.

**Nicole Holland** of Local 1670-NS Liquor Corporation - Managers & Assistant Managers works as a Manager 5. Regional Councilor for the South Shore.

**Kim Jenkins** of Local 423-IWK Health Authority (Administrative Professionals) and Local 119. 2<sup>nd</sup> Vice-President.

**Anne MacCulloch** of Local 53-Halifax Regional Centre for Education works as a Secretary. Occupational Councilor for Trade Union - Public Education.

**Jason MacLean** of Local 480C-Adult Corrections works as a Correctional Officer. President.

**Laura MacMillan** of Local 100-NSHA Healthcare Central Zone works as an Orthopaedic Technician. Occupational Councilor for Trade Union - Health Care.

**Melissa Marsman** of Local 423-IWK Health Authority (Administrative Professionals) works as a Senior Accounts Payable Clerk. Occupational Councilor for Trade Union - Administrative Professionals.

**Holly Martin** of Local 17-Civil Service Cumberland County works as a Case Aide. TS BUNC Representative.

**Darren McPhee** of Local 8-Civil Service PR & HSN (Metro Area) works as a Case Coordinator. Secretary-Treasurer.

**John Mortimer** of Local 1-Civil Service Cape Breton Island works as a Caseworker 4(A). Occupational Councilor for Trade Union - Civil Service – Professional.

**Sandra Mullen** of Local 16-Civil Service Yarmouth & Digby Counties works as a Program Administrative Officer 3. 1<sup>st</sup> Vice-President.

**Audrey Oliver** of Local 31-Home Support VON-Kings/Annapolis County works as a Continuing Care Assistant. Occupational Councilor for Trade Union - Home Care.

**Mary Otto** of Local 43-Canadian Blood Service works as a Laboratory Assistant. Regional Councilor for Metro A.

**Peter Perry** of Local 122-IWK Health Authority (Healthcare) works as an Anaesthesia Assistant. Occupational Councilor for Trade Union - Health Care.



**Back Row L-R:** Robin MacLean, NSGEU Executive Director; Darren McPhee, Secretary-Treasurer; Angie Chasse-Naugler; Rick Herritt; Peter Perry; Tammy Zinck; Kim Jenkins, 2nd Vice-President; Paul Hagen; Bill Zebedee; Garnet Estabrooks; Hugh Gillis; Audrey Oliver; Sherry Dennis; Christina Warren; Bennie Singler; Holly Martin; John Mortimer; Nicole Holland.

**Middle Row L-R:** Melissa Marsman; Tammy Gillis, 3rd Vice-President; Amanda Hemmings; Kerri Webster-McIsaac; Tanya Steadman; Nicole Turple; Sheri Cunningham; Nannette Doherty; Natalie Hillier; Laura MacMillan; Wanda Gouthro; Sandra Mullen, 1st Vice-President.

**Front Row L-R:** Anne MacCulloch; Raymond Theriault; Jason MacLean, President; Mary Otto; Lisa Bouchard, NSGEU Executive Secretary to the President.

**Charles Bennie Singler** of Local 480C-Adult Corrections works as a Correctional Officer. Occupational Councilor for Civil Service - Technical & Services.

**Tanya Steadman** of Local 25-Western Regional Housing Authority works as a Collections Officer. Occupational Councilor for Trade Union – General.

**Raymond Theriault** of Local 119-NSHA Support Services Central Zone works as a Journeyman Cook. Occupational Councilor for Trade Union - Support Staff.

**Nicole Turple** of Local 3-Civil Service Colchester County & Shubenacadie works as a Wildlife Park Attendant. Occupational Councilor for Civil Service - Technical & Services.

**Christina Warren** of Local 82-NS College of Art & Design University works as a Manager. Occupational Councilor for Trade Union - Post Secondary Education.

**Kerri Webster-McIsaac** of Local 101-NSHA Nursing Central Zone works as a Registered Nurse. Occupational Councilor for Trade Union – Nursing.

**Bill Zebedee** of Local 1246-NSHA Administrative Professionals Central Zone works as a Payroll Services Clerk. Regional Councilor for Metro C.

**Tammy Zinck** of Local 77-Dalhousie University works as a Networks & Systems Technician. Occupational Councilor for Trade Union - Post Secondary Education.

# Work Safe. WCB Needs to Lead by Example.

The Workers' Compensation Board (WCB) has approximately 50 current vacancies, in a membership of approximately 320. We have been asking management to work with the union to develop a strategy to address this staffing crisis. Many members are experiencing workload related burnout. Part of a timely and effective staffing strategy would involve hiring staff from within who have the knowledge and experience from working at the WCB. In the employer's transformation strategy, they have changed direction and are no longer looking to investing in current qualified members. As a result, the union has filed several grievances on behalf of members who no longer qualify for positions and are being sidestepped for external candidates. As well, the union has repeatedly requested that management undertakes case workload review to assess what is a reasonable workload. Management has yet to agree.

The WCB as been undergoing extensive transformation as part of what they call WCB 2020. This transition involves a move to provide more of their services electronically using a new Enterprise Software called "Guidewire". This transition is not happening seamlessly, as promised. The new system has problems and limited functionality and has increased an already heavy workload. Now, due to these issues, combined with staffing shortages, our members are in a situation where the workloads are unattainable – and it is impacting their health and well-being.

