

# NSGEU

Fall 2013

# THE 20-20 STAND

## FRESH START!



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**PLUS: Photos from Labour Day, PRIDE, NSGEU family picnic, Cumberland Colchester Family Fun Day & much more!**

# Change is in the air...



**NSGEU President Joan Jessome**

Dear members,

Fall is always a time of change – the seasons shift, temperatures dip, and we ready ourselves for a long winter ahead.

This year, we have been in a seemingly constant state of change – in flux not only as a province, but as a union. Over the past year, the NSGEU has elected new leadership, transitioned to a three-year Convention, and moved into a beautiful new members' building. We are confident that all of these changes are going to improve the lives of our members' and their families.

We are sure to see more changes now, as a new Liberal government has been elected to lead our province. This is my 15<sup>th</sup> year serving as your President, representing the NSGEU. In that time, I've worked under a range of governments: a Progressive Conservative majority, under John Hamm; a Progressive Conservative minority, under Rodney MacDonald; and most recently, an NDP majority, under Darrell Dexter. Each posed its own set of ups and downs, and plenty of challenges. But through it all, the NSGEU has managed to successfully negotiate good collective agreements, improve working conditions and protect valuable public services. These will continue to be our core goals.

While it remains to be seen what is ahead of us under Stephen McNeil's Liberal government, we choose to take a positive approach, and look forward to sitting down with this new leadership team to find ways we can work together for the benefit of all our members and their families.

We are hopeful this government will live up to the promises it has made to all Nova Scotians – to

workers just like you. We are counting on you to help hold them accountable.

We do know one thing for sure: NSGEU members show up when it matters.

Many of you have been actively involved in union training this Fall ([see page 6 for more on post-Convention training](#)), toured with the Fairness Express to talk about income inequality ([see page 15 for more on the NUPGE bus tour](#)) and come together to celebrate Labour Day and PRIDE ([see page 19 for photos from these events and others](#)).

We hope we continue to see our members actively engaged, and I'd like to encourage more of you to come out to our events and get to know your fellow union members!

In solidarity,

Joan Jessome, NSGEU President

## THE STAND

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255 John Savage Ave.,  
Dartmouth, NS, B3B 0J3

### Contributors

Joan Jessome  
Holly Fraughton  
Ian Johnson  
Deedee Slye  
Susan Coldwell  
Edith Fraser  
Carrie Campbell

### Contact NSGEU

902-424-4063  
1-877-556-7438  
[inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca)

### Executive Officers

#### President

Joan Jessome  
902-471-4566

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

Jason MacLean  
902-549-1888

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

Kelly Murphy  
902-830-1499

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

Dustin Rioux  
902-499-5102

#### Secretary-Treasurer

Darren McPhee  
902-449-7778

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



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

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CEP 165





**GLOBAL LEADERS** NSGEU Secretary-Treasurer Darren McPhee presented the 2013 NSGEU International Social Justice and Solidarity Award to Kingsley St. Hill from St. Lucia. Kingsley is currently President of the National Consumer Association in St. Lucia, as well as past President of both his public service union and his Caribbean public services association. He will be using his education and strong labour movement experience to move forward and help protect consumer interests in St. Lucia. This award is designated to the Coady Institute for this term, by Convention.



#### 2013 ELECTION

What has this Liberal government promised? We lay out their key platform commitments. **PAGE 4**



**HOUSE-WARMING** NSGEU members and friends came out in droves to attend the grand opening of the new NSGEU office in Burnside. **PAGES 8 & 9**



**NSGEU PICS** A great selection of snapshots of your fellow union members from recent NSGEU events! **PAGE 19**



**UPCOMING EVENTS & EDUCATION** A list of key upcoming union events, activities and significant dates. **PAGE 21**



#### FEATURED TWEETS!



##### Stephanie Smith (@Steph\_Smith303)

@bcgeu and @nupge visiting the beautiful new @nsgeu in Nova Scotia! pic.twitter.com/JrBUHr1Ojj

##### All Together Now! (@ATNCampaign)

Too bad the #FairnessExpress couldn't fit in the CornMaze! Thanks to @NSGEU for the great family day! #solidarity #whyunionsmatter

##### Rick Wiseman (@rickw10)

Speaking to about 100 workers in New Glasgow today about bully-free workplaces. Every session is a new challenge to make a difference @NSGEU

##### NS Health Network (@NSHealthNetwork)

In Hfx-Needham "Our whole house calls for more community run clinics!" @NSFCHC @CACHC\_ACCSC @Tony\_Tracy @NSGEU pic.twitter.com/4WYpSxNf3s

##### Bill Zebedee (@Bill\_Zebedee)

today at Occupational Council meeting at @NSGEU I get another tour of office. Think all members should be proud of new building.

##### Lauren Mills (@HFX\_Lauren)

I really don't understand how laying off public sector employee's (@NSGEU) can be called job creation. #nsvotes

#### 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:



**On Twitter:**  
@NSGEU  
@PrezJoan



**On Facebook:**  
<http://www.facebook.com/nsgeu>

# BIG QUESTIONS REMAIN AFTER LIBERAL VICTORY

By Ian Johnson

On October 8<sup>th</sup>, Stephen McNeil and the Nova Scotia Liberal Party won a resounding victory in the provincial election. They won 31 out of a possible 51 seats in the Legislature.

In his victory speech that evening, Mr. McNeil promised that "...I will make certain that our plan is delivered and our commitments are kept." Well, we want to take a look at the commitments his party has made.

The Liberal Party's platform gives an overview of their priorities and commitments (the entire platform can be found on the Liberal Party website). Some further clues can be found in the answers which they provided to seven key questions the NSGEU sent to all three party leaders in advance of the election.

For the future of **collective bargaining**, they say they believe in "open and transparent collective bargaining and they are committed to maintaining full and free collective bargaining." This was not mentioned by them on their own in their platform, but was raised only in response to our direct questions.

For the **provincial finances**, they say they are committed to performing a full audit of the finances with a view to delivering what they call "a fiscally responsible plan to deliver a balanced budget quickly and prudently." At the same time, they say they want to achieve a 1 per cent reduction in departmental spending to save an estimated \$28 million, excluding health as well as public school and post-secondary education. They also say they will respect public services and will reach their target budget reduction without laying off civil servants. They say that they are committed to not seeing any reductions in direct service.

This government will also conduct "a broad review of our **tax system** to formulate a plan to give as much money back to Nova Scotians and their businesses as possible."

When they reach a sufficient budget surplus, they will reduce the HST, and have also promised to maintain all current HST exemptions.

On **contracting out and**

**privatization**, the Liberals said they would not privatize or sell off the NSLC. Nor would they change the manner in which alcohol is regulated. But, in healthcare, they would not make such a commitment. Instead, they talk about focusing scarce resources on frontline delivery and having "a conversation as to how we can best serve patients, and where our resources are best able to achieve the goal of putting patients first."

**Their most controversial proposal is to reduce the number of District Health Authorities from 10 (including the IWK Health Centre) to just two (one District Health Authority for the whole province) and one for the IWK.**

Their most controversial proposal is to reduce the number of **District Health Authorities** from 10 (including the IWK Health Centre) to just two (one District Health Authority for the whole province) and one for the IWK. They say they are proposing one CEO and one volunteer provincial board working with what they call "a lean executive leadership team."

Healthcare will be delivered through four regional zones with site-based management and site-based decision making, supposedly to allow health care workers to make a difference for their patients. The role of Community Health Boards is also to be strengthened. They say they will save \$13 million annually.

They insist that all existing collective agreements will remain in place, successor rights will be protected, benefits and salaries to be moved over, and the right to strike will be maintained.

