

NSGEU

Fall 2012

THE UNION STAND

Into the Future...

Building a new home for our membership



& Remembering the past.
This issue of The Stand is
dedicated to the memory of
Greg Blanchard / 13

Time of change is ahead

Fall has always been one of my favourite seasons, because it symbolizes a time of transition and change.

2012 certainly has been a year full of change for the members of NSGEU. Sometimes, change is positive. This government has developed a respectful line of communication with the union, a change that has been welcome and necessary. In other instances, such as the potential contracting out of government financial SAP services, we remain at odds.

As a union, we want to see all communities in this province thrive and grow. But not at the cost of uprooting the lives and workplaces of our members and their families. Our government has a responsibility to ensure public sector employees are consulted and heard when changes like these are being considered, and to take into consideration the serious disruption of services. Instead of creating new jobs and services the government has approached this attempt at "rural stimulus" by relocating jobs. All of the affected departments stand to lose out on a wealth of expertise and experience that these civil service employees have amassed over the years. (See more on this on page 7).

Currently, our members who work for the Department of Finance as SAP experts are very worried about their jobs within the public sector, as well. That's because the Province is considering contracting out their jobs to a private company, a move that would seriously jeopardize our members' job security and quality of life, not to mention the personal data of thousands of Nova Scotians. Approximately 90 per cent of affected workers have given the Minister of Finance notice of their intent not to follow their jobs to the new company if they are contracted out, which speaks volumes about how concerned they are about the proposed plan. (See more on this on page 5 & 6).

At the same time, management at Capital District Health Authority is moving forward with its plan to contract out their AV & Print Services, even though cost analyses show that using an outside contractor will yield no cost savings for taxpayers. Little to no consideration has been given to the fact that these workers have a knowledge base of the medical system that is invaluable when it comes to producing critical patient communications. Are we really willing to jeopardize patients' health and



NSGEU President Joan Jessome

safety for what would likely be very minimal cost savings?

These are the kinds of change that the NSGEU does not support: We believe these are decisions that will not only hurt our members, but will fail to benefit the people of Nova Scotia, as a whole.

But we're changing, too. NSGEU is evolving to better serve its membership and face challenges like these. We've recently gone through a restructuring process with staff, so we are better organized and equipped to meet your needs, and we are in the midst of building a new home for membership and staff. (See more on this on page 8 & 9). Exciting times lie ahead for the NSGEU!

We rely on you, our members, to tell us when things aren't going right, so we can stand up together and fight back. Please continue to let us know about changes – both positive and negative – taking place in your workplace. We want to help, and together, we can make a difference.

In Solidarity

Joan Jessome, NSGEU President

THE STAND

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

Contributors

Jackie Creemer
Joan Jessome
Ethel Marshall
Holly Fraughton
Deedee Slye
Darren McPhee
Donna Macgregor

Contact NSGEU

902-424-4063
1-877-556-7438
inquiry@nsgeu.ca

Executive Officers

President

Joan Jessome
902-471-4566

1st Vice President

Jason MacLean
902-549-1888

2nd Vice President

Dawn Ferris
902-471-7585

3rd Vice President

Rick Wiseman
902-986-5065

Secretary-Treasurer

Darren McPhee
902-449-7778

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



www.alltogethernow.nupge.ca

The Union Stand

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



LABOUR DAY 2012

Don Goss, President of Local 7, and Dawn Ferris, NSGEU 2nd Vice President, were just two of hundreds of workers who showed up with family, friends and other supporters to march in the annual Labour Day parade. The event, which celebrates the accomplishments of organized labour in Nova Scotia and throughout North America, includes a march through downtown Halifax and a BBQ. Similar events were held in Sydney, Kentville, Port Hawkesbury, and Yarmouth.



COVER STORY

Construction of NSGEU's new building is now well underway. We have a progress report, complete with photos and details of what the new facility will include.

PAGES 8 & 9



UPCOMING EVENTS

A calendar of a few key upcoming union events and activities. PAGE 15



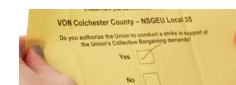
EDUCATION CALENDAR

A list of upcoming workshops and seminars that the NSGEU is hosting for its members this fall/winter. PAGE 16 & 17



DISCOUNT LIST & NSGEU WEAR

Loads of bargains, as well as some beautiful union and Canadian-made clothing, can be found on these pages. PAGE 18 & 19



BARGAINING UPDATES

A summary of the most recent bargaining from the union's many locals. PAGE 20

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 or connect with us:



On Twitter:
@NSGEU
@PrezJoan



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

McNeil appointed Director of Negotiations and Servicing

Newly-created position oversees Healthcare Acute & Community sector



Neil McNeil has been a union member for 32 years. He has been appointed to the position of Director of Negotiations and Servicing for the NSGEU's Healthcare Acute & Community sector.

We are pleased to welcome Neil McNeil to his new role as the Director of Negotiations and Servicing for the NSGEU's Healthcare Acute & Community sector.

Due to the tremendous growth in membership over the past several years, the Board of Directors recently created an additional Director of Negotiations and

Servicing position. Robin MacLean will continue on in her role, overseeing the Government & Education sector of the union.

Neil has been a union member for 32 years. He is a former NSGEU 1st vice-president (1994-1996) and joined NSGEU staff as an Employee Relations Officer (ERO) in 1996, representing a range of members in the trade union, civil service

and health care locals. In 2009, he stepped into the role of Servicing Coordinator responsible for Health Care, where he has successfully managed the negotiations and servicing of a wide variety of locals.

Neil has demonstrated a true dedication to the labour movement, and the years of expertise and background he brings to this new position are sure to be invaluable. Congratulations, Neil!



ABOVE: Former Supervisor of the Labour Resource Centre, Ken Conrod, cuts the cake at a retirement party with staff at NSGEU offices in April. Ken retired after serving the NSGEU for more than 30 years.

BELOW: NSGEU Executive Director Keiren Tompkins (left) and President Joan Jessome (right) bid farewell to Communications Officer Andy Pedersen (centre), who left the NSGEU in September to relocate to Ottawa.



Government SAP services are a quality public service we can't afford to lose

Since the summer, the provincial government has been in talks with a company that "shall not be named" which approached the Province with a proposal to establish a Global IT Centre here in Halifax.

Not surprisingly, the company has made the provision of our core government financial services and its public funding a cornerstone requirement of their proposal.

Our core government financial services are currently provided by a team of highly trained IT experts, most of whom (73 out of 110) are our members.

Another group of IT experts, who are not our members, work in HASP (Health Administrative Services Program) and provide SAP services specifically to the District Health Authorities.

These IT specialists maintain, customize, and keep data secure for the entire government financial and payroll system. Their services include: system customization; financial or data analysis; standardization or

payroll, our SAP service experts can help and make sure the employees get paid the correct amount when they should. There is added-value included every day in the service our members provide to clients at little or no additional cost to the client.

The government's SAP-based information

has been used by the software company itself to show other provinces how to provide the service correctly. They are a model of efficiency and quality.

