

# THE NO-NC STAND

## McNeil Chooses P3 Road for New Hospital pg 4-5





## 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:

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Dear members,

I hope every one of you had a great summer.

It was a busy one here as we had events throughout Nova Scotia celebrating our 60th Anniversary. Events kicked off in early July at Sherbrooke Village, then our annual picnic at Oakfield Picnic Park, in mid August we had a good turn out of folks at Upper Clements Park and a week later we found ourselves at Two Rivers Wildlife Park in Cape Breton. For the final event, we tag teamed with the Cumberland/Colchester Regional Council's Family Fun Day at the Riverbreeze Corn Maze. All in all these were well-attended events and it was great seeing members coming together with their families to have some fun.

I want to thank the 60th Anniversary Committee, the Board of Directors and all the committees and councils that helped make these events a huge success.

It was also a busy and difficult year for bargaining and after four long years following the McNeil Liberal's misguided attacks on workers and labour rights we will finally soon have new contracts throughout Acute Health care. Negotiations for our Civil Service Master Agreement have concluded and the agreement will soon be going to print. Agreements have also been attained for our members at the Workers' Compensation Board, the Nova Scotia Community College system, Stock Transportation and School Boards. In many of these Locals, our bargaining committees had to seek strike mandates to show their employers how serious they were about basic things, like job security, and benefits that others had achieved in their sector.

Looking forward, we still have a lot of work ahead on behalf of our members throughout Home Care, Group Homes, Long Term Care, Universities, Housing Authorities and the Nova Scotia Liquor Corporations. Due to McNeil's essential service legislation, the home support and community care sector have to determine essential service numbers before they can begin negotiations. This is an amazing amount of work, is completely unnecessary and is aimed at

curtailing the labour rights of workers in order to make strikes less effective. We are continuing our appeal of this legislation as contrary to our Charter of Rights and Freedoms in the courts but in the meantime, we must adhere to it.

As we continue to bargain, we are also looking forward. While the Liberals may have surprised us with Bill 1 (Health Authorities Act) and then doubled down with Bill 148 (the Civil Service Sustainability Act) and many other pieces of anti-worker legislation, we are still here: we never stopped fighting and we will continue to fight to protect and defend your free and full collective bargaining rights. The last four years may have bruised us – but I believe together, we have all come out stronger and more determined than ever.

You provide important public services that keep this province running. You do this despite Premier McNeil stripping away your labour rights and previously negotiated benefits. Your commitment and dedication to your communities and the services you provide are second to none but are too often taken for granted.

Looking ahead, we will soon have another government budget for 2019 and it won't be long until we are into another election cycle. We will continue to fight for you and the services you provide at the bargaining table and in the public realm, regardless of the lack of respect this government has shown you, and regardless of who is sitting in the Premier's Chair.

Sincerely,

Jason

Jason MacLean  
President, NSGEU



Opening plenary for Weeklong School 2018: NSGEU President MacLean, PEIUPSE President Karen Jackson, NBU President Susie Proulx-Daigle, NSGEU 1st VP Tammy Gillis, and NSFL President Danny Cavanagh. (see page 28 for more photos)

## FEATURES

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## NSGEU TWEETS

**Heidi Petracek@HeidiPCTV Sep 10**

President of @NSGEU says drivers with Stock are bearing the brunt of parents' frustrations - @HalifaxStock says it is "appreciative of their [drivers'] patience with all of the route changes." @CTVAtlantic

**Shelley L Morse@shelleymorse1 Sep 3**

Happy #LabourDay folks! #NS union leaders on what Labour Day means to them thestar.com/halifax/2018/0... via @TorontoStar @NSTeachersUnion @withwozney @NSGEU @NS\_Labour @CanTeachersFed

**Labour Reporter@labourreporter Aug 15**

New Nova Scotia health-care deal includes increase in shift premiums labour-reporter.com/article/37690-... #humanresources #labourrelations #union @HealthNS @NSGEU

**Natasha Pace@NatashaPace Aug 8**

The @NSGEU says a mediator-arbitrator has just awarded a new collective agreement for more than 6,000 people in the Health Care Bargaining Unit at the Nova Scotia Health Authority & IWK. #NovaScotia #NSPoli #NS #HRM @globalhalifax

**Jason MacLean@JMACL3AN Jul 14**

What a day meeting members. The @NSGEU Family Picnic was a huge success. So happy to see and meet so many people. Our families are the reasons we all do what we do. #picnic #ThankYou

## THE STAND

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[unionsyeh.ca](http://unionsyeh.ca)

**#ALL  
Together  
NOW**

**together  
FAIRNESS  
WORKS**

The Union Stand is proudly produced by NSGEU with the help of members of IAMAW Local 2797.



# P3 is the Wrong Direction and the

Earlier this month, government announced their QEII redevelopment plans, which include the eventual decommissioning of part of the Victoria General site and the construction of five new health care buildings in the Halifax area.

The NSGEU is committed to working with your employer to ensure our members' jobs will be protected when construction is complete on these new facilities. Our understanding, based on conversations with the NSHA thus far is that the existing VG sites will remain in use until the new buildings are complete, which will be at least five years from now.

The new health care buildings will be built using a P3 model, which means a private company will be hired to design, build, finance and maintain the facility over a 30-year period.

"We have needed new health care facilities in this province for a very long time, but this government has chosen the most expensive way to get this project done," said NSGEU President Jason MacLean.



