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THE NO-NON STAND

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

FALL 2016

MESSAGE FROM THE PRESIDENT



President Jason MacLean spoke at the Rally for Diversity in Amherst on August 16th.

Dear members,

The past five months have been a very busy time for both myself, as the new President of the NSGEU, and the union as whole.

The NSGEU currently represents more than 31,000 members who work in a wide variety of occupations and areas. As your President, I believe it is critical that I try and familiarize myself with the work you do, and the conditions you are working in. I hope to be able to visit many workplaces over the upcoming months. I began this work with a tour of a variety of acute health care sites within the Metro region this summer (read more about my health care visits, and the members I met along the way, on page 14.) Meeting with members who work at these sites was such a positive, eye-opening experience: I had a chance to meet many people and learn about the important work they do to help care for Nova Scotians, and to tell them about the work that their union is doing for them!

This work includes a particularly complicated round of negotiations for the Health Care bargaining unit. While these negotiations are now well underway, an incredible amount of work has gone into preparing for bargaining, as a result of the provincial Liberal government's decision to merge the health authorities (see more about the progress of Health Care negotiations on page 10), and we still have a considerable road ahead of us to secure the best possible collective agreement for our members.

A brand-new Board of Directors has also been elected, which reflects our diverse membership, including representatives from each of our regions and occupations (see page 4 for more information on our 2016-2019 Board of Directors). I am confident that this group of enthusiastic, engaged

individuals will help guide our union in a positive direction for the upcoming term.

Part of this direction includes fulfilling a key resolution that was passed at Convention: delegates voted unanimously that the NSGEU should take all necessary measures to defeat Liberal MLAs in the next general election, because of the ongoing attacks our union has faced from the provincial Liberal government. So, this September, we launched our second round of "McNeil's Movers" television commercials (find out more about this campaign on page 12). We have received an incredible amount of positive feedback on this campaign – which has also won a prestigious international advertising award – and hope that it will give all Nova Scotians pause for thought when we head to the polls next.

This fall has also been filled with training sessions for members across the province, and preparations to take the civil service tentative agreement out to the members for a vote in a few weeks' time (see page 8 for more information on upcoming information sessions). I am looking forward to meeting with many of you over the coming months, and am confident we can send this government a strong, united message by rejecting their austerity agenda by voting to reject the final offer they have made to us.

Remember, together, we are stronger.

In solidarity,

Jason MacLean
President, NSGEU

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:

facebook.com/NSGEU

@NSGEU @JMACL3AN

THE STAND

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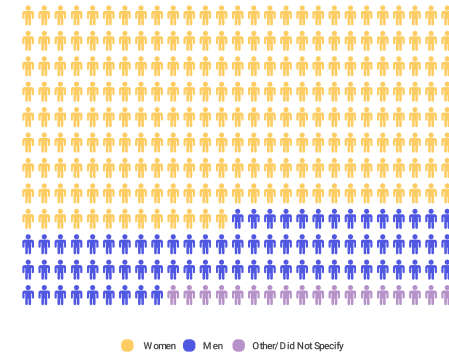
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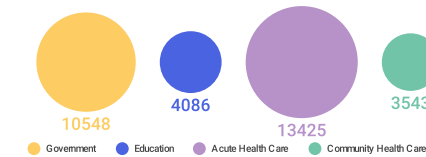


NSGEU

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



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



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

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



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NSGEU TWEETS

The Rick Howe Show (@TheRickHoweShow)
Starting w/ Jason MacLean, former corrections officer & pres. of the @NSGEU, to discuss the riot at the Waterville youth corrections facility

Trevor Beckerson (@tbeckerson)
Go visit our wonderful #NovaScotia Provincial Parks, maintained by @NSGEU members. You'll feel better afterwards.

Jason MacLean (@JMACL3AN)
The @NSGEU will stand with the @NSTeachersUnion. #nspoli

Wifey Who Hunts (@NurseHezz)
These employers' attempts 2 cut wages, hrs & pension plans are proof that #unions are NEEDED @NSGEU @UniforTheUnion@cupenovascotia

Richard Florizone (@DalPres)
Thank you @NSGEU & @dalfacultyassoc for working w. us to explore + options for daycare facilities on the AC bit.ly/2cf877r

Meet your new Board of Directors!