SAP experts are in demand. They are highly trained and sought-after. They have chosen to work for the government for less

The Nova Scotia government's SAP team has been used by the software company itself to show other provinces how to provide the service correctly. They are a model of efficiency and quality.

streamlining advice; propose design advice; and solve diagnostic problems.

For example, if the government's Transportation Department wants to find out how many Transportation buildings there are in the province and how much they cost to heat each year, our SAP team would get together, analyze the request, and design a report based on information from the system. They can identify and solve problems – sometimes in minutes – if there is an urgent need.

If a school board has a problem with

system contains data from anyone who has ever paid or been paid by the government. The data does not only include direct and indirect employees of the government including many employees of school boards, but data from you if you have applied or received a loan, competed for a provincial tender, if you hold property or pay taxes, or if you have a driver's licence. Chances are your data resides in the government's information system.

The Nova Scotia government's SAP team

money than in the private sector because of their desire for work-life balance and their dedication to our province and providing a quality public service.

Many of them have worked for private IT companies before. They describe the experience as "living out of a suitcase," with clients all over the world, where all that matters is the number of hours you bill.

Working in the public service, they don't compete against one another for billable hours, they work together to solve



Members and fellow government workers participated in an information picket held in downtown Halifax on October 1st.

DID YOU KNOW?
It takes one tree
to print 500 copies
of this magazine.



Save a tree:
read The Stand
online instead!

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

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

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

THANK YOU!

AROUND THE UNION

CONTINUED FROM PAGE 5

problems and implement solutions. They can actually create great programs that make our government run smoothly.

Our members bring revenue back to the government by providing SAP services to other public agencies which are billed for the services provided through Nova Scotia's SAP Customer Competency Centre (CCC). These include many Nova Scotia municipalities and provincial school boards as well as the Property Assessment Corporation, NSLC and Halifax Water Commission. HRM's internal audit identified the CCC as the most efficient

affected told us they will not choose to take a new job with the multinational company "that shall not be named." The company will need the expertise in order to transition the service. Without these highly skilled, highly trained people, there is no doubt the service to Nova Scotians would be at risk.

We are also concerned about our public information. Our members tell us that once someone has access to the data, they can access all of it. We would rather a government employee have this responsibility than an employee of a multinational, for-

When a service is privatized, profit not public service is the goal of the owners.

option for the outsourcing of their SAP services. But with the Province's SAP services threatened with contracting out, they may be forced to go with a higher-cost option.

How much more will SAP services cost the public once they are privatized? Our members tell us that in their experience every question will be billed – every change requested from clients will be met with the most expensive process the company can find. Can school boards afford this added cost? Can smaller municipalities afford it?

When a service is privatized, profit, not public service is the goal of the owners. The employees are the means to get that profit and are treated with a large degree of indifference and disdain in the private sector. The company "that shall not be named" is fiercely non-union. The members have concerns, based on past experience in the IT field, that even if the company agrees to terms on the initial transfer, terms and conditions of work will be changed as soon as the initial contract is up for renewal.

When SAP delivery goes wrong it can have disastrous effects on individuals. Employees of the Victoria Order of Nurses (VON), our members in Locals 31, 35, 40, 85 have been experiencing this since January 2011 with irregular and incorrect paycheques that have caused undue financial stress for many of our members. Their SAP payroll system has been maintained by a multinational company and they have not been well served.

Imagine what could happen if the province experienced the same issues? What would happen if the government payroll system didn't function properly? We can't risk the loss of our in-house quality SAP service.

Approximately 90 per cent of the members

profit, company.

On Wednesday, Oct. 10th, four members who deliver SAP services, along with President Jessome and Director of Servicing and Negotiations, Robin MacLean, met with the Minister of Finance, Maureen MacDonald to discuss the prospect of contracting out the provinces SAP system. They outlined many of their concerns mentioned above.

Let us hope the government is listening to the risks associated with losing this quality in-house core government service. We believe they far outweigh any promises of job creation. If this core service is contracted out the public would be at risk of losing a quality service that would be very difficult to get back.

Our front line members are experts in this field and they have told us that contracting out this core service is not in the public's interest. We think you should be concerned.

Please email the Minister of Finance and let her know that you are opposed to the contracting out of SAP services:

Finance Minister Maureen MacDonald:
financeminister@gov.ns.ca

And please cc anything you write to

The Chronicle Herald:
letters@herald.ca

NSGEU:
inquiry@nsgeu.ca

And post it to our Facebook page:
facebook.com/nsgeu

Civil Service relocations

More members now faced with struggle to find suitable positions after turning down relocation

The relocations continue. In addition to relocating members who work for the Departments of Fisheries and Aquaculture, the Department of Agriculture and Maintenance Enforcement in the Department of Justice, the government has extended the relocations to include 22 more NSGEU positions from the Department of Economic and Rural Development and Tourism, as a part of a newly created Nova Scotia Tourism Agency in Windsor.

CIVIL SERVICE

Service. However, when only 8 out of 73 people have chosen to move with their job, it is a struggle to find suitable positions for the remaining members, especially for those with a more specialized skill-set. Now, an additional 22 positions must be found.

It is a very stressful time for our members and the union and we will continue to work to ensure all members are placed in accordance with the process outlined in the Civil Service collective agreement.

"Some of our members affected by the relocations cannot yet find suitable jobs within the Civil Service. Now, the government has added more Civil Service members from Tourism into the mix. This is not the way to get people into rural Nova Scotia."

— NSGEU President Joan Jessome

This government initiative to move jobs to rural Nova Scotia has been extremely disruptive to our members and to the important public services they have been providing.

The majority of our members have had to make the heart-wrenching decision to not follow their jobs to the new locations. They have established lives in their present communities. They have children in school and partners with jobs. They cannot just pick up and leave.

Consequently, decades and decades of experience are lost.

"Some of our members affected by the relocations cannot yet find suitable jobs within the Civil Service. Now, the government has added more Civil Service members from Tourism into the mix," says NSGEU President Joan Jessome. "This is not the way to get people into rural Nova Scotia."

The collective agreement includes job security provisions that outline the process for placement and displacement in the Civil



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

NSGEU

BUILDING A NEW NSGEU HOME:



NSGEU President Joan Jessome, past President Greg Blanchard and Secretary-Treasurer Darren McPhee.

The NSGEU Board of Directors, President Joan Jessome and past President Greg Blanchard broke ground on the new NSGEU building on Friday, June 22.

The warm, dry weather we had this summer helped construction crews immensely, allowing them to get ahead of schedule on some of their early stage projects, like installing services (water and sewer), preparing the site, and pouring footings.

of Directors and the Membership of NSGEU is very exciting. I believe this new facility will allow all members to continue moving through this new century with opportunities to:

- Further grow our membership;
- Further develop the members services we need;
- Provide a superior working environment for our staff;
- Assist NSGEU to keep moving forward as the leaders in the Labour movement in Atlantic Canada.

“The need and time has come for a larger, more membership focused meeting space!”

— NSGEU Secretary-Treasurer & New Facility Project Manager, Darren McPhee

A message from NSGEU Secretary – Treasurer and New Facility Project Manager:

“We have worked hard together over the last decade and achieved a high level of both fiscal responsibility and financial resources within NSGEU.