*It is difficult to find examples of successful P3s where there are no criticisms. In audits by provincial auditors general it's been discovered that:*

*Nova Scotia:*

*Roads: An estimated more than \$300 million in tolls were produced on the Cobequid Pass for a deal in which private financiers put up \$66 million. The government is paying an effective Interest rate of 10% for 30 years, twice its rate of borrowing.*

*Schools: The Dept of Education was criticized for its lack of effective oversight and management of contracts.*

*DHW: in numerous audits, DHW has been criticized by the Auditor General for its challenges in providing effective oversight and holding entities accountable.*

**Perpetual Fall in the Autumn of Public-Private Partnerships.**

# The Most Expensive Option

“Nova Scotians have already wasted hundreds of millions of dollars on other costly P3 projects – more than 30 schools, toll roads, and the Burnside jail, just to name a few. Why are we going down this road again?”

We want to assure our members that we will continue to work with the employer – the Nova Scotia Health Authority – to ensure that any members working in maintenance who may be affected by these changes in years to come will be protected.

The employer has explained that maintenance under this contract will refer to structural, mechanical and electrical components, not patient-related services (such as food and nutrition, equipment, housekeeping or portering). Once the contract is awarded, the union will have a better sense of the scope of the structural, mechanical and electrical maintenance that will be covered under the P3 contract.

While we are pleased to see we will finally be getting the new health care facilities that have been needed for so long now, we are disappointed to see this government has once again chosen the most expensive

way to get this project done: relying on a private contractor to not only design, build and finance, but to maintain it over 30 years.

“Once again, we see this government is unable to deal with the crisis in our health care system by rolling up their sleeves and working alongside the front-line workers to build something together,” said MacLean.

This government’s own former Deputy Minister of Health, Peter Vaughan, is on the record as saying P3 projects are a bad idea. In a document obtained via Freedom of Information, he wrote:

“While we are glad to hear that the public and our members, who deliver care in these buildings each and every day, will finally have safe, new facilities to work and receive treatment in, it is deeply disappointing that this government has decided to allow private companies to profit off of our public health system,” said MacLean.

The NSGEU is committed to working with the employer, the NSHA, to ensure our members’ jobs will be protected when construction is complete on these new facilities. □

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## Our 2018/2019 Campaign is Well Underway

Every year, the NSGEU Human Rights Committee organizes a campaign called “Sock It To Poverty”. From now until December 12, we are asking you, if you are able, to set up a donation site at your workplace to collect new socks, mittens and hats or cash for people in need in your community.

**Deadline for donations is December 12.**

For more information visit: <http://nsgeu.ca/sock-it-to-poverty-campaign-2018/>

If you have any questions please contact Melissa Marsman at [hcommittee@nsgeu.ca](mailto:hcommittee@nsgeu.ca) (Human Rights Committee Chair)





# Partnerships with the Public Service Commission

## Slow Down, Move Over

This summer we were excited to collaborate with the Public Service Commission (PSC) on a social media campaign called “Slow Down, Move Over” which was created to help raise public awareness of the need to slow down and move over for lesser known public service vehicles you see at the side of the road with their lights flashing. It features NSGEU members: Conservation Officer, Bernie Syliboy; Motor Vehicle Officer, Jason Gay; Deputy Sheriffs, Tara Tobin and Chris Kelly; and a member of NS Fire Crew, Forestry Technician, Nathan Pick; with their respective vehicles.

The campaign was launched just prior to the July 1st weekend on Facebook, Twitter, and on both the NSGEU and NS government websites. The NSGEU and the PSC shared the costs of this campaign.

We would like to acknowledge our Motor Vehicle

Officer members of Local 3 who often work at the side of the road and inspired the campaign and the PSC’s Commissioner, Laura Lee Langley, who immediately came on board to support the initiative and make it a priority.

Thank you to our members who put themselves forward to be part of the campaign and to the PSC’s Director of Communications and Communication Nova Scotia’s Marketing Department.

Along with the social media campaign, we are pleased to say that our ads are now screening in all the Provincial Access Nova Scotia Centres. The campaign ended in October. We are open to making this an annual campaign and will be discussing this potential with the PSC moving forward. □



# Public Service Commission

## \*New\* Office of Workplace Mental Health

**N**SGEU members who work in the Civil Service, Tourism NS, or NS Pension Services Corporation now have access to confidential support from a new Office of Workplace Mental Health which just opened in early October. The Office is a joint initiative and pilot project of the NSGEU and the Public Service Commission as joint sponsors of the Nova Scotia Public Service (NSPS) Long-Term Disability (LTD) plan. The funding for the Office comes out of an EI rebate program through the Nova Scotia Public Service LTD Plan.

When an employee contacts the Office, they will be directed to one of three navigators located regionally throughout the province. This person will work with the employee to identify resources and information to support their mental health and wellbeing. They can also help people identify and address workplace factors impacting their mental health. Workplace factors could include the way work is carried out (tasks, workload, and work methods) and the context in which work occurs (relationships and interactions with managers and supervisors, co-workers and clients or customers).

The Office is for NSGEU members, but it is also for managers and non-union employees as well. Facilitators will help managers build the skills and confidence to have supportive conversations with staff about mental health and wellness and improve workplace psychological health and safety.

It is important to note that the navigators will not be able to provide members with counselling or crisis intervention – but they can help identify the services people may need. They can also provide information about services already available through the EFAP program. The Office does not replace the Employee Family Assistance Plan (EFAP) services – they complement them.