NSGEU President Joan Jessome wrote to Mr. McNeil in March seeking clarification of the details of this proposal: how it was developed, who was consulted, what impact assessment was done, how frontline programs and services will be maintained, what legislated protections for workers will be introduced, and was a transition plan prepared? She also met with him

in April. However, few additional details were provided to us.

Other **health care commitments** included reviewing and updating the provincial nursing strategy to help retain graduates as well as experienced nurses, developing the Continuing Care Strategy, preparing a Dementia Strategy, appointing a physician recruitment and retention action team, and developing a province-wide surgical plan.

For **education**, the Liberals say they are committed to reinvesting the \$65 million cut by the NDP government back into classrooms. They plan to conduct a comprehensive curriculum review, increase investment in special needs services, and ensure students can access education assistants and specialist services in a timely manner. For post-secondary education, they say they will lobby to change the federal funding formula, do more to attract international students, look beyond the current MOU which expires in 2015, and ensure on-campus student services are made available to students.

On **mental health**, they say they are committed to the ongoing implementation of the provincial mental health and addictions strategy, and to working with business and labour to raise awareness and understanding of the importance of the new voluntary National Standard for Psychological Health and Safety in the Workplace.

On **workers' voices** in public policy, they say they are committed to continuing what they called "a fair dialogue" with all stakeholders, including workers, and to work with the NSGEU on "issues of importance" to our membership.

All in all, the Liberal Party has made a number of important general commitments that would affect all members. But they also seem committed to budget austerity, health care restructuring, and contracting out with few details. We must remember the promises they have made, and be prepared to be vigorous in forcing them to protect public services and the rights and collective agreements of all working people.

- Ian Johnson is NSGEU's Servicing Coordinator/Policy Analyst.

# A NEW BOARD IS ELECTED!



There wasn't just a provincial election happening this Fall: the next Board of Directors (BoD) for the NSGEU was also voted in for the upcoming three-year term.

Elections were held in September, and 29 of your fellow members were elected to serve alongside your five-person Executive and help lead your union. Your new Board of Directors includes:

## REGIONAL COUNCIL

- **Cape Breton Regional Council:** Lois MacDougall (Local 94)
- **South Shore Regional Council:** Holly Renaud (Local 65)
- **Pictou Antigonish Guysborough Reg. Council:** Mike McKenzie (Local 60)
- **Cumberland/Colchester Regional Council:** Edith Fraser (Local 35)
- **Valley Regional Council:** Krista Caldwell (Local 86)
- **Metro A Regional Council:** Don Goss (Local 6)
- **Metro B Regional Council:** James MacCormack (Local 8)
- **Metro C Regional Council:** Dawn Ferris (Local 77)

## OCCUPATIONAL COUNCIL

- Civil Service Clerical: DJ MacLean (Local 3)
- Civil Service Professional: Sandra Mullen (Local 16)
- Civil Service Professional: Stephen Newson (Local 8)
- Civil Service Technical: Hugh Gillis (Local 480C)
- Civil Service Technical: Glenn Kennedy (Local 6)
- Post Secondary Education: Tammy Zinck (Local 77)
- Post Secondary Education: Darryl Warren (Local 77)

- Support Staff: Michael Gillis (Local 19)
- Trade Union Clerical: Heather Tucker (Local 246)
- Trade Union Clerical: Kim Jenkins (Local 23)
- Trade Union General: Claire Williams (Local 78B)
- Trade Union Group Homes: Sarah Hollahan (Local 66)
- Trade Union Health Care: Adrienne LeBlanc (Local 42)
- Trade Union Health Care: Monika Harvey (Local 93)
- Trade Union Health Care Inst.: Tracey Fisk (Local 42)
- Trade Union Home Support: Cathy Peori (Local 76)
- Trade Union Liquor Stores: To be elected
- Trade Union School Boards: Anne McCrate (Local 53)

## EXECUTIVE OFFICERS

- Joan Jessome (Local 246, President)
- Jason MacLean (Local 480C, 1st Vice-President)
- Kelly Murphy (Local 63, 2nd Vice-President)
- Dustin Rioux (Local 3, 3rd Vice-President)
- Darren McPhee (Local 8, Secretary Treasurer)

## COMMITTEES & COUNCILS

In addition to attending board meetings and ensuring the NSGEU moves in the direction laid out during Convention, members of the board also sit on a range of provincial and ad-hoc committees and councils, which focus on specific areas.

The following people were elected as Chairpersons for committees and councils for this three-year term:

**Constitution & By-Laws:** Darryl Warren

**Education:** Kim Jenkins

**Finance:** Darren McPhee

**Human Rights:** Tammy Gillis

**Health, Safety & Environment:** Hugh Gillis

**Political Action:** Dawn Ferris

**Resolutions:** Sandra Mullen

**Social Recreation:** Edie Fraser

**Women's Issues:** Holly Renaud

**Nurses Council:** Karen Ferguson

**Ad-Hoc Young Workers**

**Committee:** Sarah Hollahan

**Ad-Hoc Healthcare Committee:**

Tracey Fisk

**Ad-Hoc Pensions & Benefits**

**Committee:** Stephen Newson



# An enlightening experience with the NSGEU



**CLOCKWISE, FROM ABOVE:** NSGEU President Joan Jessome speaks to a group gathered for Local Officer training on Sept. 23; Sonja Kidston and Preen Rozee of Local 73 were two participants in training; members gathered into the conference centre at the new NSGEU members' building for training this Fall.

Throughout September and October, many NSGEU members have attended our Local Officer, Regional and Occupational Council training workshops.

A total of 515 members have attended our post-Convention training courses. We have taken everyone on a tour and overall, the members seem excited and proud of the "new members' building."

The past Board of Directors felt it was important to give our new activists an opportunity to see the new building, first-hand, and decided to hold all the post-Convention training in the new building, this time around. The feedback we have received so far indicates that everyone has enjoyed their time in the building: many say they are thrilled to be here, and that it already feels like home.

We added a new topic to the training this term: "member to member." This concept, which essentially means our members reach out to other members

to help educate and enlighten on core labour ideals, has been very well-received. This "member to member" concept was introduced after a presentation on how decisions by political parties federally and provincially affect workers and public services. The ideas and comments by those participating in our Fall training sessions are going to be captured and highlighted on our website once the training has been completed.

It was very encouraging to see many of the elected positions were contested during Regional and Occupational Council elections. While it may not be comfortable for those who are running for positions, it shows us that the NSGEU has a healthy democracy, and one in which people are interested in taking on leadership roles. This gives us great hope for the future.

President Joan Jessome and NSGEU Executive officers were very involved in many of the training sessions, as well, mentoring new members as they

practiced the rules of order during local officer training. We provide scripts to follow, and have a good time practicing ways to keep the meeting on track. We laughed and learned a great deal about what to do and not to do. Chairing a meeting may look easy, but it is not an easy task. A well-chaired meeting is effective and efficient, and will result in higher participation from the members. We are confident that leadership who attended training will leave better prepared and able to conduct their local union business effectively.

We have week-long school sessions scheduled to run from November 3 to 8, with approximately 80 members set to attend.

If you are interested in taking on a leadership role with your union, and taking advantage of some of the great educational opportunities in the future, please contact us at 424-4063 (toll-free 1-877-556-7438) or [inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca).

## WATCH FOR OUR ANNUAL SOCK IT TO POVERTY CAMPAIGN!



By Deedee Slye

Winter can be a very difficult time for Nova Scotians who are already struggling to make ends meet. On top of already high food bills, they also have to cope with rising power and heating bills as the temperatures dip.

These additional costs often mean that people do not have the money left over to buy what many of us consider "essentials": winter hats, scarves, mitts, and yes, even socks.