The NSGEU Board of Directors is a group of 33 members who represent all occupations and provincial regions in which the union has members.

The Board meets at least six times a year, usually at the NSGEU office in Burnside. With significant input from individual locals via the Regional and Occupational Councils, the Board of Directors keeps its finger on the pulse of the entire union and makes all the union's major decisions between Triennial Conventions. For example, the Board of Directors is empowered to:

- Set overall bargaining strategies;
- Launch public-relations campaigns;
- Set strategic direction and priorities (so long as they're in-line with those set by Triennial Convention delegates);
- Offer NSGEU solidarity, support, and/or financial assistance to other unions or social-justice organizations.

The Board includes five Provincial Executive Committee members elected by delegates during the NSGEU Triennial Convention; eight members elected from each of the eight NSGEU Regional Councils; 20 members elected from each of the 14 NSGEU Occupational Councils (councils with more than 2,000 members get two seats on the board).

The following members have been elected to NSGEU's Board of Directors for the 2016-2019 term:

Executive Committee

- Jason MacLean, Local 480C (Prov. Executive Committee President)
- Sandra Mullen, Local 16 (Prov. Executive Committee 1st VP)
- Shawna Boudreau, Local 101 (Prov. Executive Committee 2nd VP)
- Kim Jenkins, Local 119 & 423 (Prov. Executive Committee 3rd VP)
- Darren McPhee, Local 8 (Prov. Exec. Committee Secretary-Treasurer)

Regional Council BoD Representatives

Hugh Gillis, Local 480C (Cape Breton Regional Council)

Alternate: Amy Graham, Local 1

Locals: 1, 18, 20, 33, 39, 45, 46, 55, 72, 75, 76, 80B, 83, 84, 98, 104, 267 D & M, 470 D & 480C, 1670 & 1995

Aaron Daye, Local 3 (Cumberland/Colchester Regional Council)



The newly elected Board of Directors poses for a photo at NSGEU offices in October along with NSGEU President Jason Maclean, Executive Director Robin MacLean and Executive Assistant Lisa Bouchard.

Alternate: Shawna Cunning, Local 26

Locals: 3, 17, 20, 26, 29, 35, 44, 46, 64, 71A, 71B, 72, 75, 80B, 92, 98, 193, 267 C, & N, 470C, 480B & 1670

Donna Kline, Local 122 (Metro A Regional Council)

Alternate: Vacant

Locals: 6, 24, 43, 46, 55, 72, 75, 78B, 100, 119, 122, 124, 267I, W & Z, 470A, E & W

Sarah Hollahan, Local 66 (Metro B Regional Council)

Alternate: Scott Blackmore, Local 34

Locals: 8, 20, 28, 29, 34, 38, 41, 47, 57, 58, 59B, 62, 63, 66, 67, 68, 87, 101 & 480F

Bill Zebedee, Local 1246 (Metro C Regional Council)

Alternate: Elaine Webb, Local 7

Locals: 7, 21, 44, 45, 48, 53, 77, 79, 80A, 80B, 81, 82, 99, 423, 1246, & 1670

Tammy Gillis, Local 2 (Pictou/Antig./Guysborough Reg. Council)

Alternate: Susan Breen, Local 2

Locals: 2, 14, 20, 36, 37, 44, 50, 54, 60, 60A, 61, 71C, 72, 80B, 85, 88, 104, 193, 267F, 470C, 480A & 1670

Erica Sisco-Dube, Local 59 (South Shore Regional Council)

Alternate: Karen Peters-Newell, Local 5

Locals: 5, 16, 20, 25,30, 32, 40, 44, 45, 46, 59A, 65, 70, 72, 74, 80B, 98, 189, 190, 195, 267B, E & L, 470B, 480I & 1670

Bev Challis, Local 27 (Valley Regional Council)

Alternate: John Rowlings, Local 4

Locals: 4, 20, 27, 29, 31, 46, 49, 51, 56, 72, 73, 75, 80 B, 86, 98, 191, 195, 267 A & K, 470B & 1670