Information will be kept completely confidential within the limits of the law. Any contact with navigators will not be reflected in employee records



and they will not inform managers or others of employee contact unless requested. Navigators will be required to disclose information when

there is a substantial risk of harm to self or to others. If a member would like navigators to assist them to coordinate supports, they are able to do so only with expressed permission from the member.

We are very excited that this pilot project is now a reality. Past-President Joan Jessome began working on this initiative when she was President and the efforts she made along with members of the Nova Scotia Public Service LTD Board and the leadership of the Public Service Commission, particularly Commissioner, Laura Lee Langley, sowed the ground for the creation of this Office today. NSGEU Executive Director Robin MacLean and our former Bully Free Workplaces Coordinator Susan Coldwell should also be noted and congratulated for their role in the evolution of this Office, along with retired Executive Director, Regional Services at the Department of Natural Resources, Brian Gilbert; former Executive Director of People and Culture, Public Service Commission, Patti Pike; and the current Director of the OWMH, Carolyn Campbell.

We are hopeful that this pilot project will be a success and this kind of service can expand to include all of our members.

For more information, you can visit the webpage: <https://novascotia.ca/office-of-workplace-mental-health/>

### 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

**NOVA SCOTIA NSGEU**

# Health Care Bargaining Update

**B**argaining for our members working in the acute health care setting – through the NSHA and IWK – has proven to be a lengthy and arduous process.

As you may recall, this has been the first round of negotiations using the Councils of Health Care Unions model created under Bill 69 (the Health Authorities Act), which eliminated the eight regional district health authorities and created one province-wide authority and left the IWK as a standalone authority. This legislative change required unions representing all health care workers to work together and negotiate over 50 collective agreements down to eight: four with the NSHA and four with the IWK. This was a complex process, but has set the foundation and precedent for future negotiations under this structure.

## HEALTH CARE:

The Council of Unions, made up of representatives from NSGEU, NSNU, CUPE and Unifor, began negotiations on a province-wide collective agreement for the Health Care group in October 2016, holding more than 50 negotiating sessions with employer representatives over an almost two-year period.

Through the hard work of the bargaining committee and the membership, the Health Care bargaining council achieved a positive outcome from the from the Labour Board, completing the Essential Services Agreement for the IWK. With this agreement in place, the bargaining council was able to secure a strong strike mandate from the membership, which put the necessary pressure on the employers and government to finally agree to refer any outstanding issues to independent Mediator-Arbitrator William Kaplan to decide.

This process eventually led to a base agreement for all four bargaining units – Health Care, Administrative Professionals, Nursing and Support Services – which provides wage increases over a six-year term (2014 to 2020), protects key benefits and provides a mediation arbitration process that will conclude all collective agreements by the end of 2018.

The wage increases are as follows:

- 1% on November 1, 2016

- 1.5% on November 1, 2017
- 0.5% on October 31, 2018
- 1.5% on November 1, 2018
- 0.5% on October 31, 2019
- 1.5% on November 1, 2019
- 0.5% on October 31, 2020

Mr. Kaplan ultimately also awarded a 50 cent increase on shift and weekend premiums, to be implemented over the term of the new collective agreement:

- Increase of 15 cents effective August 15, 2018
- Increase of 15 cents effective, August 1, 2019
- Increase of 20 cents effective October 31, 2020

## ADMINISTRATIVE PROFESSIONALS:

Just a few weeks after the Health Care Unit concluded the base agreement for the Council of Unions, the Administrative Professionals group went to the table to negotiate issues that were specific to their bargaining unit. After three days of bargaining and one day of Mediation-Arbitration, the Administrative Professionals concluded their bargaining and now have an agreement in place.

Highlights of key improvements to their agreement include:

- Keep existing sick leave plans – including public health, addictions, and continuing care
- Pay out of retirement allowances
- Increased shift premiums and weekend premiums (see award)
- Maintained existing NSGEU language
- Improved job security and reassignment provisions
- Maintained modified work week
- Those members who take jobs from NSHA to IWK and vis versa will take their seniority with them
- Reduced probationary period at the NSHA
- Creation of Holiday and Overtime Banks and new language to make vacation carryover easier
- Province-wide job postings for all NSHA employees
- Increased standby pay



# late

- Starting 2019 members will be allowed two vacation picks a year, rather than one
- Increase in leave for birth of a child or adoption from 7.5 hours to 15
- Following probationary period members are eligible for maternity/paternity/adoption leave top up, previously not eligible for one year

## NURSING:

Nursing bargaining began on September 5th for the Council of Nursing Unions. The Nursing Council exchanged proposals with the Employer group, a group of 19 representatives from the IWK and the Nova Scotia Health Authority (NSHA). The 20-member Nursing Council is comprised of acute care nurses from NSNU, NSGEU, CUPE, and Unifor. The Council of Nursing Unions bargaining committee includes 11 members from NSNU, seven NSGEU, one from CUPE and one from Unifor. Additional bargaining dates were held September 6th, 19th, 20th, 21st, and October 10th, 11th, 12th, 17th, 18th, and 19th. Collective bargaining has concluded and all remaining matters have been referred to Arbitrator William Kaplan for decision. November 19th to 22nd has been set aside for Nursing Bargaining Unit mediation/arbitration.

## SUPPORT SERVICES:

Collective bargaining for the Health Support Services unit took place August 27th to 29th, with the 11-member Health Support Council, comprised of members from Unifor, CUPE and NSGEU. Upon completion of the scheduled bargaining dates, there were many outstanding issues that were not addressed including job security language, weekend and shift premiums as well as uniform and clothing allowances. The next step is Mediation-Arbitration before Mr. Kaplan on November 23rd, where the parties will argue all outstanding issues before the Arbitrator.