So, a few years ago, the NSGEU's Human Rights Committee decided to do its part to support Nova Scotians in staying warm during the cold winter months and launched the Sock It To Poverty campaign. The campaign encourages locals to collect new or knit socks, mittens, hats, and cash to purchase warm winter wear for people in their respective regions who need support during the especially trying winter months.

"Essentially, it's just looking to reduce the effects of poverty in each of our regions. It's an opportunity for members or locals or whomever wants to make a donation of any sort, to do so," explains Jason MacLean, Executive Liaison to the Human Rights Committee. "We pool all cash donations and do a bulk purchase of warm accessories, which we return to the region that donated the money."

The NSGEU Human Rights Committee supports Nova Scotian businesses through its purchase of quality mittens, hats, and socks from Stanfields, in Truro.

In mid-January, donations are then distributed to non-profit organizations in each respective region, so your gift stays within your community.

Last year, thousands of dollars' worth of accessories were collected during the



**HELPING HANDS:** Mary Jane MacNeil (Local Steward) and Janet White, both members of Local 79, gathered donations for last year's Sock It To Poverty campaign with the former Chair of the NSGEU Human Rights Committee, Adrienne LeBlanc (right).

drive and distributed to people in need in regions across the province.

This year's drive will be kicking off soon, so watch your inbox and check [nsgeu.ca](http://nsgeu.ca) for more information,

including how to organize your own donation site at your workplace.

The NSGEU Human Rights Committee thanks you for your continued support of this very important annual initiative!

## More writers amongst us ... ?

By Jan Morrell

Congratulations to Sydney's Hugh R. MacDonald on the publication of his novel "Trapper Boy."

I look forward to reading it. I'd like Hugh and other writers in the NSGEU community to know of a literary award for writing along this line. For its first two years, I was on the organizing committee for the Beacon Award for Social Justice Literature. In short, this is an award for Maritime writers for an unpublished manuscript with a social justice theme.

As well as a cash prize, there is the possibility of a publishing contract with Roseway Press. The idea for the award arose from the belief that a well-crafted novel with believable characters faced with the dilemmas of family, work, social and political life can do much to move readers to understand the complexities of and intersection of personal life and social justice issues. In turn this can encourage activism.

In place since 2011, there are now three winners of this award: "Rock Reject" by Jim Williams, "Turn Us Again" by Charlotte R. Mendel and "Wake the Stone Man" by Carol McDougall.

The deadline for submissions for the 2014 award is February 1st, 2014. For further information on the Beacon Award, please visit [beaconaward.ca](http://beaconaward.ca).

- Jan Morrell is a member of NSGEU Local 42



# BUILDING GRAND OPENING

On Saturday, September 7<sup>th</sup>, staff and Executive of the NSGEU proudly welcomed members into their new building, located at 255 John Savage Avenue in Burnside.

After years of planning and design, and months of construction, it was time to celebrate the completion of the NSGEU's new home. Approximately 500 members and friends of the NSGEU turned up on a gorgeous Saturday afternoon to tour the new facility, and bear witness to the official ribbon cutting and the unveiling of the Greg Blanchard Conference Centre and David Peters Arbitration Room.

It was a day full of fun and pride for all NSGEU members and staff. We hope if you weren't able to attend, that you stop by to see the facility in person soon!



**CLOCKWISE, FROM ABOVE:**  
The exterior of the new building; the NSGEU logo is on display for all to see; the former Board of Directors gathered for the official flag-raising in the morning; the former BoD, which played a critical decision-making role during the construction of the new building, had a group photo taken in the new conference centre; and the Board also planted trees on the lawn beside the new building, marking each tree with a nametag.







**CLOCKWISE, FROM ABOVE:** Members gather in the entryway of the new building; young future union members danced up a storm in the conference centre; President Joan Jessome addressed the crowd in the newly-unveiled Greg Blanchard Conference Centre; many members brought their family members to see the new building; current and former staff & executive were also present for the celebrations.

*To see more photos from the grand opening, visit [facebook.com/NSGEU](https://facebook.com/NSGEU) and view our grand opening photo album!*



## The real deal on "First Contract Arbitration"

By Holly Fraughton

You may have heard the term "First Contract Legislation" mentioned on the nightly news, or in the paper, in recent months. This new legislation has been getting a lot of media attention – both positive and negative – because it was only brought in about a year ago, and is new in Nova Scotia (though it exists in many other provinces).

Essentially, it is legislation designed to help newly-organized workplaces reach a first collective agreement with an employer – a process that is often very time-consuming and frustrating for both sides.

If, after one year of trying to negotiate an agreement, either side (the employer or union) feels they have reached an impasse, they can file for First Contract Arbitration through the Department of Labour and Advanced Education. From that point, the parties



**SPEAKING OUT** NSGEU President Joan Jessome spoke out in support of the new First Contract legislation when it was introduced in late 2011.

have 60 days during which they can continue to negotiate, while an unbiased, third-party arbitrator reviews both sides' proposals. If the 60 days pass and the parties are still unable to reach an agreement at the bargaining table, the arbitrator will impose a first contract that will remain in place for one year.

The NSGEU is supportive of this legislation because it ensures the parties reach a first-contract agreement without resorting to strike or lockout during this crucial first round of bargaining. The possibility of an imposed agreement encourages both the union and employer to compromise and find solutions, while the Labour Board can offer the assistance of experienced senior labour, management

and third-party representatives to help the parties reach an agreement.

Since the legislation came into effect in December 2011, we are the only union in the province that has used it: we applied for First Contract Arbitration for our Local 57 members, who work at Laing House, and shortly after the application was filed, we were able to reach an agreement with the employer at the table. We have also applied for First Contract Arbitration on behalf of Local 87 members who work at Parkland at the Lakes and have been waiting for almost 18 months for a first contract. We are hopeful that this legislation will help move the process along, and ensure we come to agreement on a first contract as soon as possible.

### Laing House ratifies their first collective agreement, thanks to new legislation!

LOCAL  
57

The 14 members of Local 57, who work at Laing House, were originally certified as NSGEU members on February 24<sup>th</sup>, 2012.

Laing House is a peer-support organization, which provides services to youth between the ages of 16 and 30 who have a primary diagnosis of psychosis, mood disorder and/or anxiety disorder.

The parties met on five occasions to negotiate (November 30<sup>th</sup>, 2012, January 7<sup>th</sup>, 2013, January 8<sup>th</sup>, 2013, January 10<sup>th</sup>, 2013, and January 22<sup>nd</sup>, 2013), but no tentative agreement was reached and the union filed for conciliation.

The parties met for conciliation on six separate occasions (February 20<sup>th</sup>, March 1<sup>st</sup>, April 3<sup>rd</sup>, April 18<sup>th</sup>, April 19<sup>th</sup>, and June 4<sup>th</sup>, 2013). After that process, the employer's final offer was not acceptable to the bargaining committee, and the union applied for First Contract Arbitration on July 15<sup>th</sup>, 2013.

The Board met with the parties on July 31<sup>st</sup> and August 16<sup>th</sup>. The Board panel consisted of a Vice-Chair and an employer and an employee representative in the event the parties needed assistance in achieving a resolution to this matter and to provide directions where necessary. The parties were expected to become prepared to suggest constructive ways to create a workable collective agreement within the timeframe provided by the statute.

**Ultimately, the parties were able to achieve a tentative agreement with the assistance of the Labour Board and an agreement was not imposed.**

The Local 57 members ratified the agreement, unanimously, on September 13<sup>th</sup>, 2013.