Occupational Council BoD Representatives

Anne Davis, Local 17 (Civil Service Clerical Occupational Council)

Alternate: Sharlene MacLean, Local 1

CONTINUE ON PAGE 6

CONTINUED FROM PAGE 5

Locals: 1, 2, 3, 4, 5, 7, 14, 16 & 17

Steve Newson, Local 8 (Civil Service Professional Occ. Council)

Alternate: John Mortimer, Local 1

Locals: 1, 2, 3, 4, 5, 8, 14, 16, & 17

Paul Hagan, Local 8 (Civil Service Professional Occ. Council)

Alternate: David Brewster, Local 4

Locals: 1, 2, 3, 4, 5, 8, 14, 16, & 17

Ken Wilkie, Local 480C (Civil Service Technical & Services Occ. Council)

Alternate: Greg Robar, Local 480C

Locals: 1, 2, 3, 4, 5, 6, 14, 16, & 17

Robin MacDonald, Local 17 (Civil Service Technical & Services Occ. Council)

Alternate: John Rowlings, Local 4

Locals: 1, 2, 3, 4, 5, 6, 14, 16, & 17

Colin Sutton, Local 79 (Post Secondary Education Occ. Council)

Alternate: Brenda McKenna, Local 88

Locals: 18, 45, 77, 79, 81, 82, 88, 92, 99 & 267

Tammy Zinck, Local 77 (Post Secondary Education Occ. Council)

Alternate: Jennifer Farrell, Local 88

Locals: 18, 45, 77, 79, 81, 82, 88, 92, 99 & 267

Anne McCrate, Local 53 (Trade Union School Boards Occ. Council)

Alternate: Nannette Doherty, Local 73

Locals: 53, 70, 71A, 71B, 71C, 72, 73, 74, 80A & 80B

Tracey Groves, Local (Trade Union Home Support Occ. Council)

Alternate: Susan Jewells-McNeil, Local 76

Locals: 30, 31, 32, 33, 34, 35, 36, 37, 39, 40, 76, 83, 84 & 85

Jim Ross, Local 470D (Trade Union Liquor Stores Occ. Council)

Alternate: Rose Nolan, Local 470C

Locals: 470 & 1670

Claire Williams, Local 78B (Trade Union General Occ. Council)

Alternate: Jerome Kelly, Local 1995

Locals: 2A, 25, 26, 44, 46, 47, 48, 50, 55, 60, 75, 78B, 98 & 1995

Tracey Best, Local 66 (Trade Union Group Homes Occ. Council)

Alternate: Olive Bourque, Local 59

Locals: 49, 51, 54, 57, 58, 59, 61, 62, 63, 64, 65, 66, 67 & 68

Dawn Peters, Local 193 (Trade Union Health Care Occ. Council)

Alternate: Laura MacMillan, Local 100

Locals: 20, 43, 100, 104, 122, 193 & 195

Peter Perry, Local 122 (Trade Union Health Care Occ. Council)

Alternate: Mary Otto, Local 43

Locals: 20, 43, 100, 104, 122, 193 & 195

Amanda Hemmings, Local (Trade Union Long Term Care Occ. Council)

Alternate: Valerie DeCoste, Local 43



Newly elected Board member Ken Wilkie, of local 480.



Newly elected Board member Melissa Marsman, of local 423.

Locals: 27, 28, 41, 56, 86 & 87

Tracey Fisk, Local 101 (Trade Union Nursing Occupational Council)

Alternate: Karen Grandy, Local 195

Locals: 101, 104, 193 & 195

Denise Roussy, Local 193 (Trade Union Nursing Occupational Council)

Alternates: Judy Kelley, Local 104

Locals: 101, 104, 193 & 195

Melissa Marsman, Local 423 (Trade Union Administrative Professionals)

Alternate: Lynette Hayward-Byrd, Local 190

Locals: 21, 29, 38, 104, 189, 190, 191, 193, 195, 423 & 1246

Tammy Young, Local 1246 (Trade Union Administrative Professionals)

Alternate: Sherri Cunningham, Local 193

Locals: 21, 29, 38, 104, 123, 189, 190, 191, 193, 195 & 1246

Raymond Theriault, Local 119 (Support Staff Occupational Council)

Alternate: Tiffany Elliott, Local 119

Locals: 24, 119, 124 & 193 ■



Newly elected Board member Tammy Young, VP of local 1246.