Our members follow the Workers Compensation Act of Nova Scotia. They assist and support both workers and employers who have experienced a workplace injury. When a WCB claim is received, staff must document, collect information, reach out to other resources for opinions, adjudicate and write a decisions, calculate benefits and ensure treatment and services needed are provided.

The new software has exponentially increased the time it takes for each task. It has also affected automatic processes that were in place for large to small employers who use WCB services. Some of these processes can no longer be processed automatically.



We are asking the WCB to lead by example and put measures in place to address the workplace issues our members are experiencing. The WCB motto is 'Work Safe. For Life.' Working safe requires adequate staffing and safe workload levels. President MacLean sent a letter on October 23<sup>rd</sup> to the WCB Board of Directors outlining our members' concerns and requesting that we work together on solutions. He also attended the Workplace Safety and Insurance System Annual meeting on November 13<sup>th</sup>, along with the NSGEU Occupational Health and Safety Officer, Paul Cormier and ERO, Lloyd Samson, and spoke directly to management at the WCB about the working conditions our members are experiencing.

This is an ongoing struggle and we are continuing to insist that the WCB come forward with real solutions to address the workload and staffing issues.

Please support the members of Local 55! Part of what is making our members sick and stressed is not being able to provide the kind of timely service we know Nova Scotians want, need and deserve.

If you see WCB members at an information picket, please stop by and say hello! Support their efforts to improve service to the public and improve their working conditions. Their fight is our fight.

# Corn Maze 2019

One of the NSGEU's most popular social events is the one held every year in late summer/early fall at River Breeze Farm & Corn Maze in Truro.

It is actually an event that's organized by our Cumberland Colchester Regional Council, though all NSGEU members are welcome to attend. And they do! The event sees members from across the province come out with their loved ones to enjoy all of the activities on offer at the farm: wagon rides to the pumpkin patch; petting zoo; bounce pad; tug of war; and much, much more!

This year's event was very well attended, with 966 NSGEU members and 124 children under the age of three coming through our registration tables!

Nicole Turple, Chair of the Cumberland Colchester Regional Council, attended the event for the first time this year.

"Everyone I spoke to on their way out really enjoyed the event and were happy that their union put the event on for them and their families," Turple said, "I was really happy to help out and proud to be a part of the NSGEU getting out into our community."

Pauline Gilbert is the Treasurer for the Cumberland Colchester Regional Council:

"Many people stopped to comment how great their day was and that they cannot wait until next year," said Pauline Gilbert, "The management had advised me that there were many positive comments throughout the day and their staff had shared the same with them."

"I am most pleased with how well we all worked together as volunteers for our NSGEU Social event," Pauline added, "We had a very capable group that were pleasant and positive from start to finish. I am so thrilled to be a part of that!"



Thank you to all of the volunteers who helped make this year's event a success, and to all of the NSGEU members who came out with their families to participate. We hope to see you all again next year!

# The Pink Patch Project

Thank you to Kim Manthorne, Local 6, who submitted this idea to the STAND and to Kevin Hurst, Local 6, who is leading the charge!

Unfortunately, too many Nova Scotians have felt the effects of breast cancer. Breast cancer is the most common cancer among Canadian women (excluding non-melanoma skin cancers) and the second leading cause of death from cancer in Canadian women. Breast cancer can also occur in men, but it is not common. Deputy Sheriff members of Local 6, led by Kevin Hurst, decided to show their support for their own co-workers and others fighting this disease by bringing a new campaign to Nova Scotia - the Pink Patch Project.

Kevin and his fellow Deputy Sheriffs, are responsible for the transportation of persons in custody to courthouses, jails, and federal institutions in Nova Scotia. He told us that the inspiration for the Pink Patch Project began with the desire to show support for two coworkers and friends who had fought and lost the battle with breast cancer and to support a coworker who is currently undergoing treatment. He looked around for a good way to do that and discovered the Pink Patch Project.

Kevin took some time to come in to the NSGEU office for an interview about the campaign in early November. We recorded a podcast at the same time, which you can listen to [here](#).

The Pink Patch Project originated in the California in 2013 with the Seal Beach Police Department. These officers decided to turn their uniform patches pink during the month of October to bring awareness to breast cancer. Since that time, the campaign has spread throughout the United States – currently, 43 states run this project. There is also one in Spain and this one in Nova Scotia is the first one in Canada.

The bright and beautiful pink patch can be purchased for just \$10 and is available to people who are interested in supporting this initiative and/or collecting patches. The patch design took a while to develop. Kevin explained there was an approval process he had to go through to arrive at the final template for the pink patch and he had created four or five different versions along the way with the help of John at Nova Trophy. He also said that next year's patch may have some slight changes as well. By the time it was approved and



produced, it was the second half of September. This meant that this year, not all the members got theirs in time to be able to wear them, but next year, they will be ready.

NSGEU Locals can pass motions at the local level to donate to the project. Kevin said that some officers buy them to trade them when they travel. For example, when members go to other services, like the National Peace Officer Memorial in Ottawa in the fall they trade patches with others attending from the US. And where this is the first one in Canada it is unique! If you are interested in purchasing a patch in support of breast cancer awareness, please email, [kevin.hurst@novascotia.ca](mailto:kevin.hurst@novascotia.ca).