**SIGNING ON** (Front, left): Dr. David Gauthier, VP Academic and Research SMU & Joan Jessome, NSGEU President. (Back): Paul McGinn, SEEN Project Manager, SMU; Gordon Michael, Director Division of Continuing Education, SMU; Ian Johnson, NSGEU Policy Analyst/Service Coordinator; Jason MacLean, NSGEU 1st Vice-President; Kelly Murphy, NSGEU 2nd Vice-President; Dustin Rioux, NSGEU 3rd Vice-President; Darren McPhee, NSGEU Secretary-Treasurer.

## READY FOR RETIREMENT?

By Deedee Slye

If you are retiring, or know someone who is, you will want to pay close attention to a new partnership between the NSGEU and Saint Mary's University's (SMU) Department of Continuing Education. The program is called the Silver Economy Engagement Network or SEEN and could be a valuable resource for you as you lead up to and enter your retirement years.

Paul McGinn, Project Coordinator for SEEN, recalls: "This time last year it was just an idea."

"Joan Jessome was at one of my first meetings," McGinn explains. "She immediately responded to the idea and saw the value of SEEN for the membership of NSGEU – it was at that moment, the idea exploded."

"I see this as a value added initiative for our members," says Jessome. "Our members gain a variety of skills in the public service through their working lives ... Some may want to continue doing what they have done when they retire, but others may want to do something entirely different with their skill set. SEEN will provide a place to go to make connections, to make a career change, or to explore volunteer initiatives, among other things."

"We, at SEEN, realized that with the NSGEU as a partner, we could take the program across the province," McGinn continues. "This was amazing, because I knew we could get the word out in the HRM, but I didn't know how we were going to reach people in rural areas."

On September 11, the NSGEU

Executive, together with representatives from SMU, signed a Memorandum of Understanding (MOU) that outlines a commitment of partnership between our two organizations in support of SEEN.

**Nova Scotia is home to Canada's oldest population, with 31.4 per cent of the population aged 55 or older, and 1,000 people turning 65 each month. Research has shown that the number of mature workers in the workforce is increasing. Almost 600 NSGEU members retire each year.**

A working group of representatives from the NSGEU, including Secretary-Treasurer, Darren McPhee, and four members of the Board of Directors, will be meeting with a working group from SMU in November to strategize about how NSGEU can help raise awareness and participation in SEEN amongst our retiring members. SEEN has also involved the Nova Scotia Government Retired Employees Association (NSGREAA).

McGinn thinks big. He has created a complex framework for an ambitious idea that will provide a hub of information, connections, and opportunities for people over the age of 55. He sees the Network engaging retiring and retired individuals through research, education, and networking.

McPhee is excited about the partnership and the role the Network

could play in our members' lives.

"There are gaps in information and services when you retire and this program can help to fill that gap," he says. "I see it as a bridge."

"As a member who is about to retire, you go from having very little time to manage, to all of your time to manage ... It will help our members plan for retirement and be a resource centre for people who are unsure of their plans."

Educational seminars will include:

1. Topics related to health & wellness, including: alternative health solutions, navigating the health care system, and health & the environment;
2. Topics related to economic initiatives, including: career change, new technologies, new business start-ups, succession planning, and workforce re-entry;
3. Topics related to volunteer initiatives like board governance, coaching, and fundraising;
4. Special initiatives like international opportunities, course auditing, and project LOVE (Let Older Volunteers Educate).

"The educational aspect of the Network will be huge for our members and will add to the pre-retirement education they have already received from us," says McPhee. "The Network will also provide a way for our members to continue to stay engaged with their communities, with ideas, and their own self-development."

Stay tuned for more information about SEEN in your community!

## PUTTING THE PIECES TOGETHER FOR MENTAL HEALTH



**MENTAL HEALTH MATTERS** Brigitte Neumann, a family representative; Jim Graham, housing advocate; Angella Parsons (First Voice); Nick Delva, of Dalhousie Psychiatry; and Dorothy Edem, of CDHA, were part of the panel group who spoke at the 6<sup>th</sup> annual mental health forum organized by the Mental Health Coalition of Nova Scotia.

*By Ian Johnson*

On October 7, the Mental Health Coalition of Nova Scotia held its sixth public forum at the bingo hall of the Halifax Forum from 10:30 a.m. to 3:30 p.m. This time the focus was on "Putting the Pieces Together for Mental Health." There were approximately 300 people in attendance from all across the province and from a wide variety of agencies, organizations and backgrounds.

The Coalition has been active in holding mental health public forums since 2008. The five other forums provided an opportunity to build a broad coalition to concentrate on mental health in Nova Scotia and to help contribute to the development of a provincial mental health and addictions strategy. Its mission has been to raise the priority of mental health issues on the government agenda and to address the chronic underfunding of services. NSGEU is the major funder of the Coalition, and also, provides other supports to it.

This Forum began with opening remarks from both HRM Mayor Savage who noted everyone has a role to play on mental health including municipalities, and NSGEU President Joan Jessome, who as Co-Chair reviewed how much the Coalition has done in five years and also, what

remains to be done.

The keynote address was given by Kevin McNamara who is the Deputy Minister of Health and Wellness and a Board member of the Mental Health Commission of Canada. He described in some detail the various mental health and addiction initiatives of

**There was some sense of progress in recent years, but also, a real sense of frustration expressed by several participants that many of the same points had been made at previous forums with little or no follow-up action.**

the Department, especially in moving forward with the provincial strategy. In response, he was bombarded with 20 questions from the audience covering a wide range of issues and concerns such as those dealing with prevention, primary care, and the social determinants of mental health as well as addressing the needs of children and youth, aboriginals, seniors, and the LGBTQ community.

A working lunch was held to prepare questions for the afternoon panel related to the social determinants. The panel consisted of Angella Parsons (First Voice), Brigitte Newmann (Family

Support), Dorothy Edem (Psychosocial Rehabilitation), Jim Graham (Affordable Housing) and Nick Delva (Mental Health Services). Once again, there was a long list of questions and comments directed at each of the panelists covering a wide variety of topics about existing services, gaps unmet, and new approaches to be tried.

There was some sense of progress in recent years, but also, a real sense of frustration expressed by several participants that many of the same points had been made at previous forums with little or no follow-up action. The Coalition committed to publicly reporting these points, and bringing them forward to all stakeholders who have been linked to it.

Coalition Co-Chairperson Susan Kilbride Roper aptly summed up what happened at this Forum when she said: "There have been some important steps forward for mental health since the Mental Health Coalition was established in 2008. But we still have a long way to go if mental health issues and needs are to be given the priority they deserve. This Forum provided an important opportunity to identify the next key steps to be taken."

*- Ian Johnson is NSGEU's Servicing Coordinator/Policy Analyst.*



# FALL FAMILY FUN DAY!

By Edith Fraser

The NSGEU's Cumberland Colchester Regional Council hosted their 8<sup>th</sup> annual Family Fun Day on Sunday, September 29<sup>th</sup> at RiverBreeze Farms in Onslow, Nova Scotia.

A record number of 1,360 people attended the event, with members from several parts of the province gathering with their family and friends. From navigating the 12-acre corn maze and catching a wagon ride to the pumpkin and sunflower u-pick fields, there was something for everyone to do! Children cuddled bunnies at the petting zoo, honed skills at the mini excavation pit, rode the cow train, explored the rope, straw mazes and tube slides, played laser tag and so much more! Smiles were everywhere. One little girl even took her first steps in the sunflower field! It was an exciting day all around.

The afternoon was highlighted with the arrival of the "Fairness Express". Many members seized the opportunity to check out the 44-foot big, bright-green bus. NUPGE and NSGEU members were on-hand to greet the visitors, answer questions and share stories about income inequality ([for more information on the Fairness Express tour, see page 15](#)).

The Truro Flyers Club hosted the BBQ this year, with parents and team members flipping burgers non-stop. Job well done!