Notes from BOD's first meeting

President Jason MacLean brought the first meeting of the newly elected Board of Directors to order on Thursday, Sept. 29. The first order of business was their Oath of Office:

"I (insert name here) promise that I will uphold and obey the Constitution and duly authorized policies of the Nova Scotia Government & General Employees Union and the principles of the trade union movement, fulfill the obligations and responsibilities of my office to the best of my ability, and promptly deliver to my successor all monies, records, and other property of the Union in my possession at the close of my term in office."

The Board had governance training led by NSGEU legal counsels, Ray Larkin and David Wallbridge. This training covered their roles, responsibilities, and duties as Board members. This was followed by financial training by the NSGEU Director of Finance and Administration, Bruce Thomson. This training gave the Board basic instruction in accounting principles so they can understand the financial information they will receive throughout their term and participate in the discussion, review, and approval of budgets.

The Board heard reports from the President, Executive Director, Treasurer, as well as Occupational and Regional Councils. Committee members were approved. Most committees will begin holding meetings and reporting to the Board over the next few months. Board members also had fun and got to know each other better during some team building exercises.

The Board of Directors meets every six weeks, except for the months of July and August, when they take a break to accommodate for summer vacations.



Newly elected Board member Tammy Zinck, President of local 77.

Civil Service Bargaining Update

By Deedee Slye

The NSGEU has called a vote for its Civil Service members beginning at 8 a.m. on December 12th and ending at noon on December 14th. The results will be announced shortly thereafter.

Civil Service members will be voting on whether to accept or reject the employer (aka Stephen McNeil's government's) final offer.

The employer's final offer includes a four-year wage package with two years of zeros, a third year of one percent, and a fourth year of 1.5 percent with a 0.5 percent increase on the last day of the contract. It takes away a long held benefit, the Public Service Award (PSA). The benefit will not exist for employees hired after April 1, 2015 and it freezes it as of April 1, 2015 for current employees, paid out at the wages the employee earns when their employment ends (or upon retirement). The PSA was negotiated in 1974 and took its current form in 1984. It was negotiated to help recruit and retain workers to the Civil Service.

The terms of government's offer are not acceptable to the Civil Service Bargaining Unit (BUNC & UNC) who are recommending the members reject it and vote "NO." We were pleased to see the members of the Nova Scotia Teachers Union (NSTU) reject this same offer from the government, not once, but twice.

The McNeil government has since refused to return to the

bargaining table and negotiate. They would rather dictate their terms. Now is the time for Civil Service members to let the government know what they think of the employer's final offer.

Representatives of the Civil Service Bargaining Committee are traveling the province the first two weeks of November and holding meetings in order to discuss the employer's final offer and to answer any questions the membership may have.

If you cannot attend any of the information sessions listed on the right, but would like to find out more about this vote, we are also holding three Telephone Town Halls, all at 7:30 pm:

- Technical & Services (TS) on Nov. 22nd;
- Clerical (CL) on Nov. 30th;
- Professional (PR) on Dec. 7th.

Watch your email and the NSGEU website for more information.

If you are a member of the Civil Service and have not received an email from us about these sessions, it means we do not have an email address for you. Once voting begins, at 8 a.m. on Dec. 12th, a voting PIN will be sent by email to all signed members. If you do not receive an

email with a PIN by noon on Dec. 12 please call the NSGEU to obtain one.

Only signed members are authorized to vote, so if you have not signed a union card, and you wish to vote, please contact us before November 30th if possible. There will also be cards at the information sessions. ■



Civil Service members can change their profile picture on Facebook to show support for their bargaining committee's recommendation to reject the employer's final offer.