These new resources have allowed NSGEU to move from dreaming about the things that could link us as union brothers and sisters to building the facilities needed to enable us to work together and strengthen our membership in solidarity.

The Board of Directors and Executive of NSGEU have been planning this project for the past three terms. Although there have been different members at the tables over these terms, there was always a unified vision: The need and time has come for a larger, more membership focused meeting space! This vision provided the foundation for the decisions made that have moved the project from a dream to a reality!

Leading the development of this project on your behalf and bringing forward this summary to the Board

I look forward to keeping you up-to-date on the progress of our project in the coming months, and even more, working with our members in this new facility, when it is complete.”

“WHY DOES THE NSGEU NEED A NEW BUILDING?”

Many members want to know why the NSGEU is building a new facility. We see this new space as an investment for membership and staff.

Due to the NSGEU’s incredible growth in recent years, NSGEU staff use between 90-95 per cent of our current office space, which leaves little room for our members to meet and work.

The entire first floor of the NSGEU’s new building will house the conference centre, meeting rooms and members’ centre, offering plenty of state-of-the-art space where members can gather and do their work.

NEW BUILDING FACTS:

Location: Corner of Wright Ave. & John Savage Ave. (directly across from exits on Hwy. 104 & 101)

Lot size: 6.7 acres

Building size: 58,000 square feet

Projected completion date: August 1st, 2013

Budget: \$14.1 million (land & building) + fees & taxes

Amenities:

- Located on #72 Portland Hills bus route
- Four meeting rooms
- Boardroom (dividable)
- Conference Centre
- Parking for 200
- Members work centre (with computers, copier & phones)
- Full-location WiFi
- Video conferencing capabilities
- Accessibility & green considerations (high-contrast walkway markers, lit walkways, LED lighting, light sensors, natural gas)
- Future expansion areas for members and staff included in plans

Construction progress report



ABOVE: A draft architect’s rendering of the future home of the NSGEU.

RIGHT: Crews were busy getting ready to pour concrete footings in July.

BOTTOM RIGHT: Heavy equipment has dotted the landscape of the site throughout the summer months.

BELOW: Bell Aliant was on-site laying FibreOP lines in late August.



Our women are changing the world

By Donna Macgregor

The 2012 NSGEU Women's Conference, which was held April 13 to 15, aimed to educate our sisters on issues important to them; to acknowledge the contributions our sisters make to society and the union and to inspire our sisters to take a more active and assertive role in our Union, workplaces and their lives.

The weekend began with a moment of silence for our Fallen Workers.

Friday night was "Popcorn and a Movie" night where everyone watched the movie "Made in Dagenham." This movie told the story of female workers with the Ford Motor Company in Dagenham England who held a work stoppage to achieve pay equity with their male co-workers. Equal pay for Equal work!

Saturday was a busy day with many guests: Joan Jessome, President of NSGEU, spoke about her journey to becoming the first female President of NSGEU. It was an inspiring story that every woman there could relate to. It helped us realize that although we may sometimes feel alone, we are all connected because we are strong, beautiful women.

Sarah Clark, Elder of the Pictou Landing First Nation, spoke about her life as a young Mi'kmaq girl in Pictou Landing. She told a story about a girl who always questioned the world around her, about the lessons she learned and tragedies in her life that have made her the woman she is today. She also spoke about the environmental impact Boat Harbour has had on the Pictou Landing First Nation.

Pam Grace – Becoming an Outdoor Woman Facilitator – spoke about the Becoming an Outdoors Woman program in Nova Scotia. This program is a workshop primarily aimed at



(Clockwise from top left) A special visitor from Hope for Wildlife Society was one of many speakers at the Women's Conference; Bingo Princesses take a break after a few rounds; NSGEU President Joan Jessome, a guest speaker at the conference on Saturday, receives a thank you gift from organizers; and two of many attendees at this year's conference smile for the camera.

women but is an opportunity for anyone 18 years or older to learn outdoor skills - skills usually associated with hunting and fishing, but useful for many outdoor pursuits.

Hope Swinimer of the Hope for Wildlife Society spoke about her life as a curious little girl with a passion for wildlife. The Hope for Wildlife Society is non-profit organization that provides rehabilitation and rescue services to injured and orphaned wildlife, operates a wildlife help line, and provides public environmental education programs.

Nutritionist Heather Hill taught participants how to properly read food labels and what to look for. She highlighted many products we buy every day, from cereal and oatmeal to butter vs margarine. It was a great learning session for everyone

and gave the women the skills they need to help better prepare healthy meals for their families.

Darcy MacCallum, Zumba Instructor, gave a Zumba class for the women. It was a great upbeat session that really got the women going! It was not an easy task, especially since the women had just enjoyed a roast turkey dinner.

The day ended with a game of Princess Bingo.

The conference was well attended with the most applications ever received - over 120 applications! The Conference was a hit and the Women's Issues Committee would like to extend a huge thank you to all participants, the Debert Hospitality Centre, Tessa Crawley (NSGEU) and everyone who helped to make the conference such a success!



Update on the NSGEU Cancer Support Fund

By Donna Macgregor

Two years ago, the NSGEU Women's Issues Committee created the NSGEU Cancer Support Fund through the Nova Scotia Cancer Centre and the QEII Foundation.

Through generous donations from NSGEU and its Locals, as well as individual donations, the fund raised just over \$11,000 in its first year.

Over the past year, the NSGEU Cancer Support Fund has been well-used, which only shows how much this fund is needed. The fund has covered everything from groceries and gas to helping with the cost of having a family member stay at the Point Pleasant Lodge with a member who had to travel to the QEII for treatment. Everyone has been very grateful for the support and so happy that the Women's Issues Committee created this initiative.

To date, the fund has distributed well over \$6,000 in financial assistance to the membership. The NSGEU Cancer Support Fund will continue to help members and their families as they battle this disease, but we still need your support!

How does the fund work?

- It can help cover travel costs, insurance payments, costs of lodging, utility payments, mortgage payments, services, groceries, and drug costs;
- Requests from this fund will have a maximum ceiling amount of \$200.00 per patient/family (immediate family includes spouse or common law partner, same sex partner, adult children or parent);
- The NSGEU Cancer Support Fund will not replace any existing funding options available but will be an extra avenue for support.

The WIC encourages any locals who haven't already done so, to honour pledged donations made during Convention 2011 as soon as possible. We would also like to ask Local Presidents and activists to think of creative ways to raise money for the fund.

To apply for the fund, call the Nova Scotia Cancer Centre Social Worker at 473-6000. When you or your family member is accessing this fund you must know what NSGEU local you belong to (call the NSGEU at 424-4063 or 1-877-556-7438 to find your local number).



The members of "Team Jeremy" include Jeremy's mom, Doris Rehill, his two brothers, friends, and Dr. Marie-Claude Gregoire from the IWK Health Centre.

Helping others feel 'free'

By Donna Macgregor

Doris Rehill is a member of NSGEU Local 71C and a shining example of how NSGEU Women Do Great Things.