Thank you to all those who attended this year and made our Family Fun Day a true success!

Our event is held each year in late September. Look for us via e-mail or check for posts about next year's event on the NSGEU website!

- Edith Fraser is Chair of the Social Recreation Committee.

## COMMENTS WE RECEIVED FROM ATTENDEES:

- "My family had a blast!"
- "My daughter and my niece did not want to leave. They were not the only ones!"
- "My two-year-old granddaughter could not stop talking about the bunnies!"
- "Can't wait until next year!"
- "Excellent event. Well-organized and a good time had by all. Great job CC Regional Council!"



**CLOCKWISE FROM ABOVE, LEFT:** NSGEU's Social Recreation Committee put on a fabulous 8<sup>th</sup> annual Family Fun Day at RiverBreeze Farms this year; NSGEU member Rick Wiseman (right) attended with his wife and daughter; members wandered through the corn maze; many also went on wagon rides.

# JUST ONE... IS ALL IT TAKES

**Local 1995 member, Const. Mike Rolfe, works with CB students on anti-drinking & driving campaign**

By Deedee Slye

Constable Mike Rolfe is a School Liaison Officer with the Cape Breton Region Municipal Police, and a member of NSGEU Local 1995, covering both Riverview High in Sydney and the Breton Education Centre (Grades 7 through 12) in New Waterford. It's a busy job, but it is definitely Mike's passion.

He worked as a School Liaison Officer from 2000 to 2004 in Sydney Mines when the Department first created the position, then moved over to Patrol until just a few years ago, when he returned once again to his job with the high schools.

Mike is a man with a mission and a love for creative educational projects. He makes connections with students and makes an impact. His goal is to teach kids the perils of alcohol and drug use – something easy to say, but not easy to do.

His most recent project was inspired by a tragedy he encountered while working on patrols. He had been on patrol around this time, close to Halloween in 2006, when he recalls answering a call where a "little fella" had been struck by a car. Although it was suspected that the accident was caused by a drunk driver, this was not proven in court.

"It was the one call that you will remember for the rest of your life," Mike said.

"We lost the little fella on the way to the hospital and he was brought back. Sadly though, he passed away in the hospital nine days later in Halifax."

LOCAL  
1995



**MUSICAL MISSION:** Mike Rolfe (centre) with Riverview High students (from left) Morgan Reid, Becky Hanna, Margret MacPherson and Sophie Tonet.

Mike remembers, "one night, years later, I was listening to a song on the radio called 'Just One' and it brought me right back to where I was that night. I said that if I ever had an opportunity to get back to be a School Liaison Officer, I would do something with this song."

So, when he returned to the position in 2011, he decided to make this a project for the entire grade 12 class. They held auditions and treated it like a mini "American Idol"-style show. Everyone who auditioned got a part. "They were all so fantastic!"

He worked with a huge list of people to bring this project to life, but it started with the author of the song herself. A friend contacted Gordie Sampson, who connected him with the agent for Lisa Schaffer, down in Nashville, who heard about what Mike wanted to do and

when he heard what he wanted to do, arranged for him to have full rights to the song.

The production was professional from beginning to end, with people hearing about it and calling him to volunteer their experience and time. The recording was done in Lake Wind Studios in Cape Breton, and the video was shot by Patrick Doyle (the Director of Photography for the television show, Haven). The final product, the music video for "Just One," can be found on YouTube at: [bit.ly/141StRx](http://bit.ly/141StRx)

On graduation night in June 2013, over 3,000 students and families were at the County Arena for graduation and watched this inspiring video together. The evening was topped off by a live production of the song with Lisa Schaffer, who was flown in to lead the performance. A long list of very talented young ladies and one young man accompanied Lisa. Mike says, "You should have heard these girls sing."

When the video was launched on YouTube, it had 4,000 hits the first day and by 10 p.m. that evening, it had reached 10,000 hits. It was a great day. To date, it has had 47,000 hits.

The students and Mike are waiting to see what the next inspirational project will be. Knowing Mike, there will be many more.

## BY THE NUMBERS

- Young people have the highest rates of traffic death and injury per capita among all age groups and the highest death rate per kilometre driven among all drivers under 75 years of age. More 19-year-olds die or are seriously injured than any other age group.
- Motor vehicle crashes are the leading cause of death among 15 to 25 year olds, and alcohol is a factor in 50% of those crashes.
- 16-25 year olds constituted 13.2% of the Canadian population in 2006, but accounted for 33.4% of the total alcohol-related crash deaths."

- Taken from MADD Canada website



# THE BIG GREEN EQUALITY MACHINE!



**CLOCKWISE, LEFT:** The Fairness Express (courtesy of NUPGE); Heather-Ann Day, Robyn Goodwin and Nanette Doherty dish up popcorn and cotton candy at the Queens County Fall Fair; kids of all ages have been drawn to the fun carnival games that are set up at every bus stop.



By Holly Fraughton

It's a not-so-subtle message for Atlantic Canadians to mull over: "FAIR IS FAIR. INCOME INEQUALITY ISN'T."

Emblazoned on the side of a big green bus – the "Fairness Express" – the message is hard to ignore, and it has been travelling throughout the Atlantic provinces with a few of your fellow NSGEU members on board, spreading the word about fairness and equality for all.

The bus tour is actually an initiative of the National Union of Public and General Employees (NUPGE), of which NSGEU is an affiliate. NSGEU staff helped organize the tour, and a few of our members generously volunteered their time to head out on the road to talk to their fellow Nova Scotians about some of the pressing issues facing working-class families throughout the region.

As our own President Joan Jessome surmised, "This isn't a NUPGE bus or an NSGEU bus. This is a worker's bus."

So far, the Fairness Express has visited fall fairs, airshows,

football games, film festivals, town hall meetings, parades, university campuses, farmers markets and many more community events to speak with workers.

There's no doubt about it: income inequality affects us all. And we're hearing plenty of stories from hardworking Maritimers that confirm we're all feeling the pinch these days.

People are getting fed up with politicians and leaders who are supporting big business through tax breaks and subsidies, and turning against the average taxpayer by decimating our EI system, raising the ages of Old Age Security eligibility, and helping to widen the gap between the rich and the rest of us.

If you're tired of the way working class people are being treated, we encourage you to come out and speak with us if you see the Fairness Express in your region. You can also follow the bus virtually by connecting with us on Twitter (@ATNCampaign or #FairnessExpress), visiting the Facebook page (facebook.com/ATNCampaign) or reading the blog (alltogethernow.nupge.ca/taxonomy/term/9).

# INSPIRING OTHERS



It's important for the NSGEU to have your most up-to-date contact information, so we can ensure you are receiving important communications from us.

Even if you've provided us with your work contact information, it's critical to keep another email or phone number on file.

**If you'd like to make sure your contact information is complete and current, simply call us at:**

**424-4063**

or

**1-877-556-7438**

Or email us at:

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

# NSGEU

"Conference Sketch: A review of the NS Career Development Association 2012 Conference"

By Patrick Brush

The 14th Annual NSCDA Career Development Conference – "Hoped-filled Approaches to Career Development" was held on May 30 to June 1 in Dartmouth, Nova Scotia. This conference has continued to offer a place for career practitioners within the province to connect and be open to new ideas that assist us and challenge us in the work that we do. This year was no exception, as we had Gray Poehnell as our pre-conference workshop facilitator presenting on Guided Circles. Gray also delivered the keynote address on Hoped-filled Engagement, challenging us to be respectfully present to those with whom we work. Gray also facilitated a workshop on the topic of Mattering on the final morning of the conference. The feedback from Gray was very positive,

We were also fortunate to have Joan Jessome, President of the Nova Scotia Government Employee's Union, with us as our conference closing speaker. She shared her remarkable life story which inspired us and make clear the source of her extraordinary commitment to social justice. Joan also spoke to us about her passion for her career – advocating for the rights of workers and all those who are marginalized in Nova Scotia. I believe that it is important for the career development sector to hear from, and make better connections with, the labour movement. One person wrote that they found Joan inspiring and hopeful. Her talk challenged us to remember that advocacy is hope in action.