Thank you Kevin, for all that you do each day providing Deputy Sheriff Transportation services. Thank you as well, for all the extra work you do to support your coworkers and to bring awareness to the important issue of breast cancer.

# Shop at Your Local NSLC Store this Holiday Season!

Over 1,200 NSGEU members work at NSLC stores across the province. These are good jobs with pensions and benefits, something people need to support their families and communities. NSLC employees also work at Cannabis Stores and Express stores that are popping up throughout the province.

NSLC store staff are well trained on the variety of products at their stores and NSLC programs like Check 30, which allows them to keep alcohol and cannabis out of the hands of people who shouldn't have it. Our members work hard at practicing responsible retailing which helps to keep Nova Scotians safe and healthier.

To find an NSLC store or Express store, visit: <https://www.mynslc.com/Stores>

However, workers at agency stores, private wine and liquor stores and private cannabis dispensaries are NOT unionized. As private retailers, they have a built-in profit incentive for selling beverage alcohol and cannabis, which does not necessarily make public safety a priority. We would like to see all agency stores converted to official NSLC stores, but until this happens, we continue to support the great work our members do and lobby against increasing agency stores and private liquor sales.

This holiday season, we are asking that you spend your money at official NSLC stores and NOT shop at agency stores, private liquor stores or private cannabis dispensaries. This way you know you are supporting good jobs in your community and helping to keep Nova Scotians safe and healthy.

Thank you and Happy Holidays!!



Facebook Profile: Brian Horne



Brian Horne, Local 470A

Brian has been working for the NSLC since 1992 and is currently working out of the Fall River Store. His favorite part of the job is helping customers. As a product specialist, he likes introducing new products to customers and staff and giving people an opportunity to try new things. Thank you Brian for your dedication, your knowledge, and your service to the public.





# Union Education!

Following Convention, the NSGEU holds education courses for all elected officers. This includes anyone elected to their Local Executive (President, Vice-President, Secretary, Treasurer, and Steward) as well as those who will be representing their Local on Regional and Occupational Councils.

We have featured a photo spread here of some of the members who took part.

Taking an education course is a great opportunity to build skills and to meet like-minded people and make lasting friendships. The primary way we advertise our upcoming education courses is by email - directly into your inbox - so remembers to keep your email up-to-date and check it regularly. You can also visit our website and take a look at the courses we offer. Call or email us if you have any questions.

You can also watch our introductory videos which outline the main duties of Local Officers, as well as a short videos on Labour Management Committees and Rules of Order on our website.



**Administrative Professionals Occupational Council:**  
Pictured here: Jackie West (Board Alternate); Melissa Marsman (Board Member); Sheri Cunningham (Board Member); Lynette Hatward-Byrd (Chair); Kim Sheppard (Secretary); Heather Tucker (Board Alternate)



**Civil Service Technical Occupational Council:**  
Pictured here: Dave Viner (Board alternate); Catherine MacInnes (Secretary); Benny Singler (Board Member); Nicole Turple (Board Member); Hugh Gillis (Chair); Jeff Teed (Board Alternate)



**Civil Service Professional Occupational Council:**  
Pictured here: David Brewster (Board Alternate); Paul Hagen (Board Member & Chair); John Mortimer (Board Member); Michelle MacLean (Secretary); Amy Graham (Board Alternate)

# Snapshots from Fall Education



**Civil Service Clerical Occupational Council:**  
Pictured here: Darlene Meehan (Board Alternate); and Sherry Dennis (Board Member)



**TU Post Secondary Education Occupational Council:**  
Andrew Arsenault, Local 267; Gail Jibe, Local 99; Colleen Blacker, Local 81; Peter Brown, Local 99; Ray Bundy, Local 99 (Chari); Marc Chisholm, Local 92; Cheryl Connell, Local 77; Debbie Dickson, Local 267; Jennifer Farrellm, Local 88; Sheri Hurlburt, Local 267; Neil Pisenor, Local 77; Mark Mason, Local 92; Brenda McKenna, Local 88; Janice Nugent, Local 267; Jason Saulnier, Local 45; Ania Swiatoniowski, Local 79 (Secretary); Christina Warren, Local 82; Tammy Zinck, Local 82



**TU Public Education Occupational Council:**  
Veronica Carr, Local 73; Ceta Cleveland-Morash, Local 71; Denise Cornelius, Local 73; Andrea Dionne, Local 73 (Secretary); Nannette Doherty, Local 73; Adele LeBlanc, Local 72; Lynn MacAlpine, Local 72; Anne MacCulloch, Local 53; Donna MacGregor, Local 71 (Chair); Ray PacPhee, Local 53; Shauna Murphy, Local 74; Aaron Russell, Local 70; Krista Young, Local 71



**Long Term Care Occupational Council:**  
Pictured here: Amanda Hemings (Board Member); Heather LeBlanc (Secretary); Darcy Arsenault (Board Alternate); Lisa Metcale- Keddy (Chair)

# Snapshots from Council and Local Officer Training



**Trade Union Support Services Occupational Council:**  
 Pictured here: Christian Collins (Board Alternate); Matthew Walsh (Secretary); Raymond Theriault (Board Member and Chair)