Overall, the NSGEU is very pleased with what our bargaining councils have been able to achieve at the table so far during this complicated round of bargaining. We look forward to concluding this significant round of bargaining for the remaining two bargaining units in the coming weeks, and appreciate the ongoing patience of the members as we navigate this difficult process. □



**Administrative Professional Health Care Bargaining Committee: L to R, Front Row: Michelle LeDrew CUPE, Joanne Smith CUPE, Sherri Cunningham, Heather Tucker, Robin MacLean. Back row: Carl Kraus CUPE, Ray MacMillan, CUPE, Bill Zebedee, Debra Hartnett, Lynette Hayward-Byrd, Tammy Young and Tanya Hersey.**

## Welcome! to the new members of our Health Administrative Professional Bargaining Unit:

In 2015, as a result of the McNeil government's restructuring of the labour landscape in health care, close to 625 classifications were moved from the Health Care Bargaining Unit into the Health Administrative Professional Unit. In his 96-page ruling, Arbitrator, James Dorsey Q.C. bases his decision on Article 89B(1)(c) of The Health Authorities Act:

"the clerical bargaining unit is composed of all unionized employees who occupy positions that require them to be engaged primarily in a **non-clinical capacity** to perform functions that are predominantly clerical or administrative"

The Health Administrative Professional Bargaining Unit is now nearly 100 classifications from a variety of professions and is much more inclusive. For a full list of jobs in the Bargaining Unit, please refer to the collective agreement. If you work for the IWK - <http://nsgeu.ca/filemanager/Agreements/Local23.pdf>. If you work for the NSHA - <http://nsgeu.ca/filemanager/Agreements/Local246.pdf>

Submitted by **Bill Zebedee,**  
Chief Steward Local 1246

# Triennial Convention

Wednesday, May 8<sup>th</sup> to Saturday, May 11<sup>th</sup>, 2019



Convention is a very exciting time for our union! On May 8<sup>th</sup> delegates will come together in Halifax from every corner of the province and over four days they will make decisions and pass resolutions that will set the direction of the union for the next three years. They will also elect the next NSGEU Executive Committee who will help the union meet these goals and challenges.

Convention is an empowering experience for everyone involved. It is a time for hearing about our accomplishments and our challenges. It is a time that people share stories and strategize about the future. It is a time for solidarity, and support.

## Your Local at Convention

The Local is the building block of the union – its foundation. The number of delegates your Local can send to Convention is set out in the NSGEU Constitution (Section 3.3.1) and ensures that every local in our union is represented. <http://nsgeu.ca/filemanager/pdf/ConstitutionMay2016.pdf>

## Interested in Becoming a Convention Delegate?

To be eligible for nomination as a delegate or alternate to convention, a member shall have attended at least forty per cent (40%) of the members Local meetings in the twelve (12) month period preceding the date of nominations. Please note that members shall be

deemed to have attended the local meetings if they are unable to attend due to attending to union business or scheduled to work at the time of the Local meeting and have notified the Secretary of the Local in writing. If a Local has not elected its full complement of delegates or alternates to Convention, then a member in good standing shall be considered eligible for nomination for the remaining delegate seats or as an alternate.

## Submitting Resolutions to Convention

Your Local can also submit resolutions to Convention. Resolutions are very important! They are ideas that set the union's direction in between conventions and shape the union is. Find out more about resolutions and how to write them: visit our on-line resolutions tutorial at <http://nsgeu.ca/resolutionstutorial/>

## NSGEU's Executive Committee Elections

NSGEU's Triennial Convention is also where leaders of the union are elected to ensure those goals are reached.

Any NSGEU member attending convention as a delegate is welcome to seek election on the Executive Committee, and giving each candidate an opportunity to participate in the campaign is critical to the union's strength and ongoing success.

To make sure these opportunities are open to each and every NSGEU member, there are some basic rules that govern the Executive Committee Elections:

In order to run for the Executive Committee, you must:

- First be elected as one of your Local's convention delegates;
- Have attended at least 40% of your local meetings over the past 12 months before nominations;
- Or, over the past six years, have spent at least 12 months as a Local officer, steward, bargaining committee member, member of the Board of Directors, member of a provincial committee or regional or occupational councilor.

Once elected as a convention delegate, eligible candidates must then fill out the "Intent to Seek Nomination" form, which is available from either your Local President, the Nominations Receiving Committee,

the NSGEU office, or from your Convention information booklet (which delegates will receive 10 days before Convention).

Most candidates fill out this form well in advance of Convention so they have a chance to create and distribute campaign materials, but there is nothing stopping an eligible candidate from coming forward during Convention itself. The "Intent to Seek Nomination" forms must be submitted to the Nominations Receiving Committee no later than the concluding session of the second-last scheduled day of Convention (which is May 10, 2019). □



## Important dates for the Local:

- Tues. January 8, 2019 – Date on which your delegate entitlement is calculated. The number of delegates each Local may elect will be communicated to each Local President within two weeks from this date (Jan. 22).
- Wed. February 27, 2019 – Date by which all delegates must have been elected. Locals who do not hold their elections before this date will not be eligible to send delegates to convention, as per NSGEU Constitution & Bylaws, which does not permit exceptions to this article.
- Fri. March 8, 2019 – Date by which NSGEU's Executive Director must have received the following information from each Local's Secretary: 1. the names of the Local's elected delegates and alternates for convention: 2. Resolutions or constitutional amendments which were approved at a Local meeting, and certified by the Local President and Secretary.
- Mon. April 8, 2019 – Date by which all resolutions and reports which were submitted to Convention are forwarded to all delegates by NSGEU staff.
- Mon. May 6, 2019 – Date by which credential forms for each delegate have been received by the Executive Director. The credential forms are completed and submitted by the Local Secretary or Secretary-Treasurer

## Important dates for Committees:

- Tues. Jan. 8, 2019 – Deadline for the Appointment of a Nominations Receiving Committee by the Board of Directors.
- Fri. March 29, 2019 – Deadline for all committee reports to Convention to be received by the Executive Director.
- Mon. April 8, 2019 – This is the deadline for the Resolutions Committee to submit their report to Convention.