Doris is an Educational Assistant at Chignecto-Central Regional School Board. She lives in Pine Tree, Nova Scotia with her husband Robert. They have four children, Amber, Brandon, Matthew and Jeremy. Sadly, after a very difficult summer, Jeremy passed away in September at the IWK Health Centre, surrounded by his family.

Jeremy was 19 years old and had many physical and developmental problems. He had microcephaly, cerebral palsy, visual impairment, seizure disorder and was tube fed.

Doris has always been a supporter of inclusion both in the school system and in the community. In 2011, she watched a video about a father and son team from Massachusetts who ran together in many races, including the Boston Marathon. Dick Hoyt ran in the races pushing his handicapped son, Rick, in his wheelchair, because it made him feel "free."

Inspired by the video, Doris thought it would be a great way to show that handicapped people can participate in sports, while raising awareness of disabilities in the community.

Doris asked the question, "Why can't we give that experience to Jeremy?"

After discussing the idea with her family and friends, Team Jeremy was formed.

Despite Jeremy's medical problems, it was obvious to all when they saw him in his jogging stroller how much he loved to be outdoors and feel the wind on his face when he was "running."

Doris asked the question, "Why can't we give that experience to Jeremy?"

The Team includes his mom, Doris, his two brothers and many friends, along with Jeremy's doctor from the IWK, Dr. Marie-Claude Gregoire. The team ran in three races last year: the Bluenose Marathon, the Johnny Miles Marathon and the Pictou Lobster Carnival Race.

This year, the team has decided to raise money for the Palliative Care Department of the IWK. In Doris's own words "We get great joy at the smile that these races put on Jeremy's face and he has certainly taught us all many life lessons."

Since his passing, Jeremy continues to touch the hearts of many. In late September, the community held a memorial walk in his honour with all proceeds donated to the IWK. Doris, Jeremy and the team will continue to teach all of us many life lessons. Doris, your perseverance and commitment are to be congratulated!

A RECORD TURN-OUT FOR FAMILY FUN!

If we're lucky, it's one of our last chances to get outside and enjoy the final days of sun and warm weather before the leaves fall. The Cumberland Colchester Regional Council Family Fun Day draws hundreds of NSGEU members outside into the early autumn air to take part in an annual social, which is designed to entertain members and their friends and family.

This year, the event was held at River Breeze Farm, just outside Truro, on Sunday, September 16, and the impressive roster of events and activities drew a record number of attendees.

Smiling faces wound their way through the 12-acre corn maze, which was riddled with interactive games, and jumped on-board the cow train rides. Kids of all ages were kept busy for the entire day, playing laser tag, visiting the petting zoo, and playing with giant slingshots, tube slides, excavation pits and much, much more.

Edie Fraser is a Continuing Care Assistant with the VON and Chair of the NSGEU's Cumberland Colchester Regional Council, which organizes the annual event.

"About seven or eight years ago ... the Board of Directors at that time felt each (NSGEU) region ... should have a social," Fraser explained.

The event is meant to be an opportunity for members to enjoy an outing with family and fellow members, and as a "thank you" to activists for sacrificing their time to contribute to the NSGEU.

"It's a perk for our activists. And it doesn't matter how much you do or you don't do; you're still an activist," Fraser explained, "And it's a perk for them because there are so many times with NSGEU business, they're taken away



from their families to go to some meetings..."

They held a few Family Fun Day socials, then a few years ago, decided to move the event to River Breeze Farm, which has an impressive corn maze. They planned the event for the end of October because they thought members would be interested in scooping up a pumpkin for Halloween, at the same time.

"The first one we tried, we got about 130 people ... and they were from our region," Fraser recalled.

One year, the event was completely rained out.

But the event has continued to grow. Last year, the Council had no idea how many people to expect, so they prepared for about 200. Around 325 people showed up.

They quickly realized that many people from outside the region were interested in attending their little social.

So with the permission of the Board and President Joan Jessome, they opened the event up to everyone, sending an invitation out to the membership across the province through the Labour Resource Centre. They received more than 700 RSVPs, and just as many members actually showed up the day of the event: over 500 adults, with 200 children in tow.

"It was just awesome! ... Everybody had a wonderful time," Fraser enthused, "I've gotten so many emails from people saying they had a wonderful time, and they hope we do it next year, and they're looking forward to coming back."

Fraser has heard back from many members who said that it was a wonderful way to spend time with their families. The kids particularly seemed to like the laser tag, swings and tube slide.

They try and improve the event in small ways every time they host it. This year, they made up NSGEU labels and had members write their names and locals on them.

"They were so big and bright that the minute you looked at someone, you knew that they were an NSGEU member, and it was just great that way!" Fraser said, "It's a unique situation to bring NSGEU members together."

Remembering Greg Blanchard, NSGEU President from 1980-1994

Former CBU instructor helped transform association into true union

It is with great sadness that we report the death of brother Greg Blanchard, who served as President of our organization for 14 years.

Greg passed away peacefully on Saturday, Aug. 25, surrounded by his family.

Greg's involvement and commitment to the labour movement spans over 40 years.

He was instrumental in leading our organization through its transformation from a civil service association to a union with a diverse membership that reaches across the public sector. Greg served as president of the NSGEU for 14 years from 1980 until 1994.

"I considered Greg a mentor and friend who was always supportive," said Joan Jessome, President of the NSGEU. "He has been a vital part of our history and his legacy will live on in our union."

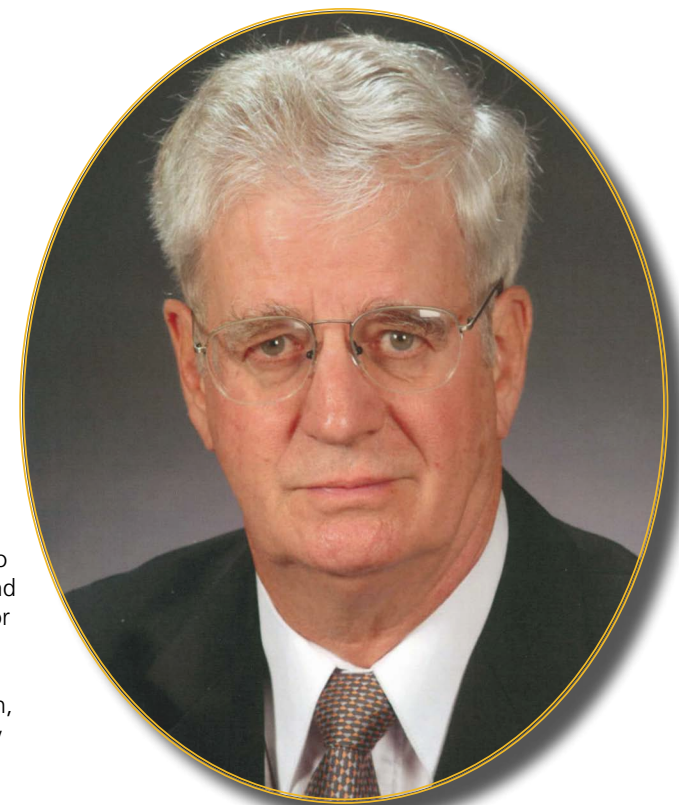
Greg first became involved in the

organization while an instructor of business administration at Cape Breton University, and was elected as the then-association's secretary-treasurer in the late 1970s.