**Nursing Occupational Council:**  
 Pictured here: Angie Chasse-Naugler (Board Member); Susan Dobbins (Board Alternate & Chair); Kerri Webster- Mclsaac (Board Member)



**TU General Occupational Council:**  
 Full list of members (some not pictured here): Angus Boudreau, Local 1995; Jonas Cosh, Local 98; Kathy Dewtie, Local 103; Laura Hendrie, Local 55; Donna Hines, Local 78; Sherry Holly, Local 78; Kailin Keigan, Local 150; Katie MacArthur, Local 51; Darren MacDonald, Local 1995; Sarah MacDonald, Local 49; Angela Marinoff, Local 47; Monica Marsh, Local 67; Tom Murdoch, Local 48 (Chair); Laura Taylor, Local 49 (Secretary); Rosie Weiman, Local 98



**Group Home Occupational Council:**  
 Pictured here: Natalie Hillier (Board Member); Natalie Groom (Board Alternate); Charly Weaver (Secretary); and Emily Crocket (Chair)



**Metro C Regional Council:**  
 Pictured here: Pam Grace (Chair); Ray Bundy (Treasurer); Cynthia Black (Secretary); Bill Zebedee (Board Member)



**Metro A Regional Council:**  
 Pictured here: Mary Otto (Board Member); Rena Alexander (Secretary); Tanya Jewells (Chair); Chris Weaver (Board alternate)



**TU Liquor Stores Occupational Council:**  
 Pictured here: Rick Herritt, Local 470; Jody Dixon, Local 1670; Carman Rhodenizer, Local 1670 (Chair); Rose Nolan, Local 470 (Secretary)



**Home Care Occupational Council:**  
 Pictured here: Audrey Oliver- Board Member, Karley Titus- Chair, April Hobson- Board Alternate, and Nicole MacDonald- Secretary.



**Metro B Regional Council:**  
 Pictured here: Mindy Giles (Treasurer); David Watts (Board Alternate); Andrea Coate (Chair); Garnet Estabrooks (Board Member); Beverly McKearney (Secretary)



# Snapshots from Council and Local Officer Training



**Valley Regional Council:**

Full list of members (some not pictured here)  
 Shannon D Arsenault, Local 1670; Elizabeth J Baker, Local 49 (Secretary); Uta C Berthold-Brush, Local 195; G Matthew Buckler, Local 31; Beverly G Challis, Local 27; Trenda Leigh Clark, Local 56; Priscilla E Connell, Local 27; Clark D Cooper, Local 4 (Chair); Charlotte M Dempsey, Local 31; Andrea L Dionne, Local 73; Nannette F Doherty, Local 73; Patricia J Dwyer, Local 191 (Treasurer); Nancy J Fardale, Local 31; Michelle C Ferdinand, Local 51; Laura J Ferguson, Local 470; Vernon J Gaudet, Local 4; James W Gillott, Local 25; Annette R Leyenaar, Local 73; Sarah E MacDonald, Local 49; Lisa M MacNutt, Local 470; Shannon J McGrath, Local 191; B Darlene Meehan, Local 4; Valerie D Poulin, Local 1670; John C Rowlings, Local 4; Tony R Scott, Local 86; Tanya M Steadman, Local 25; Meghan P Tanner, Local 56; Janet Lee Waters, Local 191; Tara Webb, Local 51; Krista L Wilson, Local 20



**Cape Breton Regional Council:**

Full list of members (some not pictured here)  
 David J Bonaparte, Local 84; Deborah Bonnar, Local 150; Angus Boudreau, Local 1995; Clarence D Brown, Local 76; Dorothy L Clarke, Local 76; Melissa M Deane, Local 18; Loree M D'Orsay, Local 18; Jeff D Fedora, Local 470; Mary George, Local 33; Hugh R Gillis, Local 480; Muriel A Gillis, Local 39; John B Graham, Local 29; Amy M Graham, Local 1; Heather Grant, Local 20; Tracy Lynn Groves, Local 83; Michelle M Jardine, Local 84; Michael Adam Jones, Local 1995; Lorena Landry, Local 33; Nadine G Leadbeater, Local 29; Amber R Macintyre, Local 1670; Sarah A MacIsaac, Local 39; Sharlene A MacLean, Local 1; Matthew C McGillivray, Local 267; J Lynn McNeil, Local 470 (Secretary); John Mortimer, Local 1; Deborah D Nicholson, Local 83; Janice M Nugent, Local 267; Megan Cecilia Peters, Local 150; Neil J Poirier, Local 1670 (Chair); Kimberely Sheppard, Local 104; Candi M Singler, Local 480; Cheryl D Skinner, Local 105; Colleen Smith, Local 72; John J Sterling, Local 1; Gordon D Thorne, Local 1 (Treasurer); Kathleen F Watts, Local 104