This year there was real growth and excitement with the conference. Three events were held in conjunction with the main conference: a Mental Health Charting the Course pre-conference session; a Career Summit Dinner hosted by Career Cruising; and a networking luncheon hosted by CERIC. We were also fortunate to have many talented presenters who offered 30 diverse workshops. This year was our first year to have these workshops coded to the Canadian Standards and Guidelines for Career Development Practitioners.

The conference this year, while a

positive event also challenged us at it called upon us to be hopeful in challenging economic and social times, where many of our clients, and in fact we as career practitioners, are feeling less hopeful than usual due to the current labour market conditions in Canada and beyond are going through drastic changes that affect both those who are not working and those that are. This year the conference was under pressure, as organizations and government departments that have traditionally sent their employees to the conference in the past were under considerable funding restraints. As well, core funding that we have always received in the past was cut in half. The Conference Planning Committee worked particularly hard to find new sources of funding and stay within our budget.

**I believe that it is important for the career development sector to hear from, and make better connections with, the labour movement. One person wrote that they found Joan inspiring and hopeful. Her talk challenged us to remember that advocacy is hope in action.**

The conference serves a vital component in providing a place to connect with one another and learn best practices in career development. For many of us working in the field it can be challenging to stay hopeful in our work when more and more on a daily basis, we witness injustice, inequality, poverty, and other social ills. Gray Poehnell and Joan Jessome both provided some solid examples for us on how to be hopeful and committed to our clients in these challenging times. It is my hope that we use this wisdom to work at influencing systems so they better meet the needs to those who are working for our clients.

*- This article was written by Patrick Brush, a Career Practitioner. It was first published in The Bulletin magazine, [Summer 2012], which is part of the national career development organization, the Canadian Council of Career Development Associations, and was reprinted with their permission.*



# It's your union calling!

Have you ever received a call from the NSGEU on your home or personal cell phone? At the NSGEU, we enlist the services of a Canadian company, Union Calling, to make automated call-outs to members regarding upcoming important meetings and strike votes, and even to help host virtual town hall meetings.

This is an extremely valuable service for all unions in Canada, as it enables us to reach out and communicate with members who have willingly provided us with their personal contact information.

Now, the Canadian Radio-television and Telecommunications Commission (CRTC) is cracking down on Union Calling, labelling them "telemarketers" and strictly enforcing rules that make it more difficult for unions like ours to communicate with you, our members.

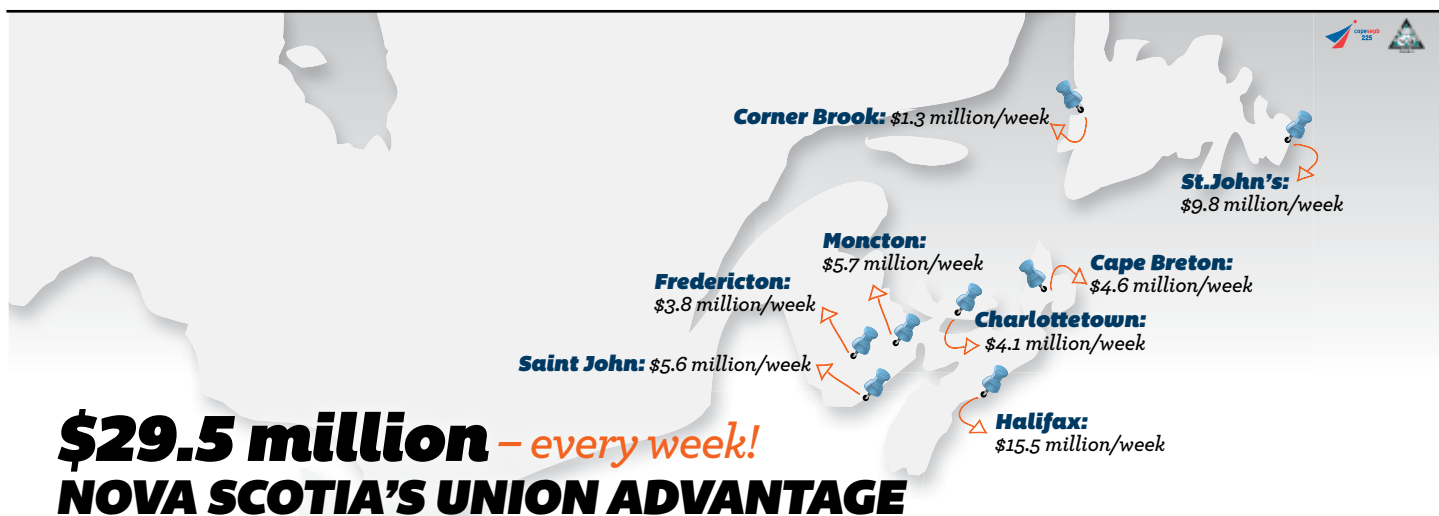
They have also tried, unsuccessfully, to force Union Calling to disclose the contact information of people they call on behalf of clients like the NSGEU. Union Calling has refused, and has been handed a stiff fine.

"While we appreciated the CRTC's role in ensuring that Canadians can control the telephone calls they receive, we had very serious concerns about the scope of its investigation of our clients," said Bill Reno, Union Calling's founder, in a recent media release, "Agreeing to the penalty proposed by the CRTC was the only way we saw to protect the confidentiality of our clients' communications with their members."

We here at the NSGEU are very concerned that this service, which is so valuable to unions like ours, is being targeted by the CRTC. We will be making every effort to ensure all unions are able to continue communicating with their members in a clear and open way.

Until then, we have to follow the CRTC's rules, which means you may receive phone calls that seem a bit odd. **If you or a family member answers the phone and hears, "Hello, this is Joan Jessome, President of the NSGEU. Our address is 255 John Savage Avenue, Burnside, Nova Scotia, phone 1-877-556-7438," please do not hang up!** This is the new greeting we are being forced to record before we can begin our real message.

If you have any further questions about our callouts, or are not receiving them and would like to, please contact us at 424-4063 (toll-free 1-877-556-7438) or [inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca).



There were **121,400 union members** working in Nova Scotia in 2012. That's **31%** of all employees. Their weekly payroll of \$113.8 million accounted for 37% of the total for the entire province.

On average, unionized workers earned **\$6.27/hour more** than non-union employees. All together, that union advantage translated into nearly **\$29.5 million more every week** paid into local economies to support local businesses and community services. When unions stand up for fairness, we all win.

**together**  
**FAIRNESS**  
**WORKS**

[www.canadianlabour.ca](http://www.canadianlabour.ca)



Canadian Labour Congress  
 Congrès du travail du Canada

**NSGEU**

## It's flu season again...

We understand the choice to get a flu shot is a personal one, but ask that you read up on the flu shot and carefully consider your options, especially if you work with the public and in the healthcare sector.

The province is launching its annual campaign encouraging Nova Scotians to get a flu shot to protect themselves and others from influenza.

Getting a flu shot is a safe, simple and effective way to prevent influenza. It helps Nova Scotians avoid getting the flu themselves, and avoid spreading it to family, friends, co-workers and others.

For healthcare workers, getting a flu shot can also help protect vulnerable people in their care.

The flu shot is free for all Nova Scotians. It is available from your family physician or nurse practitioner, through clinics offered by Public Health Services, from most pharmacies across the province, and in some workplaces.