Upcoming Civil Service Information Sessions

Date	City/Town	Location	Time
Tuesday, Nov. 1	Dartmouth	NSGEU Conference Centre 255 John Savage Ave	6:30-8:30 pm
Wednesday, Nov. 2	Bridgewater	NSCC Lunenburg, Rooms C112/ C112A, 75 High St., Bridgewater	6:30-8:30 pm
Thursday, Nov. 3	Yarmouth	NSGEU Office Yarmouth, 59 Hawthorne St	6:30-8:30 pm
Thursday, Nov. 3	Antigonish	CACL Workshop, 83 Kirk St.	6:30-8:30 pm
Monday, Nov. 7	Amherst	NSCC Cumberland Campus, 147 South Albion St., room 111	6:30-8:30 pm
Monday, Nov. 7	Kentville	NSCC Kingstec, Rooms 2101/2012, 236 Belcher St.	6:30-8:30 pm
Tuesday, Nov. 8	Sydney	Holiday Inn, Mariner A Room 300 Esplanade	6:30-8:30 pm
Wednesday, Nov. 9	New Glasgow	Trinity Church Hall, 151 Temperance St.	5:30-7:30 pm
Thursday, Nov. 10	Truro	Best Western Glengarry, Salon C 150 Willow St.	6:30-8:30 pm

* As far as parking goes the front should be open. If not, the remaining participants will have to park in the overflow located in behind the building. All participants must sign in and out with security before and after attending the meeting. If they are driving they must also provide their license plate number.

Overflow parking is located in behind the building.

What is Bill 148?

On December 14th, 2015, government tabled Bill 148, Public Services Sustainability (2015) Act. This Act includes reference to the vast majority of the public sector employees in the province and has not yet been proclaimed or enacted.

This Bill dictates the same wage pattern found in the Employer's final offer and similarly ends the PSA for all employees hired after April 1st, 2015 and freezes it for all employees as of April 1st, 2015. However, the Act specifies that that the PSA will be paid out at the wages earned as of April 1st, 2015 rather than at the wages earned when you leave your employment with the Civil Service.

If Bill 148 is enacted, the NSGEU will challenge it in court.

Health Care Bargaining Update



Health Care Bargaining Council (left to right): Peter Perry of Local 122, Donna Kline of Local 122, Dianne Frittenburg of CUPE, Cheryl Burbidge of CUPE, Allen LaPierre of Local 100, Bev Strachan of CUPE, Monika Harvey of Local 193, Jamie Pollock of UNIFOR, Patrick Daigle of Local 100 and Cindy Smith-MacDonald of Local 100.

The Health Care Bargaining Council met on Monday, October 3rd to exchange bargaining proposals with employer representatives.

This is a very unique round of bargaining because of legislation passed by the Liberal government, which significantly impacts the way we bargain.

As a result of the new Health Authorities Act, all four unions (NSGEU, CUPE, Unifor & NSNU) must now bargain in four Bargaining Councils, which means we have to merge multiple collective agreements into a single set of bargaining proposals.

This has proven to be a complicated and time-consuming process. In addition, the threat of wage restraint legislation (Bill 148) inhibits our ability to bargain freely, because it dictates wages, including a two-year freeze, and freezes your retirement allowance on a go-forward basis. We are concerned that the shadow cast over bargaining by this legislation will make it difficult to reach an agreement that members will be comfortable ratifying.

However, all unions are working together to navigate this new structure and ensure we are prepared to bargain the best possible agreement on behalf of all of our members. Premier Stephen McNeil gave his personal commitment that healthcare workers would not lose benefits as a result of his government's restructuring process, and our proposals were

developed with that commitment in mind.

The full bargaining proposals for employees of the Nova Scotia Health Authority and employees of the IWK Health Centre are posted on our website. We have made extensive proposals which amend key provisions of our existing agreements, including Job Security and Job Posting, among a host of others. These amendments are necessary to reflect the fact there is now a province-wide Employer in NSHA and the IWK.

The employer's proposals did not include key provisions and language from CUPE, Unifor and NSNU collective agreements, as well as NSGEU agreements at the IWK and in Public Health Addictions and Continuing Care. These are important provisions which were fairly negotiated over decades and reflect the different experiences and history of these members and unions. The Employers at the IWK and NSHA also indicated they will table their proposals on key issues like sick leave at a later date, so it is not yet clear what they plan in several of these key areas.