**South Shore Regional Council:**

Full list of members (some not pictured here)  
 Kelly M Belliveau, Local 30; Daryl E Budden, Local 70; John W Bueglas, Local 16; Sheila A Cronk, Local 470; Tiffany L Daniels, Local 32; Marjorie Deion, Local 74; Keri D Duffney, Local 5; Jessie D Dugas, Local 32; Yvette G Fisher, Local 470 (Secretary); Dwayne K Foster, Local 16 (Chair); Heidi M Goodwin-Demille, Local 74; Karen M A Grandy, Local 195; Charlene W Hancock, Local 112; T Lynette Hayward-Byrd, Local 190; Rachel Hirtle, Local 30; Nicole A Holland, Local 1670; Dwayne Jacquard, Local 25; Sharon Anne Jewer, Local 70 (Treasurer); Cassie M D Kenney, Local 40; Frank David Krafve, Local 65; Terri L Lowe, Local 195; Rennette M Melanson, Local 190; Marshall G Naugler, Local 25; Carman Rhodenizer, Local 1670; Ashleigh C Schnare, Local 189; Maggie J Scott, Local 57; Erica M Sisco-Dube, Local 59; Gary Robert Stewart, Local 59; Mabel A Tanner, Local 470; Jessica Trenholm, Local 40; Wanda M Zinck, Local 70



**Pictou Antigonish Guysborough Regional Council:**

Full list of members (some not pictured here)  
 Joanne Askeland, Local 85; Samantha C Bowser, Local 85; Kevin W Burley, Local 60; Ellen Campbell, Local 61; David Michael Demetre, Local 193; Jennifer L Farrell, Local 88; Wanda Gouthro, Local 71; Annette M Guthro, Local 480 (Chair); Candi A Harpell, Local 50; Lynn M Hayden, Local 71 (Secretary); Shawna L Hynes, Local 85; Kim Jackman, Local 1670; Pearl A Kelly, Local 1670; Nicole M MacDonald, Local 36; Penny J MacDonald, Local 61; J RONALDA MacGillivray, Local 88; Heather MacIvor, Local 193; Drew Myers, Local 480; Robert Perry, Local 2; Ellen M Peters-Rutledge, Local 470; Shane W Ranahan, Local 2; Allison L Roddick, Local 85; Daphne A Ryan, Local 2 (Treasurer); Sabrina D Sangster, Local 36; Travis R Spears, Local 60; Kendra B Sweet, Local 54; Sue Ann Syms, Local 103

# Snapshots from Council and Local Officer Training



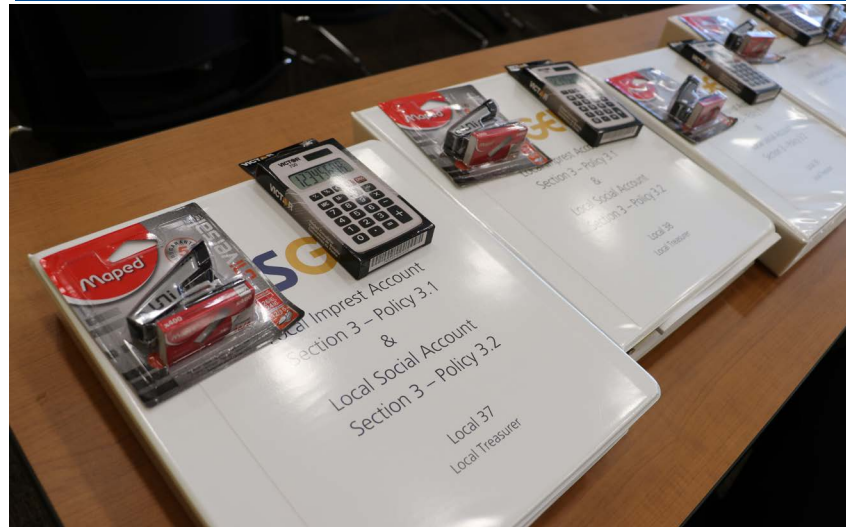
Jason MacLean, NSGEU President



Holly Fraughton, NSGEU Communications Officer



Lori Smith, NSGEU Education/Organizing Officer



*Darren McPhee, NSGEU Secretary-Treasurer*



*South Shore & Valley Regional Council Training*



*Cape Breton & Antigonish & Guysborough Regional Council Training*

## Family

fam·i·ly /'fam(ə)lē/ /'fæm(ə)li/




1. the basic unit in society
2. people not related by blood but who share deep and meaningful bonds
3. descendants of a common ancestor
4. a group of people united by certain convictions or a common affiliation

### Family. It's what we are.

The National Union of Public and General Employees is the

- British Columbia Government and Service Employees' Union (BCGEU)
- Canadian Union of Brewery and General Workers (CUBGW local 325)
- Health Sciences Association of Alberta (HSAA)
- Health Sciences Association of British Columbia (HSABC)
- Manitoba Government and General Employees' Union (MGEU)
- New Brunswick Union of Public and Private Employees (NBU)
- Newfoundland and Labrador Association of Public and Private Employees (NAPE)
- Nova Scotia Government and General Employees Union (NSGEU)
- Ontario Public Service Employees Union (OPSEU)
- Prince Edward Island Union of Public Sector Employees (PEI UPSE)
- Saskatchewan Government and General Employees' Union (SGEU)

National Union of Public and General Employees (NUPGE)  
 nupge.ca | unionsyeah.ca

 NationalUnionofPublicandGeneralEmployees
  NUPGE
  nationalunionofpublic



# NSGEU Night!!



**NSGEU Secretary-Treasurer Darren McPhee and his partner Alanna along with Board member, Natalie Hillier.**



**Two of the ticket winners! Anne MacDonald and her daughter.**



**Maycie and Makiah (M & M).**



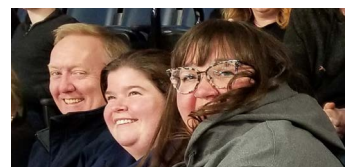
**Executive Director Robin MacLean and partner John.**



**Board members: Holly Martin (r) and Nicole Turple**



**President Jason MacLean and partner Jill.**



**Left to Right: Board members, Paul Hagan, Amanda Hemmings, and Mary Otto.**

# LPN Classification Review

**B**ack in 2011, the NSGEU filed a request for a classification review of Licensed Practical Nurses' at the former Capital District Health Authority.