In 1980, he was elected to his first term as president and was subsequently elected for six consecutive terms.

Through all of his dedicated years to the union, he was always supported by his loving wife, Anne, and their three children.

The NSGEU's new state-of-the-art conference centre will be named in honour of Blanchard's invaluable contributions to our union.



Socking It To Poverty since 2008

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 don't have the money left over to buy what many of us consider "essentials": winter hats, scarves, mitts, and yes, even socks.

be a financial one or if they went out and purchased socks or mittens," explained Rick Wiseman, Executive Liaison to the Human Rights Committee.

"Originally, it was just strictly socks – "Sock It To Poverty" – but over the years, it's evolved into hats and socks, mittens and scarves a little bit, and we certainly don't turn those things down. Socks remain the 'meat and potatoes' of it..."

At the end of January, those donations are then distributed

Essentially, it's just looking to reduce poverty in each of our regions."

— Rick Wiseman

So, a few years ago, the NSGEU's Human Rights Committee decided to do its part to keep Nova Scotians warm and toasty during the cold winter months. They launched the Sock It To Poverty campaign, encouraging Locals to collect new 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 poverty in each of our regions. It's an opportunity for members or Locals or whomever wants to make a donation of any sort, whether it

to non-profit organizations in each respective region, so your gift stays within your community.

Last year, more than \$1,000 and 1,000 items were collected during the drive.

This year's drive officially kicked off on October 26th, at the start of the NSGEU's Human Rights Conference. We'll be collecting donations until January 26th, but the sooner you can make a donation, the better.

If you'd like to make a donation, please contact your Local president or call the LRC at 424-4063 or 1-877-556-7438.



ABOVE: Members, family and friends attended the annual NSGEU Family Picnic at Oakfield Park in August.

RIGHT: NSGEU Organizing Officer Lori Smith and Bill Emberton-Lake of Local 99 count ballots after a strike vote on Sept. 27.



BELOW: IT workers for the provincial government and their coworkers and supporters took to the streets of downtown Halifax on October 1 to raise awareness of a potential move to privatize their work within the SAP system.



Unions Make A Difference In Our Lives

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

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

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 www.nsgeu.ca and click "Events Calendar" on the right-hand side.

November

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Local 7 General Mtg.	2 NSGEU Board Mtg.	3 NSGEU Board Mtg.
4	5 Metro A Regional Council	6 Community Social Services Awareness Day Local 6 General Mtg. Local 1 Sub Inv/Rich General Mtg.	7	8	9 Health Safety Environment Conference	10 Health Safety Environment Conference
11 Remembrance Day Bullying Awareness Week Nov 11 - 17	12 Remembrance Day "Observed Holiday"	13 Local 3 General Mtg. Local 1 General Mtg.	14	15	16	17 Local 19 Christmas Dinner & Dance
18	19	20	21	22	23	24
25	26	27	28	29	30	

December

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 World Aids Day
2	3 Metro A Regional Council	4 Local 6 General Mtg. Local 1 Sub Inv/Rich General Mtg.	5	6 Day of Remembrance and Action on Violence Against Women	7 Local 7 General Meeting/Christmas Social	8
9 South Shore Regional Council	10 Human Rights Day	11 Local 1 General Mtg.	12	13	14 NSGEU Board of Directors	15 NSGEU Board of Directors
16	17	18	19	20	21	22
23	24 Christmas Eve	25 Christmas Day	26 Boxing Day	27	28	29
30	31 New Years Eve					

UPCOMING NSGEU COURSES & WORKSHOPS 2012

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

Course	Dates	Location	Class size	Prerequisite	Description
New Activist	October 9 & 10	Best Western, Liverpool (SS/Val)	20	Members with no prior training. Recommended for New Stewards prior to Steward I.	Introduction to the NSGEU and the labour movement. Review of workers rights, union processes, grievances, mobilization and the importance of strong locals.
	November 2 & 3	NSGEU Boardroom A & B (Metro A, B & C)			
Steward I	October 11 & 12	Best Western, Liverpool (SS/Val)	20	Stewards with no prior training.	Introduction to roles and responsibilities of Steward. Introduction to grievance procedure and investigation.
	November 23 & 24	NSGEU Boardroom A & B (Metro A/B/C)			
Steward II	October 29 & 30	Delta Sydney (CB)	20	Stewards with 6 months experience at Level I.	In-depth grievance investigation. Tools for dealing with management. Expanded roles and responsibilities of the Steward.
	November 14 & 15	NSGEU Boardroom (Metro/SS/Val/CC)			
Pre-Retirement	October 20	Annapolis Basin Conference Centre	100	Usually within 1-2 years of retirement.	Overview of pension politics in Nova Scotia. Presentation from CPP and your pension plan, i.e., NSAHO, PSSP, etc., retirement benefits. Benefit information varies according to location and Local members.
	November 17	Mount Saint Vincent University	150		

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

SCHOLARSHIPS & BURSARIES

The NSGEU offers bursaries for members, and a range of scholarships and bursaries for members' dependents. They are available to those who are full-time students pursuing a degree, diploma or certificate from a university or other recognized institution of higher learning, and are awarded by the NSGEU Education Committee.

You can apply for assistance once every two years.

To learn more about our bursaries and scholarships, please visit www.nsg.eu.ca/education.

UPCOMING NSGEU COURSES & WORKSHOPS 2013

Course	Dates	Location	Class size	Prerequisite	Description
New Activist	March 22 & 23	NSGEU Boardroom A & B (Metro A/B/C)	20	Members with no prior training. Recommended for New Stewards prior to Steward I.	Introduction to the NSGEU and the labour movement. Review of workers rights, union processes, grievances, mobilization and the importance of strong locals.
	April 3 & 4,	NSGEU Truro Office, Truro (PAG/CC)			
	April 10 & 11	Old Orchard, Wolfville (SS/Val)			
	April 24 & 25	NSGEU Sydney Office, Sydney (PAG/CB)			
	September 20 & 21	NSGEU Sydney Office, Sydney (PAG/CB)			
	September 23 & 24	Old Orchard, Wolfville (SS/Val)			
	November 15 & 16	NSGEU Truro Office, Truro (PAG/CC)			
	November 18 & 19	NSGEU Head Office, Dartmouth (Metro A/B/C)			
Steward I	April 5 & 6	NSGEU Truro Office, Truro (CC/PAG)	20	Stewards with no prior training.	Introduction to roles and responsibilities of Steward. Introduction to grievance procedure and investigation.
	April 12 & 13	Old Orchard, Wolfville (SS/Val)			
	April 19 & 20	NSGEU Boardroom A & B (Metro A/B/C)			
	April 26 & 27	NSGEU Sydney Office, Sydney (CB/PAG)			
Steward II	April 17 & 18	Holiday Inn Harbourview (Metro/SS/Val/CC)	20	Stewards with 6 months experience at Level I.	In-depth grievance investigation. Tools for dealing with management. Expanded roles and responsibilities of the Steward.
	May 23 & 24	NSGEU Sydney Office, Sydney (CB/PAG)			
	September 27 & 28	NSGEU Sydney Office, Sydney (CB/PAG)			
	November 22 & 23	NSGEU Head Office, Dartmouth (Metro/SS/Val/CC)			
Week-Long School	September 15-20 or October 6-11	NSGEU Head Office, Dartmouth			
Pre-Retirement	March 23	MSVU Rosaria Student Centre (Metro)	150	Usually within 1-2 years of retirement.	Overview of pension politics in Nova Scotia. Presentation from CPP and your pension plan, i.e., NSAHO, PSSP, etc., retirement benefits. Benefit information varies according to location and Local members.
	April 20	NSGEU Sydney Office (CB)	100		
	June 22	NSAC, Cox 24, Truro (CC/PAG)	100		
	October 19	Day's Inn, Bridgewater (Val/SS)	100		
	November 16	NSGEU Auditorium (Metro)	150		