You can also prevent the spread of influenza by:

- Washing hands often with soap and water, especially after a sneeze or cough (and when soap and water are not handy, use alcohol-based hand sanitizers);
- Covering your coughs and sneezes;
- Limit touching your eyes, nose and mouth;
- Avoid sharing drinking glasses, utensils, water bottles, mouth guards and cosmetics.

More information about the flu is available at [novascotia.ca/flu](http://novascotia.ca/flu).

## BULLY-FREE ZONE: PROGRAM UPDATE

Delivery of the NSGEU Working Toward Bully-Free Workplaces Program has passed the 11,000 participant mark!

Our program mandate is to provide education to define, identify and address workplace bullying. The NSGEU continues to welcome everyone to this education, whether NSGEU members and their employers, non-union, or other union participants. While the facilitator role is on education, an essential component remains feedback to the employer with recommendations. The goal is to shift workplace culture.

September has seen a significant project undertaken with the Nova Scotia provincial government department of Transportation and Infrastructure Renewal (TIR), with 46 sessions scheduled in 18 districts around the province. We had approximately 1,200 TIR workers take the awareness training during the month of September. As well as NSGEU members many of those participating are members of the Canadian Union of Public Employees (CUPE). With the dynamic of involving a significant number of other union members we have been asked to provide follow-up of the evaluation outcome to a broader group beyond the Human Resources and Occupational Health organizers, to include key union (NSGEU and CUPE) representatives. The goal is to facilitate an action plan in order to promote change in this workplace culture. For example, this particular work group, predominantly male, has an average age of 55 years; and one idea to be tested might be that shifting the culture requires challenging norms. The evaluation process will allow us to check this assumption.

Subsequent to the move to our new location the summer months provided an opportunity to develop the Bully-Free web site, including a facilitator's log-in page. With approximately 50 facilitators in three provinces there is a need to be able to access current information and materials, to be apprised of changes in legislation – provincially or nationally, and to note current trends in research and best practices in dealing with this workplace

psychological health and safety concern. This also helps in ensuring consistent delivery of program content as well as allowing NSGEU trained facilitators to maintain a connection to the program and to one another.

The Working Toward Bully-Free Workplaces On-line program is available, requiring anyone wanting to take the program on-line to have an individual log-in number. This is in the process of being set-up not only for delivery purposes but so we can continue to gather data for our member employers and others wanting this training.

We will be hosting an international labour conference at our new NSGEU office in Burnside from June 11 to 13, 2014 on Working Toward Bully-Free workplaces. The four themes will focus on Canada's National Standards on Workplace Psychological Health and Safety, the role of labour, restorative practices, and program delivery and evaluation.

This conference is just prior to the International Association on Workplace Bullying and Harassment (IAWBH) conference in Milan; and as a labour conference will be of specific interest to unions, labour organizations and employers in Canada and abroad. We hope to also attract participants on their way to the IAWBH and with our specific labour focus provide opportunity for greater learning.

*- Susan Coldwell is Coordinator of NSGEU's Bully-Free Workplaces program.*







CLOCKWISE, FROM TOP: Members were treated to a beautiful day at the annual NSGEU Family Picnic, which was held Saturday, July 13<sup>th</sup> at Oakfield Provincial Park; retired member and former NSGEU Board member, Wendy Williams, showed up for Cape Breton Pride this year; NSGEU's Human Rights Committee members waved our flag in the annual Pride parade held in Cape Breton (and Halifax); many young families showed up to soak up some sun and fun at the annual picnic; NSGEU President Joan Jessome was asked to speak at a Labour Relations class at Mount Saint Vincent University this October.



Do you have a photo from a recent NSGEU event you'd like to share with your fellow members? Please visit our Facebook page, [facebook.com/NSGEU](https://facebook.com/NSGEU), upload & tag them for everyone to see!



# NOTES FROM LABOUR DAY 2013



By Carrie Campbell

Labour Day has become one of the most anticipated events in every labour activist's year. It is a time to come together and reflect on our history, celebrate the successes of the past year, and re-commit ourselves to the fight for better working conditions for our members, and all workers.

The Labour Day celebration in Halifax is an incredible event put on by the Halifax-Dartmouth and District Labour Council, but it could not happen without the support of our affiliates, and the countless volunteers (including many NSGEU members) who step up every year and give up their last long weekend of the summer. There are five events that take place around the province, but I can only speak of my experience with the Halifax event.

I can't begin to tell you how much work goes into organizing the Labour Day celebration in Halifax every year. The first committee meeting is held in the spring, with representation from all

of the unions who are affiliated to the Labour Council. Months in advance we request quotes, book vendors, a sound system and band, venues, bouncy castles, face painters, and fundraise, fundraise, fundraise!

Organizers and volunteers arrive on site very early on Labour Day, setting up the stage and sound equipment, unloading delivery trucks, and setting up tents and tables.

This year, the event kicked off at Victoria Park at 10:30 a.m., where we heard from several speakers including Shay Enxuga and Shelby Kennedy from Barristas Rise Up, and Larry Haiven from Solidarity Halifax. The crowd joined in singing a round of "Solidarity Forever" before taking over the streets of Halifax and marching from Victoria Park to the Commons.

The march is by far my favorite part of the whole day. Just imagine the energy from hundreds of people shutting down Spring Garden Road and Robie Street, marching and chanting in solidarity, clad in union t-shirts and waving their flags!

When we arrived at the Commons, there was a sizeable crowd already gathered there. Volunteers raced to get in position to barbeque and serve food, hand out drinks, and make cotton candy, popcorn, and snow cones.

This year, I had the pleasure of emceeding the main stage event, where I introduced the speakers: then-Premier Darrell Dexter; Nova Scotia Federation of Labour President Rick Clarke; long-time labour activist and sister of the late Rocky Jones, Lynn Jones; Member of Parliament, Megan Leslie; and Labour Council President Kyle Buott. As soon as the speeches were over, the skies opened up, and it POURED.

Despite the change of weather, Joe Murphy and the Water Street Blues Band took the stage, as people ate and danced in the rain. It didn't matter what Mother Nature threw at us, nothing could rain on our parade!

- Carrie Campbell is President of Local 81, Mount St. Vincent University Staff.



## EVENTS CALENDAR

The following are important dates and events for NSGEU members. Please keep in mind that weather or unforeseen circumstances may lead to a meeting being rescheduled. For the most up-to-date calendar of meetings, visit [nsgeu.ca](http://nsgeu.ca).

### NOVEMBER

*Bullying Awareness Week is celebrated on the 3rd week of this month.*

- 1<sup>st</sup> – Local 27 Membership meeting
- 5<sup>th</sup> – Local 2 Membership meeting
- 6<sup>th</sup> – Community Social Services Awareness Day
- 11<sup>th</sup> – Remembrance Day
- 12<sup>th</sup> – Local 1 Membership meeting; Local 3 Membership meeting; Local 4 Membership meeting; Local 78B Membership meeting

### DECEMBER

- 1<sup>st</sup> – World AIDS day
- 6<sup>th</sup> – National Day of Remembrance and Action on Violence Against Women
- 10<sup>th</sup> – Human Rights Day; Local 1 Membership meeting; Local 78B Membership meeting
- 24<sup>th</sup> – Christmas Eve
- 25<sup>th</sup> – Christmas Day
- 26<sup>th</sup> – Boxing Day
- 31<sup>st</sup> – New Year's Eve

## UPCOMING NSGEU COURSES & WORKSHOPS - WINTER 2013

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

### NOVEMBER

- 3<sup>rd</sup> – Week Long School
- 4<sup>th</sup> – Week Long School
- 5<sup>th</sup> – Week Long School
- 6<sup>th</sup> – Week Long School
- 7<sup>th</sup> – Week Long School
- 8<sup>th</sup> – Week Long School
- 15<sup>th</sup> – New Activist Workshop
- 16<sup>th</sup> – New Activist; Pre-Retirement Seminar
- 18<sup>th</sup> – New Activist Workshop
- 19<sup>th</sup> – New Activist Workshop
- 22<sup>nd</sup> – Steward Level II (Civil Service & Trade)
- 23<sup>rd</sup> – Steward Level II (Civil Service & Trade)

### NUPGE AWARDS ONE OF OUR OWN!

An NSGEU member's child has been awarded the 2013 Terry Fox Memorial Scholarship by the National Union of Public and General Employees (NUPGE)

Jordan Waterbury, whose mother is Jennifer Pope-Waterbury, a member of NSGEU Local 95. Jordan, studies at Acadia University. He received a \$1,500 award for his essay submission. Congratulations, Jordan!