Our LPN members were telling us that their scope of work had changed drastically, and they should be paid more for the increased duties they were performing.

CDHA stalled this review for years. We went through different arbitrations to try and break the logjam with the Employer. During the last arbitration, we were seeking to have the question of whether the LPN role at the CDHA was substantially altered. After an almost two-year wait, on September 23<sup>rd</sup>, we received the crucial decision that agreed that the LPN role at the former CDHA was, in fact, substantially altered.

This is a significant ruling and clears an important hurdle in the NSGEU's fight to have LPNs properly compensated for the work they do.

This ruling is a victory for all the nurses who have been fighting long and hard for this reclassification. It is a result of the tireless work of the LPN reclassification committee and all the LPNs who acted as witnesses during the hearing.

But our fight isn't over, yet. The issues of appropriate pay and retroactivity must now be decided.

If the NSGEU and the NSHA cannot come to an agreement on a fair rate of pay, the issue will need to go back to an independent arbitrator to make a final decision. This will take time, however, the NSGEU has written to the NSHA legal counsel to attempt to expedite this process.



It is important to note that this decision was based on a grievance that applies to LPNs employed by the former Capital District Health Authority. That is because the NSGEU filed the grievance several years ago under the old Local 42 Health Care collective agreement in place at the CDHA.

It is important to note that the union will advocate to expand any award and corresponding pay rate increase to all LPNs in Nova Scotia. There are approximately 2,400 LPNs working in acute care throughout the province at the NSHA and the IWK, plus hundreds more working in other areas of the health care sector.

We would like to thank everyone who has been involved in this process for their ongoing support and patience. This has been a long, difficult road, but we're walking it together.

*Thank you*

# On the Line with the Crown Attorneys

The McNeil government did it again. On Wednesday, October 16th, they introduced Bill 203, which interfered with the collective bargaining process in order to skew bargaining in the Employer's favour. This time, it was with Crown Attorneys who had gone through bargaining and conciliation and were applying for the next stage in their bargaining process – arbitration. It wasn't just that McNeil was changing the rules in the middle of bargaining, but that he had promised (during the last round of negotiations) 30 years of arbitration, if needed, in exchange for their agreement to a wage package. The Crown Attorneys descended on the Legislature and we joined them there. You can read our press release here: <https://nsgeu.ca/?p=19879>. We also sent out a notice to all Civil Service members which outlined what to do if there was a strike at your workplace - [https://nsgeu.ca/wp-admin/post](https://nsgeu.ca/wp-admin/post.php?post=19901&action=edit).

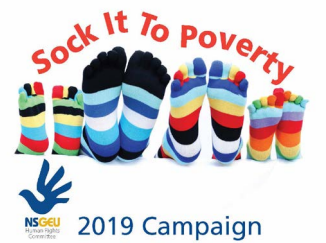
<https://nsgeu.ca/wp-admin/post.php?post=19901&action=edit>

After a great deal of pressure from the public, other labour leaders, and legal counsel from across the country, it seems as though the McNeil government has backed down. They have just reached a tentative agreement and have not enacted Bill 203. <https://globalnews.ca/news/6289558/n-s-crown-attorneys/>

Our case against Bill 148 continues to move forward in its process (see page 9). We are hopeful that McNeil's move to legislate away a previously negotiated benefit (Public Service Award) will be found unconstitutional and it will be restored. We will continue to stand up to government interference in the collective bargaining process and defend our labour rights as they are human rights too.

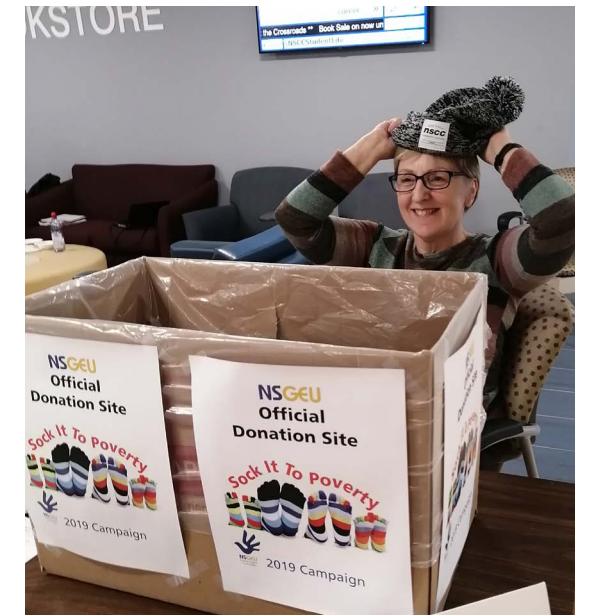


# Sock It To Poverty Campaign



With our Sock It To Poverty drawing to a close - the deadline this year is December 20th - we wanted to extend a big "Thank You" to all who organized donations and contributed to the success of the campaign. People really appreciate the socks and gloves, mitts and hats that people donate each year. They really do make a

difference for people who are struggling to make ends meet. If you have any questions about your donations, or have any donations straggling in after the deadline, please call us or email Melissa Marsman, Chair of the Human Rights Committee at [hcommittee@nsgeu.ca](mailto:hcommittee@nsgeu.ca).