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

HIGHLIGHTS FROM OUR DISCOUNT LIST

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

ACCOMMODATIONS

Holiday Inn Harbourview

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

Bridgewater Bogan Villa Inn

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

Cape Cod Colony Motel

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

Delta Sydney

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

The Westin Nova Scotian

1181 Hollis Street, Halifax NS 1-877-993-7846; reservations@westin.ns.ca \$109 + taxes, preferred rate for NSGEU members, includes internet & parking

ACCOUNTING/INCOME TAX

Wagner Accounting Limited, CMA

1658 Bedford Highway, Bedford (902) 832-3633, (902) 456-9301 ewagner@ns.aliantzinc.ca 15% off all accounting, income tax preparation with electronic file and all types of bookkeeping services, week-ends, evenings & house calls at no extra fee. NSGEU membership card required.

ADVERTISING

Kaso Graphics

Kentville (902) 681-1114 www.kasographics.com 15% discount

CouponNetwork.ca

(902) 468-1818 sales@couponnetwork.ca One month free advertising with signing of a six-month contract.

CAR RENTALS

Avis Rent-A-Car

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

Discount Car & Truck

Halifax, Dartmouth, Truro, New Glasgow 1-888-636-9333

Corporate rate or whichever rate is lowest at time of booking.

Enterprise Rent-A-Car

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

Hertz Canada Ltd.

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

CAR SERVICE

M & B Transmission

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

Midas Muffler Shop

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

Target Detailing Systems

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

CLOTHING

Mark's Work Wearhouse

10% discount You must have an NSGEU membership card and Mark's Work Wearhouse discount card.

Boutilier's Costume Rentals

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

Ripsters Halloween Shop

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

Tandy Leather Factory

75 Akerley Blvd., Dartmouth (902) 468-3071 www.tandyleather.com 10% discount on regular retail prices.

COMPUTER SERVICE

Century Computer Sales & Service Limited & Century Computer Rentals

1200 Tower Rd., Suite 101, Halifax, NS B3H 4K6 ph: 902-423-2500 / 1-800-325-6404 fax: 902-423-2929 www.centurycomputer.ca 15% on all in-shop labour on laptops, desktops and Macs.

FINANCIAL SERVICES

Province House Credit Union

1724 Granville Street, 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

FURNITURE AND APPLIANCES

A.M. Jazey's Furniture & Appliances

267 Granville St., Bridgetown

NSGEU Wear

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



Sale!
Bamboo V-Neck or Twist, 3/4 Sleeve Women's Shirts
NOW \$20.00 each

Women's Tank Tops (shown below)
NOW \$15.00 each



Other items available (in assorted colours):

- Unisex short-sleeved crew neck t-shirts - \$10
- Hooded sherpa sweatshirt - \$30
- Mens & ladies hoodies - \$25
- Ladies microfleece jacket - \$20

(902) 665-4326

20% on all furniture (discounts do not apply to sale items or appliances)

HOME HEATING

Superline Fuels

Halifax 429-0740, Truro, Pictou Co., North Shore, Amherst, Springhill, Parrsboro. Four cents per litre off posted price in effect at the time and place of delivery. Members must contact Superline in order to have the discount applied to their account.

HOME IMPROVEMENT

Dulux Paints

All Stores www.dulux.ca NSGEU ID at time of purchase, up to a 40% discount on all Dulux, ICI, and Glidden manufactured paint. 20% on all other in-store accessories.

LumberMart

Halifax & Burnside (902) 477-6500 Guaranteed lowest price in metro on same/similar product or we beat the price. NSGEU card required.

LOCKSMITHS

Atlantic Locksmiths Ltd.

114 Woodlawn Rd., Dartmouth 435-4722 10% off regular priced items (excluding labour)

SPORT AND FITNESS

Dalplex

Halifax, (902) 494-6973 \$440 plus tax per person per year and \$660 per family per year.

Dartmouth Sportsplex

110 Wyse Rd., Dartmouth Call (902) 464-2600 ext. 340 for a free pass and tour. 15% discount

off yearly rate on various membership options

The Tower

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

TRAVEL

VIA Rail Canada

5% discount for all Via train tickets. The tickets must be purchased from VIA. The NSGEU discount code is 810721.

Park'N Fly, Halifax Airport

20% discount simply by visiting www.parknfly.ca/content/en/partner-promotions.aspx?referralID=0&coupon=27900. Free shuttle to and from the terminal 24/7. Well lit secure compound; Quick check in and out. All major credit cards/debit cards accepted.



TOP, LEFT TO RIGHT: ERO Dave Moore, Local 99 member Omer Suleman, Local 99 Bargaining Committee member Bill Embleton-Lake, NSGEU President Joan Jessome, Local 99 Bargaining Committee member Tom Shea, NSGEU 2nd Vice President Dawn Ferris, Organizing Officer Lori Smith, and Local 99 President Paul Irving attend a strike vote for Local 99 in September.

BARGAINING UPDATES

Check the status of recent bargaining efforts between Locals and their employers

APSEA, Local 80

Number of members: 74

Contract expiry date: March 31, 2010

Staff Negotiator: Art Beaver

Proposals were exchanged on September 14, 2012. Negotiations continued on September 28, and were scheduled to begin again on October 16, 2012.

Braeside Nursing Home, Local 28

Number of members: 31

Contract expiry date: Certified with NSGEU effective October 27, 2011

Staff Negotiator: Jo-Ann Bailey

Preparations are complete and the Union's Negotiator is attempting to schedule dates. Proposals were supposed to be exchanged on October 17, 2012.

Cape Breton Regional Police, Local 1995

Number of members: 202

Contract expiry date: December 31, 2010

Staff Negotiator: Dave Moore

Negotiations were held on November 28, 29, 30 and December 7 & 8, 2011. Negotiations continued on January 11, 12, 13, 25, 26 & 27, 2012. Talks concluded on February 9, 2012 with all articles of the collective agreement agreed to except for wages and duration of the agreement. Members voted unanimously in favour of the tentative agreement on March 19, 2012. The two remaining outstanding issues will be determined by Arbitration. The parties have agreed to Bruce Outhouse as single arbitrator. The Arbitration was held on September 5, 2012, and an arbitration award was released on October 10, 2012.