**NEW AGREEMENT FOR CIVIL SERVICE** After many months at the bargaining table, Civil Service members have a new master agreement in place! The Union Negotiating Committee (UNC) recommended acceptance of the new agreement, which was ratified by 93.8% of the membership. The new agreement runs from April 1<sup>st</sup>, 2012 to March 31<sup>st</sup>, 2014 and includes wage increases of 2% as of April 1<sup>st</sup>, 2012; 2.5% on April 1<sup>st</sup>, 2013; and 3% on April 1<sup>st</sup>, 2014. For more information on bargaining for your local, please visit [NSGEU.ca](http://NSGEU.ca), where all bargaining updates are posted as soon as they are available.

# NSGEU

**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, over-time, workplace safety standards and regulations, collective bargaining rights, and much, much more.

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

Please contact:

Lori Smith, Organizing Officer (456.6531 or 1.877.556.7438 or [lsmith@nsgeu.ca](mailto:lsmith@nsgeu.ca))



## NSGEU DISCOUNT LIST

As an NSGEU member, you can save money on a variety of items and services. You will need to present your NSGEU membership card to take advantage of these discounts (call us to get a card, or replace a lost card). For a complete list of discounts offered to NSGEU members, visit [NSGEU.ca](http://NSGEU.ca).

### ACCOMMODATIONS

#### **Holiday Inn Harbourview**

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

#### **Holiday Inn Sydney Waterfront**

300 Esplanade, Sydney  
(902) 562-7500 or 1-877-660-8550  
Please call for information on rates.

#### **The Westin Nova Scotian**

1181 Hollis Street, Halifax NS  
1-877-993-7846  
[reservations@westin.ns.ca](mailto:reservations@westin.ns.ca)  
\$129 + taxes, for a traditional room, either 2 double beds or 1 Queen. This includes: parking, high speed internet, complimentary daily newspaper, use of fitness centre and salt water pool, in-room starbucks coffee & tazo tea, shuttle service to central business district and onsite business centre.

### CAR SERVICE

#### **M & B Transmission**

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

#### **Midas Auto Service & Tires**

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

#### **Scotia Tire Service Limited**

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

#### **Target Detailing Systems**

6441 Cork St., Halifax  
(902) 450-1100  
15% off all regular-priced services upon inspection, heavily soiled vehicles would not apply. NSGEU membership card required.

### CLOTHING

#### **Mark's Work Wearhouse**

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

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

211 Windmill Rd., Dartmouth, NS  
(902) 464-3536  
[www.boutilierscostumerentals.com](http://www.boutilierscostumerentals.com)  
10% discount on all costume rental

#### **Ripsters Halloween Shop**

(902) 252-7477  
622 Sackville Drive, Unit 4  
Lower Sackville, NS  
[customerservice@ripstershalloween.com](mailto:customerservice@ripstershalloween.com)  
[www.ripstershalloween.com](http://www.ripstershalloween.com)  
15% off regular priced costume purchase

#### **Tandy Leather Factory**

75 Akerley Blvd., Dartmouth  
(902) 468-3071  
M-F: 9 am - 6 pm & Sat 9 am - 4 pm  
[www.tandy-leather.ca](http://www.tandy-leather.ca)  
In store shopping only - 10% discount on regular retail prices, including leather. Does not include clearance items, or items in the monthly flyer.

### COMPUTER SERVICE

#### **Century Computer Sales & Service Limited & Century Computer Rentals**

NSGEU Members receive a discount of 15% on all in-shop labour on laptops, desktops and Macs.  
1200 Tower Rd., Suite 101  
Halifax, NS B3H 4K6  
ph: 902-423-2500 / 1-800-325-6404  
fax: 902-423-2929  
[www.centurycomputer.ca](http://www.centurycomputer.ca)

### DECORATING

#### **Jennifer Allan Interiors**

121 Illsley Ave., Dartmouth  
(902) 832-2572  
[www.jenniferallaninteriors.ca](http://www.jenniferallaninteriors.ca)  
Offering with NSGEU ID at the time of pricing  
Up to 50% off all custom blinds, receive an additional 10%  
30% off all custom Drapery Fabric  
\$250.00 worth of Kitchen Accessories with the purchase of a new Kitchen  
Free Clothes Hangers with the purchase of a Closet organizing System.  
Free Shop at Home Service

### FINANCIAL SERVICES

#### **Province House Credit Union**

1724 Granville St., Halifax  
(902) 424-5712; Preferred rates on mortgages, loans, RRSPs.

### FLORISTS

#### **Gerry's Nursery**

Centreville, Kings County  
(902) 678-1255  
10% discount

#### **Pretty Posies**

8877 Commercial St., New Minas  
(902) 681-1166  
10% discount

### FRAMING/PRINTING

#### **Atlantic Photo Supply**

5505 Spring Garden Rd., Halifax  
(902) 423-6724  
[www.atlanticphotosupply.com](http://www.atlanticphotosupply.com)  
10% discount on photo supplies (not including cameras or other equipment). 25 free 4x6 photos when you sign up for our online print service.

#### **Ivan Fraser Studio Custom Framing**

Tantallon (902) 823-2083  
40% off custom framing. Pickup and delivery in metro.

#### **Frame Plus Art**

6040 Almon St., Halifax, 455-9762  
[www.frameplusart.ca](http://www.frameplusart.ca)  
20% off framing and plaque mounting

### FURNITURE AND APPLIANCES

#### **A.M. Jazey's Furniture & Appliances**

267 Granville St., Bridgetown  
(902) 665-4326  
20% on all furniture (discounts do not apply to sale items or appliances).

### HEALTH AND WELLBEING

#### **Aromatherapy**

Roberta Austen, Cert. Aromatherapist  
The Advanced Wellness Centre, 7-1480 Carlton St., Halifax (902) 423-5922  
15% discount

#### **Natural Path Wellness Ltd.**

75 Alderney Dr., Dartmouth  
(902) 463-9351  
[www.mynaturalpath.ca](http://www.mynaturalpath.ca)  
\$20 off 1st massage and a free infrared sauna treatment. Please identify yourself as an NSGEU member at time of booking.

# This winter, help the NSGEU...

## SOCK IT to poverty!

We will be collecting donations of new warm weather clothing items (socks, scarves, hats and mitts) throughout the winter and distributing these items throughout your region to help those in need.

Last year, thousands of dollars worth of donations were collected!

If you'd like to make a donation or help with the campaign, contact your Local president or the NSGEU at 1-877-556-7438.



# NSGEU

Nova Scotia Government and General Employees Union  
255 John Savage Avenue, Dartmouth, Nova Scotia, B3B 0J3  
902.424.4063 | 1.877.556.7438 | [www.nsgeu.ca](http://www.nsgeu.ca) | [inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca)  
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