Thank you to Natalie Wentzell, President, Sub Local 267i, for sending in these photos of their donation table at the Nova Scotia Community College IT Campus. Thank you as well to Katherine Hughes, pictured here, displaying one of the donations received.

# Keep Health Care Public.

## P3s: Another Bad Idea from Premier McNeil

Nova Scotia has a sordid and expensive history with Public Private Partnerships (P3s). Nova Scotia's experiment with P3 schools was a failure and cost Nova Scotians tens of millions more than traditional builds. So Nova Scotians are right to be concerned about the government's decision to redevelop the QEII using a P3 model.

The McNeil government announced on October 4<sup>th</sup>, 2018 that the \$2 billion project to Halifax Infirmary site and the community outpatient centre in Bayer's Lake would be done using through a P3 model.

It's a long-awaited and much needed rebuild. Cancer-care services will be moved from the deteriorating Victoria General Hospital (VG) to the Halifax Infirmary. The Infirmary will also have an expanded in-patient care centre, and a new community outpatient centre is being built in Bayer's Lake.

Government claims that a study done by Deloitte determined that the best path for Nova Scotia was to proceed with a P3 model rather than traditional procurement. One has to wonder how independent or impartial the study was? Deloitte's own website shows that managing and advising P3 projects is a key part of their business. To date, government refuses to release this report. So in short the Premier is asking Nova Scotians to just trust him. Has he earned your trust?

A recent study (<https://bit.ly/34Lgm5M>) by the Canadian Centre for Policy Alternatives provides a critical examination of the public-private partnership (P3) model proposed for the Queen Elizabeth II (QEII) Hospital Redevelopment, and details what little is known of the process thus far. The report is highly critical of the process to date – reporting that the decision to build under a P3 model has been shrouded in secrecy, that the government is not committed to adequate oversight of public-private partnerships, and that the government has chosen ideology over reason by ignoring research indicating many of the touted advantages of P3s rest on shaky foundations.

The NSGEU is concerned not only with the potential



waste of money, we are concerned with what services government will provide and what services will be left to the public partner. You can see the tender documents here (<https://bit.ly/2sLIQOL>) and specifically pages 28 to 30 the scope of work to be included and excluded from the proposals. We have legitimate concerns that members in Service and Support occupations may be impacted.

As well, the NSGEU believes there is no room for profit in health care P3 hospitals turn your public dollars into private profits for big corporations. The only certainty in this P3 scheme is that it will bleed public health care dollars while feeding corporate profits. Nova Scotians need investment in health care, but this investment shouldn't be padding the bottom line of whatever consortium is chosen.

Despite the Premier's apparent commitment to proceed with the QEII redevelopment as a P3 project, the government recently canceled plans to finance the Cape Breton Hospital redevelopment through a P3, saying that they don't have the internal capacity for another major P3 project.

We will keep up the pressure, we will stand up for good public sector jobs and we will do everything we can to stop health care dollars from going into private hands.

# Remembering Jackie Creemer

We would like to take a moment to remember Jackie Creemer who passed away suddenly on August 19<sup>th</sup>, 2019. Jackie worked at the NSGEU as a secretary for almost 20 years and was a friend to many. She was energetic, funny, quick witted, and sharp. She always put the members first. She is missed by her coworkers and by all the Committees and Locals she assisted. She loved her son Kyle who we were pleased to spend time with when he visited the NSGEU to share stories and memories at a staff meeting in October. Thank you to Kyle and to all of Jackie's family for sharing her with us.



# Letter from Lynn Lawrence to NSGEU members

In May, one of our staff members, ERO David Lawrence passed away (see previous Summer STAND for article). Here is a letter from Lynn Lawrence to all the members of the NSGEU:

*Zackery, Zoe and I would like to express our heartfelt thank you for your kindness in remembering our beloved husband and father Dave Lawrence. Your thoughtfulness and generosity are greatly appreciated by our entire family. We were overwhelmed with the support we received from all of NSGEU (staff and members). Many of you shared and continue to share stories of Dave and that brings us much pride and comfort. It was so amazing to see so many of you at his service and that spoke volumes to us as a family. Through your generosity we have been able to make donations to several charities in Dave's name, including The Canadian Celiac Association and Spin4kids (Goodlife). Through all of this darkness we have been able to see some light with the support from all of you. Remember, take time out of your day to be kind to each other, even if its just a quick, "Hey Bud."*

Lynn, Zackery and Zoe Lawrence





# Meet Constable Brennan Burrows



In early October, an NSGEU member was recognized for his efforts to keep Nova Scotia's roads safe.