CDHA – Support Services Bargaining Unit, Local 19

Number of members: 1,228

Contract expiry date: October 31, 2011

Staff Negotiator: Neil McNeil

Proposals were exchanged on July 11, 2012. Negotiations continued on September 10 &

11 and resumed on September 20, 2012. Talks reached an impasse and the Union filed for conciliation. Conciliation has been set for Nov. 19, 2012.

CDHA – Office & Clerical Bargaining Unit, Local 246

Number of members: 1,535

Contract expiry date: October 31, 2011

Staff Negotiator: Neil McNeil

Proposals were exchanged on July 12, 2012. Bargaining continued on September 24 & 25, 2012. The parties reached an impasse and the Union filed for conciliation. Conciliation has been set for Nov. 30, 2012.

Civil Service - CL, PR, TS, AC, TR Locals 1,2,3,4,5,6,7,8,14,16,17 & 480

Number of members: 8292

Contract expiry date: March 31, 2012

Staff Negotiator: Keiren Tompkins

Proposals were exchanged on October 2, 2012. Negotiations were held on Oct. 15,

16 and 17 and are scheduled to continue on October 25 and 26, with more dates tentatively set for November 20, 21 & December 10, 2012.

Colchester Residential Services, Local 64

Number of members: 73

Contract expiry date: October 31, 2010

Staff Negotiator: Jo-Ann Bailey

The parties exchanged proposals on February 15, 2010. Negotiations were held on February 16 & 17 and March 21, 2011. The parties were scheduled to negotiate on March 22, but that date was cancelled by the Employer. The parties returned to the table on May 31 and June 1 and talks continued on June 28 & 29, September 20 & 21, November 1 & 2, 2011 and February 22 & 23, 2012. A final day of negotiations was held on March 23, 2012. The Union filed for conciliation on March 30, 2012. Members have voted 75% in favour of strike action to back bargaining demands. Conciliation talks continued on June 25, 2012 and the parties were able to reach a tentative agreement. An information session and ratification vote was held on July 20, 2012. Members voted 95% in favour of acceptance of the tentative agreement.

Community Health Services, Local 63B

Number of members: 50

Contract expiry date: First Contract – Certified December 13, 2011

Staff Negotiator: Dave Moore

Proposals were exchanged on May 10, 2012 and talks continued on May 11, 23, 24, 25, June 20, 21, September 18, 19, October 16, 17, 22, 23, with additional dates are set for November 6 & 7, 2012.

Crothall Laundry Services, Local 24

Number of members: 74

Contract expiry date: July 7, 2012

Staff Negotiator: Bill McKiggan

Negotiations were held on October 1, 2 & 3, 2012. Parties were unable to reach a tentative agreement and the union has filed for conciliation. Conciliation set for Dec. 17 & 18.

Dalhousie Operational Support, Local 99

Number of members: 327

Contract expiry date: Newly Certified – November 29, 2011

Staff Negotiator: Dave Moore

Negotiations commenced in May 2012, continuing for a number of dates. A tentative agreement was reached on August 24, 2012. A ratification vote was held on September 16, 2012. Members voted to reject the tentative agreement. A strike vote was taken which resulted in the collective

agreement being implemented by default as only 41% of the membership voted in favour of strike action to support their

LOCAL 99 STRIKE VOTE RESULTS IN NEW COLLECTIVE AGREEMENT BY DEFAULT

Strike Vote Results:

- 290 members out of 382 voted (76% of the total membership)
- 158 members voted yes to a strike (41% of the total membership)
- 132 members voted no to a strike

Only 41 % of the total membership voted in favour of a strike. A strike vote is legal only if over 50% of the total membership votes in favour of strike action. Therefore, there is no legal mandate for a strike and the local has a collective agreement by default.

demands at the bargaining table.

Elizabeth Fry Society, Local 68

Number of members: 5

Contract expiry date: Newly organized – Certified November 1, 2010

Staff Negotiator: Robin MacLean

The parties exchanged proposals on May 31 and negotiations were held on August 19 and November 30, 2011. The Union filed for conciliation and talks were held on May 7 & 8, 2012. On May 25, 2012 members voted to reject the Employer's final offer, thereby authorizing the Union to conduct a strike. The report of the Conciliation Officer was filed on June 8, 2012. The parties continued talks on June 20, 2012 but were unable to reach an agreement. Members were on strike for an 8-day period. The parties were able to reach a tentative agreement on July 22, 2012. Members voted in favour of acceptance of the tentative agreement on July 23, 2012.

Evergreen Home for Special Care, Local 27

Number of members: 141

Contract expiry date: October 31, 2010

Staff Negotiator: Jo-Ann Bailey

Preparations are complete and the Union's Negotiator is attempting to schedule dates.

Guysborough - Richmond County Division Home Support, Local 33

Number of members: 45

Contract expiry date: March 31, 2010

Staff Negotiator: Lynette Johnson

Proposals were exchanged on June 10, 2011. Negotiations continued on September 21, 2011. Negotiations scheduled to be held in late November were cancelled due to illness of the Employer's negotiator. Negotiations continued on February 2, 2012. Talks were scheduled to resume on March 9, 2012 but were cancelled by the Employer. The Union filed for Conciliation. Negotiations were held on May 8 and Conciliation on May 9, 2012. The Employer's offer of 1% in each year of a 2-year agreement remains unchanged. The Union requested on May 14, 2012 that the Conciliator file his report. The parties were successful in reaching a tentative agreement. Members have voted 97% in favour of acceptance of the tentative agreement at the ratification vote held on July 3, 2012. The agreement will be for a 2-year period and expired on March 31, 2012.

Home Care Locals (76,83,84,32,31,35,40, 85,36,37,30,39,33,34)

Agreements have been reached and have been ratified by the members with all of our home care locals. We are now in the process of preparing documents for final signing with those that have yet to be signed. We will be serving notice to bargain for these groups immediately upon signing as the agreements have already expired.

Laing House, Local 57

Number of members: 12

Contract expiry date: Newly organized - Certified February 24, 2012

Staff Negotiator: Grant Vaughan

Negotiations are being scheduled.

Metro Community Living, Local 63

Number of members: 56

Contract expiry date: October 31, 2010

Staff Negotiator: Dave Moore

Proposals were exchanged on March 5, 2012. Talks continued on a number of dates with a tentative agreement being reached on June 21, 2012. Members voted in favour of acceptance of the tentative agreement at the ratification vote held on July 30, 2012.

Mount St. Vincent University, Local 81

Number of members: 100

Contract expiry date: June 30, 2012

Staff Negotiator: Tina Webber

Proposals are scheduled to be exchanged on October 18 and talks are scheduled to continue on October 29, 31, Nov 5 (1/2), 8 (1/2), 19 (1/2) & 20, 2012.

CONTINUED ON PAGE 22 & 23



LISTEN UP: NSGEU Local 19 President Raymond Theriault speaks to members during a local meeting held in June. The group is now headed into conciliation on November 19, 2012.