## Important dates if you wish to run for the Provincial Executive

- Wed. Feb. 27, 2019 – Deadline to be elected as a delegate to Convention (see above for more information).
- Fri. March 8, 2019– Deadline for photo and personal statement of no more than 600 words which will be included in the Pre-Convention issue of the Stand.
- Fri. March 18, 2019 – Date that the list of delegates to Convention will be available to candidates for campaigning purposes only.



# Are You Considering Running As A Candidate?

## NSGEU Campaign Policy

**N**SGEU policy allows for all declared candidates to be provided with a list of names and contact information for each Convention delegate. The candidates must sign a declaration promising to use this list only for campaign purposes.

Candidates have an opportunity to have a photo and personal statement in the Pre-Convention issue of the Union Stand which will be emailed out to all members.

Union staff will copy, mail, and email a one-page leaflet to all delegates on behalf of each declared candidate. These leaflets will be mailed out within 10 days of the candidate submitting the material for their leaflet to the Nominations Receiving Committee, c/o NSGEU head office. Candidates will also be provided with copies of this leaflet to distribute to delegates during Convention (Please note: distribution of campaign material is permitted only outside of Convention hall. Election material cannot be posted inside the hall.)

Other NSGEU members are allowed to offer assistance in-kind to candidates and their campaigns, or by

helping to contact delegates and distribute campaign materials at Convention. The reason for the in-kind rule is to create a more equal opportunity for all.

Campaigns will be kept internal, and candidates will not seek out media as a means of communicating with members.

Except for copying and mailing campaign material, there shall be no staff involvement in the political process. If there are any allegations of staff interference, the complaint should be made in writing to the Executive Director, who will refer them to the President for due process.

Elected members or candidates seeking election will not initiate involvement of staff in the political process. Should staff have complaints, they should make them in writing to the Executive Director, who will refer them to the President for due process.

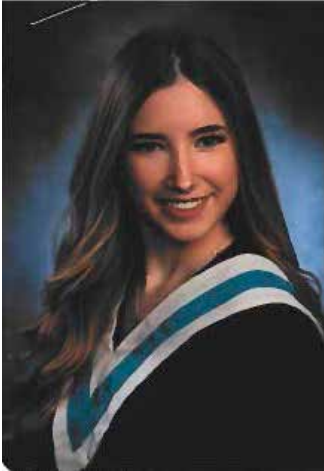
In accordance with Article 13 – Discipline of the NSGEU Constitution, no candidate shall produce literature or make statements that will bring disrepute on the union, other candidates or its members. □



*Delegates vote on candidate of their choice at the 2016 Convention.*

# NSGEU Scholarship & Bursary award recipients

Congratulations to all the recipients of the 2018 Scholarships and Bursaries offered by the NSGEU. We have included just a handful of our wonderful recipients here. We would like to wish you all well in your studies and thank you for your applications. For information about our program visit: <http://nsgeu.ca/education/scholarships-bursaries-awards/>



**Emily Wayne (Local 6)**

Plans to take Nursing at Dalhousie University



**Celina Aalders (Local 7)**

Plans to do a Bachelor of Arts/Psychology at Mount Allison University



**Nesma Makhoulf (Local 7)**

Plans to do a Bachelor of Science at Dalhousie University



**Heidi Jollimore (Local 73)**

Plans to take Foundations for NSCC

Educational Support at



**Madelaine Partridge (Local 193)**

Plans to study Business Administration at Acadia University



**Summer Fox (Local 77)**

Plans to study Bachelor of Science at Dalhousie University

# PTSD Regulations: Step In Right Direction

**O**n October 17, Nova Scotia announced new regulations, which will ensure more workers will have easy and immediate access to resources to treat Post Traumatic Stress Disorder (PTSD).

“These regulations, ensure more workers are protected against the harms of workplace trauma.” said NSGEU President Jason MacLean, “It’s a big step in the right direction, but there is more work to do, as there are many other workers in occupations that are still not included in this legislation.”

Amendments to the Workers Compensation Act were made last fall, ensuring continuing-care assistants, correctional officers, emergency-response dispatchers, firefighters, nurses, paramedics and police officers no longer have the burden of proving that a diagnosis of PTSD is work-related. Now, with these regulations, it has been expanded to include sheriffs.

“This list should be further broadened to include social workers, probation officers and other professions who may have to deal with horrific situations in their day to day work,” said MacLean.

## An Eye Opening Experience

Opposition politicians like the NDPs David Wilson have long advocated for PTSD legislation as the Labour Movement.

It was a chance meeting on November 10, 2016, on the corner of Granville and George Street. The NSGEU joined with the Union of Canadian Correctional Officers (UCCO) to raise awareness for the need for amendments to the WCB Act nationally and provincially to include automatic coverage of PTSD for first responders.