Constable Brennan Burrows has been policing for ten years total, working on forces in Charlottetown, PEI and Saskatoon, Saskatchewan, before finally returning home to Glace Bay to join the Cape Breton Regional Police service three years ago.

While working on the police force in Saskatchewan in 2013, he was working in a district that had a lot of traffic collisions and a lot of issues. He worked with the Combined Traffic Services of Saskatchewan on a pilot project designed at enforcement to try and lower fatalities, which ended up sparking a passion in Cst. Burrows for catching impaired drivers.

"It actually worked very well: our fatalities dropped drastically. It was at that point in time I realized that enforcement really does prevent this from happening, whether it's through speeding tickets or impaired calls," he explained.

Now, Cst. Burrows is one of four officers seconded with the Department of Justice Nova Scotia, teaching

Drug Recognition Evaluation (DRE) and Standard Field Sobriety Testing to officers throughout the province. He also serves as the DRE coordinator for Cape Breton Regional Police, and points out that having more officers equipped to detect impaired drivers seems to have had a positive impact, so far:

"We have officers trained to go through the full evaluations, so our evaluations have doubled since last year, which is very good for our community down here," he said.

Cst. Burrow's efforts were recently recognized when he was awarded the 2019 Terry Ryan Memorial Award for Excellence in Police Service from MADD Canada.

MADD Canada established the award in memory of Constable Terry Ryan, an officer whose life ended tragically in May of 2002 when he was killed in a two-car alcohol-related crash on his way home from a police function. This award recognizes the significant contribution of police services in helping to reduce impaired driving. It is presented annually to recognize exemplary service by a police officer in reducing the incidence of impaired driving.

Cst. Burrows – who is also the President of the MADD Cape Breton chapter – was shocked even to be nominated for the national award.

"Then of course after the shock, I was very honoured to be receiving it, because I know that lots of officers do good work and they don't get recognized for it."

The honour was even greater when he found out more about the fallen officer the award was named after:

"I got to talking to people that did know Terry Ryan, including my Staff Sargent in Saskatoon, and they said he was a very enthusiastic young man. He was a good man and he was very passionate about his job."

Cst. Burrows traveled to Scarborough, Ontario to receive the award in early October:

"Everyone thanks me, but there are a lot of officers that are out there doing a very good job and not getting recognized ... I share this award with all the officers that are out there every day, that are catching impaired drivers," he said.

He also added that he hopes the award helps inspire the next generation of officers.

"Policing is not a very attractive job for people. Those of us who are here need to be dedicated, passionate and hardworking to show the up-and-comers that there are avenues, we can make it a great job, and there's nothing else I'd rather do than this job."



# Office of Workplace Mental Health

The Office of Workplace Mental Health is a safe and confidential place where Nova Scotia government employees and managers can identify the mental health and wellness supports they need.

**Who can access Office of Workplace Mental Health services:**  
All current civil service employees including union (such as NSGEU, CUPE 1867, and Crown attorneys) as well as several outside organizations.

The Office of Workplace Mental Health is a cooperative effort of both the Province of Nova Scotia and the NSGEU, as sponsors of the NSPS Long Term Disability Trust Fund, and with the partnership and support of the Nova Scotia Public Service Long Term Disability Trust Fund, CUPE 1867, and the Crown Attorneys Association.

### Contact Us

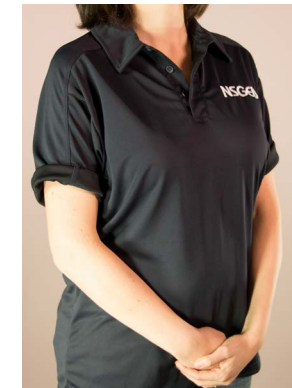
**Local:** 902-424-CARE (2273)  
**Toll Free:** 1-833-389-CARE (2273)  
**Email:** [OWMH@novascotia.ca](mailto:OWMH@novascotia.ca)

All calls and emails are confidential.



# Union Threads

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



**NSGEU unisex golf shirt \$15.00 (xs-2xl)**



**Unisex zip up jackets \$30.00 (s-3xl)**



**NSGEU sweatshirt \$30.00 (xs-2xl)**



**Unisex zip up jackets \$30.00 (s-3xl)**



**NSGEU 1/4 zip Pullover \$20.00 (xs-4xl)**



**Ladies Vest with Hood \$45.00 (xs-2xl)**



**Vest - Unisex-no hood \$45.00 (s-v4xl)**



**Micro-fleece jacket \$15.00 (xs-2xl)**



**Unisex long sleeve t-shirts grey, navy, black, \$15 s-l**

Jim Evans brought his grandchildren to see Toy Story 4, the holiday event movie hosted by the Metro B & C Regional Councils on November 30<sup>th</sup>. He had this to say:

*Thank you NSGEU for hosting Toy Story 4. My grandchildren and I have made an annual event attending the movies.*

Jim Evans (Local 48)  
with Isiah, Grace and Jude



# HAPPY HOLIDAYS!



**NSGEU**

The NSGEU would like to wish you and your loved ones a safe and happy holiday season and much success in the New Year ahead!

## Unions make a difference in our lives.

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

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

Lori Smith, Education & Organizing Officer  
902-456-6531 or 1-877-556-7438 or [lsmith@nsgeu.ca](mailto:lsmith@nsgeu.ca)