STILL AT THE TABLE: LOCALS 19 & 246

Member of Locals 19 (CDHA – Support Services Bargaining Unit) and 246 (CDHA – Office & Clerical Bargaining Unit), which collectively represent 2,763 NSGEU members, are heading into conciliation in November. After proposals were exchanged in July, bargaining continued into September, at which time the parties reached an impasse and the Union filed for conciliation.

Local 19 heads into conciliation on November 19, while Local 246 is scheduled for November 30. Please show these Locals the same support they demonstrated during Local 42's negotiations earlier this year!

Mountain Lea Lodge, Local 86
Number of members: 83
Contract expiry date: October 31, 2010
Staff Negotiator: Jo-Ann Bailey
 Proposals were exchanged on January 11, 2012. Negotiations continued on January 12, 17 & 18, February 10 and April 18 & 19, 2012. The Union was prepared to apply for conciliation but the Employer suggested that discussions continue and a number of major operational issues were resolved. Additional time was scheduled but had to be cancelled due to a family emergency for the Employer's negotiator. A tentative agreement was reached on Sept. 25, 2012.

New Boundaries, Local 58
Number of members: 6
Contract expiry date: Newly Certified – effective October 24, 2011
Staff Negotiator: Grant Vaughan
 Negotiations were held on May 3, 8 & 10 and July 17, 18 & 19, 2012. Talks between the parties reached an impasse and the union filed for conciliation.

Northwood Bedford West, Local 41
Number of members: 161
Contract expiry date: First Contract
Staff Negotiator: David Lawrence
 Proposals were exchanged on January 12, 2012. After six days of negotiations and three days of conciliation, the parties were unable to reach a tentative agreement. The final offer of the employer was sent to members with a recommendation from the Bargaining Committee that the offer be rejected. The Conciliator was asked to file his report and the Local commenced a 14-day countdown to strike. A final day of conciliation was held on September 4, 2012, resulting in a tentative agreement being reached. Members have voted 94% in favour of acceptance of the tentative agreement.

Northwood Homecare Inc., Local 34
Number of members: 370
Contract expiry date: March 31, 2010
Staff Negotiator: Robin MacLean
 After rejecting the employer's final offer and coming within hours of a strike, the

Bargaining Committee was able to reach an agreement on August 13, 2012 which has been ratified by 62% of the membership.

Northwood Homecare Inc., Local 38 – Clerical & Schedulers
Number of members: 27
Contract expiry date: March 31, 2010
Staff Negotiator: Dave Moore
 Negotiations took place on September 21, 27 & 28, 2012 and are still ongoing.

Northwoodcare Bedford Inc., Local 41
Number of members: 161
Contract expiry date: October 31, 2011
Staff Negotiator: Dave Lawrence
 Negotiations concluded and a new agreement was reached on September 4, 2012.

Nova Scotia Business Inc., Local 44
Number of members: 20
Contract expiry date: March 31, 2010
Staff Negotiator: Grant Vaughan
 Dates for the exchange of proposals and negotiations were scheduled in November but had to be cancelled. Negotiations were



NEXT UP: Members of Local 24, Crothall Laundry Services, will be heading into conciliation in the coming weeks.

WAITING IN THE WINGS: LOCAL 24

The members of Local 24 (Crothall Laundry Services) won't be far behind Locals 19 & 246 as they head into conciliation. These members work side by side with the laundry workers of Local 19.

Negotiations were held on October 1, 2 and 3, during which time the employers and bargaining committee were unable to reach a tentative agreement. The Union has filed for conciliation, and dates have been set for December 17 and 18.

held on May 30 and June 7, 8 and July 16, 24 & 25, 2012. The Union has filed for conciliation.

Nova Scotia Hearing and Speech, Local 20
Number of members: 142
Contract expiry date: March 31, 2010
Staff Negotiator: Jo-Ann Bailey
 Proposals were exchanged on January 4 and negotiations continued on January 5 & 6, 2012. Talks continued on February 8, 2012. The Union filed for conciliation and talks were held between the parties on May 8 and June 5, 2012. Talks broke off and two virtual Town Hall meetings were held in preparation for the strike vote and the filing of the Conciliator's report. Members voted 89% in favour of strike to back their bargaining demands. Conciliation talks continued on July 13, 2012 and a tentative agreement was reached. Members voted 100% in favour of acceptance of the tentative agreement.

Nova Scotia Liquor Corporation, Locals 470 & 470E
Number of members: 989 (Local 470) & 37 (Local 470E)
Contract expiry date: March 31, 2012

Staff Negotiator: Neil McNeil
 Negotiations are scheduled for November 13 – 15, 2012.

Saint Mary's Staff Association, Local 79
Number of members: 172
Contract expiry date: June 30, 2012
Staff Negotiator: Tina Webber
 Proposals are scheduled to be exchanged on November 22 and talks will continue on November 28, 2012.

Sherbrooke Restoration Commission, Local 50
Number of members: 89
Contract expiry date: March 31, 2012
Staff Negotiator: Art Beaver
 The Bargaining Committee met on September 20, 2012 to review survey information and draft proposals. The Union is hoping to exchange proposals with the Employer in October.

St. Francis Xavier University, Local 88
Number of members: 143
Contract expiry date: June 30, 2012
Staff Negotiator: Tina Webber
 Proposals were exchanged on August 29, 2012. Negotiations continued on September 10 and 11, 2012. Parties

met on September 26, 2012 and were scheduled to meet again on October 23 & 24, and November 23, 24, 26 & 27, 2012. The Union is seeking improvements to various leave provisions, job evaluation language and the implementation of the job evaluation project.

Yarmouth Association for Community Residential Options (YACRO), Local 59
Number of members: 141
Contract expiry date: Newly organized – certified May 11, 2011
Staff Negotiator: Neil McNeil
 Proposals were exchanged on November 22. Talks were held on November 23, 24, December 14 & 15, 2011, January 24, 25 & 26 and February 28, 29 and March 1, 20, 21 & 23, 2012. Negotiations continued on May 14 & 15, 2012 but the parties reached an impasse. The Union filed for conciliation on May 16, 2012. Members voted 94% in favour of strike action to back their demands at the bargaining table. Conciliation talks continued on June 27 & 28 and August 1 and 2, 2012, during which a tentative agreement was reached. The members voted 81% in favour of the agreement, which is now in the process of being signed.

You are invited to a...

FALL SOCIAL!

NSGEU's Metro A Regional Council is hosting a Fall social at Hatfield Farms on the Hammonds Plains Road on **Friday, November 9**, from 7 to 10 p.m.

Come out and mingle with your fellow NSGEU members!

The event features a DJ and Rubber Rodeo, and includes all-you-can-eat hot dogs, as well as juicy, flame-broiled 6 oz. Black Angus burgers with all the trimmings and home-cut fries.

Please RSVP by November 2 by calling 902-424-4063 or emailing inquiry@nsgeu.ca.

\$10 admission

Event capacity is limited to 100 people. Ages 19+



Nova Scotia Government and General Employees Union
100 Eileen Stubbs Avenue, Dartmouth, Nova Scotia, B3B 1Y6
902.424.4063 | 1.877.556.7438 | www.nsgeu.ca | inquiry@nsgeu.ca
Publication Mail Number 40010698