UCCO was doing a nationwide campaign to give the public and law makers a sense of what work life is like in a Correctional Facility. They designed the inside of a truck trailer as a jail and had people playing the role of inmates. It just so happened when President Jason

MacLean toured the vehicle Premier McNeil was right behind him.

“When we finished up the Premier and I chatted,” said MacLean. “As we were going our separate ways the Premier said something along the lines of ‘we have to do something about this’.”

Through November and early December 2016 Jason met with the Premier to discuss PTSD legislation and in the Fall of 2017 the newly re-elected Government introduced Bill 7.

“It wasn’t easy. After the attacks workers across Nova Scotia have suffered, it was tough to work with Premier McNeil on anything.” said Jason MacLean. “However, even though he and I may disagree on some issues, it’s important that we can always set those issues aside and work together on common interests for the betterment of Nova Scotia.”

When Bill 7 was first introduced, the list of occupations was short. The Bill covered continuing-care assistants, correctional officers, emergency-response dispatchers, firefighters, nurses, paramedics, and police officers. It also gave Cabinet the ability to cover other persons in occupations prescribed by the regulation.

President Jason MacLean spoke at the Law Amendments Committee Hearing on Bill 7, and stated, “I would like to see the initial list broadened to include sheriffs, social workers and probation officers all who may have to deal with horrific situations.”

He read a letter received by a Deputy Sheriff aloud to members of the Committee:

“...a few incidents spring to mind just in our geographical area. One Officer has witnessed 3x hangings. In cells we have had urine and feces thrown our way, as well as intimidation and threats, threats to family, our person and property.

During trials hearing testimony regarding sexual misconduct against children , violent murder



evidence... and yes, at times autopsy pictures are viewed by the court.

On transport, we have witnessed violent accidents resulting in death; had prisoners breach the cages and try to get at us. All this and not even mentioning when we have been physically assaulted, spit upon etc.....verbal obscenities all day long directed our way by persons in custody."

Deputy Sheriffs, Social Workers and Probation Officers are subject to many of the same traumatizing experiences that first responders face in the workplace; they are present in courtrooms during trials that deal with very disturbing details; they are often threatened by clients they are dealing with; and they experience trauma alongside the people that are in their care.

"We owe these public servants the same duty of care that we afford to the people they are trying to protect and serve. We hope government will recognize the importance of the role they play, and ensure these workers are also protected by these new regulations. ...Be assured we will continue to press for the inclusion of more occupations"" □

## Union Matters Podcasts

We are excited to announce a new initiative of the NSGEU - Weekly Podcasts! Our Podcasts are a result of a request from our Political Action Committee and we are thrilled they are underway.

Podcasts offer another way for our members to get information about what is happening in the labour movement and at the NSGEU itself. Our first episode includes an interview with President Jason MacLean and Education Officer, Lori Smith about Weeklong School and Union Educational opportunities.

The podcasts are available by clicking a link on Facebook, Twitter, and are also posted on Soundcloud, iTunes, YouTube, and GooglePlay. They are an audio platform and are great to listen to in the car as well as other places, as you would traditional radio.

The intention is to do a recording a week and we are taking suggestions for topics. Just email us at [communications@nsgeu.ca](mailto:communications@nsgeu.ca).

Episode #1- Union Education: <https://soundcloud.com/user-807277680/union-matters-nsgeu-education>

Episode #2 - Domestic Violence Leave: <https://soundcloud.com/user-807277680/union-matters-domestic-violence-leave>

Episode #3 - Crisis in Health Care: <https://soundcloud.com/user-807277680/union-matters-nsgeu-education>

# Union Matters



## NSGEU

# The Fall Sitting of the Nova

The fall sitting of the 63rd General Assembly began on September 6 and finished on October 11, 2018. The government opened the session with a Speech from the Throne with the goal to position the province as having 'positive momentum' and a 'solid fiscal plan' that will 'propel the province toward greater prosperity.'

The single biggest announcement made by government during this time was the QEII New Generation Project. The plan includes an expansion of the Halifax Infirmary site. The expansion will include:

- a new QEII Cancer Centre that provides all cancer care services in one location. Services will be relocated from the VG site to the Halifax Infirmary site;
- an expanded inpatient care centre with over 600 hospital beds, 28 operating rooms, 33 intensive care beds and 15 intermediate care beds;
- a new outpatient centre that will deliver services that do not require an overnight stay in the hospital, bringing clinics together in one location, and be home to the QEII Eye Care Centre;
- a new innovation and learning centre that will see three learning and training labs together under one roof to support distance education and strengthen the QEII Health Sciences Centre's research and teaching mandate.

The government announced that this project will be built using the controversial P3 (Public-Private-Partnership) model. This means that a private company will be paid to not only design and build our province's central health care facilities, but they will finance and maintain the project for 30 years. Most recently Nova Scotians had to spend \$228 million to buy 39

schools that had been built as P3s. That money went to a handful of private companies instead of creating valuable public infrastructure. This is a long term project, but during this time the NSGEU will be working closely with the NSHA to ensure our members' jobs will be protected when construction is complete on these new facilities.

The government also introduced changes to the Labour Standards Code with the intent to align them with new extended pregnancy and parental leave benefits offered through Employment Insurance. However, the Liberal



# Scotia Legislature

bill requires an employee to work a full year to receive job protection if they take pregnancy or parental leave. Amendments were offered by the opposition parties to reduce the requirement to 17 weeks. This was rejected by the Liberals.

The bill was passed and makes Nova Scotia the only province that requires such a long employment period before a job is protected. Manitoba has the next highest requirement at 7 months.

This is yet another attack on working women and men.

The fall session included much patting on the backs by the Liberal majority. This included using their government majority on the Public Accounts Committee to limit the scope and reach of the committee to effectively hold government accountable. The Liberal majority used its power to block opposition members from bringing forward future topics for consideration. It effectively reduces the power of the committee from holding government accountable on issues such as governments proposed changes to Seniors Pharamacare.

In that instance the committee was able to question the Deputy Minister of Health and Wellness on the changes

and forced government to reconsider its position. The committee must now only deal with topics and reports submitted by the province's Auditor General.

While seniors continue to occupy hospital beds while wait for long term care beds that aren't being built the government patted itself on the back for the province's population hitting an all-time high.

While more families go without a family doctor the government triumphed creating a standing committee on health care.

While health care workers continue to hold together a health care system in crisis the government highlights their plan to make Nova Scotia accessible in 12 years.

While working people struggle to make ends meet the government champions the highest ever credit rating.

The fall session came and went with no new programs or policies to help working people and their families.

As people continue to struggle Premier McNeil will prepare for a trip to China. Perhaps it's time for the Premier to put the passport away and start working to fix the crisis in health care and support the people who are looking after our seniors. □

## Thumbs Up! Great Work

Our members of Local 78B and Local 75, drivers, mechanics and monitors, are employed by Stock Transportation in the Halifax Regional Centre for Education and Conseil Scolaire Acadien Provincial.

They work hard everyday to transport students to and from school safely and have been doing a great job despite all kinds of challenges this year.



**School Bus Drivers, Monitors, and Mechanics**  
Working hard every day to get students to and from school safely

**NSGEU**  
Local 78B & 75



# New Staff at the NSGEU

## Tracey Best- Employee Relations Officer

Tracey Best began her career working as a casual employee in RSS group homes in 1994. Three years later she became a permanent member of NSGEU, Local 66. Tracey attended her first Local meeting that year and has never looked back. At 22, she was one of the youngest NSGEU board members, and has been active as Local President, Chief Steward, and a member of her Local's bargaining team. Tracey joins NSGEU as our latest permanent ERO.



## Cory Fitzner- General Assistant

Cory Fitzner has been working as an NSGEU General Assistant for the past two-years. Previously, he worked at the NSCC Waterfront Campus as a lead hand supervisor, and member of Local 267. Cory loves working for the union, and says it's a very friendly environment.



## Juliana Mullen- Membership Records Clerk

Juliana has a long career in education, and previously worked as an Admin. Professional at Forest Heights Community School, Local 70, on the South Shore. Juliana joins the NSGEU team as our newest Membership Records Clerk.



## Lucas Wide- Information Analyst

Lucas has a long career in government and politics, previously working for the City of Halifax as a Senior Media Relations Advisor, and the NDP Premier's Office as a Senior Communications Advisor. He also spent the last year covering a maternity leave position at NSGEU as Communications Officer, and recently has been hired permanently as an NSGEU Information Analyst.



## Kim Clarke- Secretary

Kim previously worked for 22 years as an Administrative Assistant with the IWK Health Centre, Local 423, most of her time was spent in the IWK Kids' Rehabilitation Service. Kim was initially hired in the role of receptionist for NSGEU, and recently moved into an Admin. Assistant role with the Health Care team.



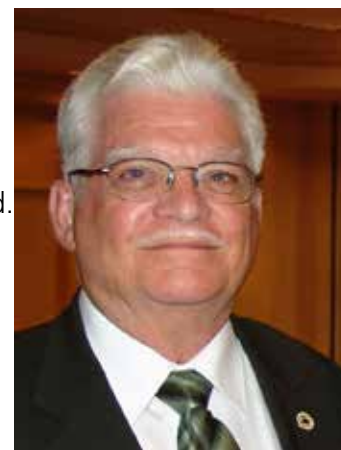
## Message from the Nova Scotia Government Retired Employees Association (NSGREA)

The Nova Scotia Government Retired Employees Association (NSGREA) is the official organization representing retirees. Membership is open to all persons in receipt of a Nova Scotia Public Service Superannuation Benefit (pension), the spouse of a deceased member, and all former members (retired) of the Nova Scotia Government and General Employees Union (NSGEU). Pursuant to the Public Service Superannuation Act we appoint a representative to serve on the Trustee Board. The Aims and Purposes of NSGREA are 1) To promote the general interests of its members and to advance the economic and social welfare of the membership; 2) To bring together retired members to discuss issues pertaining to the membership; 3) To make presentations to any and all committees of governments that would be of benefit to the membership; 4) To secure legislation that will safeguard and promote the principles, rights and liberties of the membership; 5) to encourage the membership to participate in their democratic institutions by exercising their full rights and responsibilities of citizens by voting in elections; 6) To assist groups with their retirement preparation and programs and 7) To work with the NSGEU and other Unions to further the aims of NSGREA.

We offer dental and travel insurance through Group

Medical Services (GMS) to our members. Our members can also obtain the MHCSI Pharmacy Benefit card as well as the Lawton's merchandise card.

The Regions throughout the province hold several meetings per year. An annual Convention is held in Dartmouth each fall. □



Members of the NSGEU can obtain a **coupon** from NSGEU to cover the first year membership fee. We are very appreciative of the support of the NSGEU.

You can reach us by phone toll free at 1-800-677-8666; 902-865-5050 or by email at [office@nsgrea.ca](mailto:office@nsgrea.ca). Our website is [www.nsgrea.ca](http://www.nsgrea.ca). Office hours are Monday, Wednesday and Friday from 10:00am – 1:00pm.

We are located at 477 Cobequid Rd., Unit 2, Lower Sackville, NS B4C 4E9

## 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)



# Meeting the Membership

**David Steeves** is a District Technician for Forest Resources in Sheet Harbour for the Nova Scotia Department of Natural Resources.

He says each day is different. He could be dealing with a variety of issues including anything from a nuisance bear, to a wildfire, to supervising forest harvest operations.

The best thing about his job is the camaraderie that develops between himself and his coworkers that comes out of working in stressful situations and relying on one another. He loves what he does and is proud to help keep Nova Scotians safe.

Thank you David for all you do!

You can watch a short video interview with David here:

<https://youtu.be/VD8DDLmWm0>



Meet our member **Shaelene Himmelman** (formerly Shaelene David).

She is a Lab Assistant working in the NSHA at the Bayers Road Blood Collection Centre. She does phlebotomy (draws your blood from a vein for testing).

She loves what she does and the people she works with and serves.

Thank you for all you do Shaelene! We really appreciate it.

You can watch a short video interview with Shaelene here: <https://youtu.be/S8Rgi94Ax3c> □



## Thumbs Up! Great Work

Our members of Local 78B and Local 75, drivers, mechanics and monitors, are employed by Stock Transportation in the Halifax Regional Centre for Education and Conseil Scolaire Acadien Provincial.

They work hard everyday to transport students to and from school safely and have been doing a great job despite all kinds of challenges this year.







## NSGEU Launches a Home Care Campaign

**H**ome Care workers are a critical piece of our health care system. Despite playing this important role, they have not had the respect they deserve from government. Back in 2014, our members were silenced and forced back to work by McNeil's Home Support Services Act, Bill 30. This was followed by threats by the government to open the entire sector to privatization which would have devastating impacts on employees and services. We are pleased the government has not gone this route and has continued to work with existing agencies and unions – we hope this respect is reflected at the bargaining table.

The NSGEU has launched a Home Care campaign that is designed to help the public understand the value of the work our members do and the care they provide. The campaign started with advertisements in

community newspapers across the province and has continued with a video produced for social media. You can view the video here <https://www.youtube.com/watch?v=AYBYcPKsVcA&feature=vyoutu.be> Our public campaign continues until beginning of December on social media and can be seen on-line when you view media items from CBC, Global, Star-Metro, Rogers, the Weather Network, and Saltwire-Chronicle Herald. We hope you enjoy the video and don't forget to post and share it!

In addition to the campaign the NSGEU will be taking part in a short-term advisory committee to gain organized with the Nova Scotia Department of Health on how to support the provision of a sustainable high quality publicly funded home care system in Nova Scotia.



# Welcome New Members!

**A warm welcome to members of the NSGEU's newest Locals! Please call the union if you have any questions and make sure you ask about our education programs, scholarships and discount list.**

**We are pleased to welcome 27 of our newest members who are employees of the Island Employment Association - New Local 150.** They are Career Practitioners, Career Counsellors, Job Developers, Employment Support Practitioners, IT Technicians, Information Resource Specialists, and Project Managers.

Island Employment Association is a non-profit organization funded by both the Province of Nova Scotia and the Government of Canada. They work out of four offices in Cape Breton: Sydney, Port

Hawkesbury, Inverness, and Cheticamp.

To find out more about Island Employment Association please visit: <http://www.islandemployment.ca/about-us>

**Welcome to four new members who are Student Support Workers in the South Shore Centre for Education - Local 70!**

**Welcome to another four new members of Local 32 who are Data Management Assistants** and work in the office at Yarmouth/Argyle Home Support.

## National Peace and Police Officers' Memorial Day



***NSGEU members marched with Police and Peace Officers in commemoration of National Peace and Police Officers' Memorial Day and had their photo taken at the Fallen Officers Memorial.***

**O**n September 27th and 28th, President MacLean, along with Employee Relations Officer Rick Wiseman and two Local Presidents of Local 480, Andrea Hancock and Travis Chalmers, represented the NSGEU at a two-day conference in Ottawa hosted by NUPGE. The conference brought Correctional Officers from across the country together to discuss current workplace issues ranging from staffing shortages, major health and

safety issues facing our officers and the increased threat of opioids and fentanyl in our facilities. The working group allowed for each province to bring forward what is current in their components, what measures have proven to be successful and what is yet to come. After the conference concluded on the 28th, our officers marched in the Fallen Officers Memorial on Parliament Hill with other Peace Officers from across the country. □



# Union Threads

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



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



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



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



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



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



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



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



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



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





**Weeklong School  
October 15-19, 2018**

LEADERSHIP

ADVANCED STEWARD

MOBILIZING THE MEMBERSHIP

COMMUNICATIONS



Labour Day  
September 3, 2018

the  
**WORKERS**  
**UNITE!**  
will  
never be  
defeated!





# Two Rivers Wildlife Park August 25, 2018



# Upper Clements August 19, 2018





**River Breeze Corn  
Maze**  
**September 23, 2018**





# NSGEU

## Remembers

## December 6th

**Stop Violence Against Women**



Nova Scotia Government and General Employees Union  
255 John Savage Avenue, Dartmouth, Nova Scotia, B3B 0J3  
902.424.4063 | 1.877.556.7438 | nsgeu.ca | inquiry@nsgeu.ca  
Publication Mail Number 40010698