The exchange of proposals was cordial, but there is still much work to be done. We scheduled additional bargaining dates for November 22nd and 23rd; December 7th and 8th; January 10th, 11th and 12th; and February 7th, 8th and 9th.

If you are a member of the Health Care bargaining unit, please keep an eye on your email for further updates! ■

Political Outlook

By David MacKenzie

This fall, McNeil's Liberal Government began its seventh Legislative sitting since taking office in 2013. It officially marks this government's third anniversary in office, and it's fair to say it's been an eventful three years for NSGEU members and their families.

The last three years have seen NSGEU members take to the streets in defense of hard won workers' rights, and we've seen those efforts pay off. The McNeil Government has introduced Essential Service Legislation, Bargaining Councils for our healthcare sector and of course the infamous Bill 148, aimed at reducing wages and eliminating Long Service Award for public employees. For the most part, the NSGEU has fared well in the face of these heavy-handed tactics. We have fared well because we've been willing to stand up for past achievements and we continue approaching each fight under the mantra: "We will not negotiate less for our sons and daughters."

So, where do we go from here?

The fall of 2016 sees Nova Scotia much closer to the next election than we are to the last. That reality will have a big impact on what sorts of priorities the government and opposition parties set for themselves.

For the McNeil Government, they'll be hoping Nova Scotians are beginning to forget and willing to move on from recent missteps – missteps like the film tax credit cut and funding cuts to organizations like long term care facilities and the

CNIB. As we march closer to the next election, Premier McNeil will also obviously be treading very lightly around what happens during the next phase of NSTU teacher's negotiations.

For the Progressive Conservatives, they have drawn a line in the sand around the federal government's proposed new carbon tax and the government's failure to deliver on the "one doctor for every Nova Scotian" promise from the 2013 Liberal platform.

The Nova Scotia NDP Caucus has outlined three areas of focus for this fall: long-term care funding, eliminating NSCC tuition fees and the Truth and Reconciliation Commission. This fall sitting will also mark a couple of notable firsts for two NDP MLAs; it will be the first sitting for newly elected MLA Lisa Roberts and newly appointed Leader in the House, Sterling Belliveau.

For the NSGEU, it's no secret that our members have been a preoccupation for our current Premier during his time in power. Nearly all the contentious legislation that's been introduced in the past three years has taken direct aim at NSGEU members and their families. We'll continue to voice our concerns directly to Premier McNeil when he tries to take our province in the wrong direction. And of

course, like most others in Nova Scotia, we'll be watching and standing closely beside teachers as they navigate the fall-out of rejecting their recent tentative agreements and voting to take strike action. ■



President Jason MacLean at a Bill 148 protest in December, 2015.



Members protest Bill 148 outside the Legislature in December, 2015

McNeil's Movers

If you watch cable TV or spend any amount of time online, you probably noticed that "McNeil's Movers" returned this fall!

This campaign was originally launched by the NSGEU last fall, on Labour Day, with the goal of raising awareness of the threat of cuts and privatization being made by Stephen McNeil and his provincial Liberal government.

Despite a recent increase in immigration, our province's demographic trends are moving in a troubling direction: downward. People are leaving our province, because there are fewer and fewer opportunities to be found here.

Under the leadership of McNeil and his Liberal government, we're seeing even more good jobs and services being cut and put at risk. So far, they've closed seven satellite courthouses and 13 land registry offices in rural communities; eliminated jobs in Child Protection and closed Day Spring, a treatment centre for at-risk children; completely abolished the Department of Economic and Rural Development and Tourism, as well as Film and Creative Industries Nova Scotia; closed visitor information centres & cut jobs at our Provincial Parks; slashed funding to a wide range of non-profit and community groups; gutted the Film Tax Credit; eliminated the Graduate Retention Rebate, and removed the tuition cap for young Nova Scotians. They were planning to privatize the Land Registry, Registry of Motor

Vehicles and the Registry of Joint Stocks and contract out our home care services, but the backlash from the public was intense, and they backed away from these initiatives.

Still, they are moving to privatize hospital food services and are threatening to unleash the newly-created "Department of Business" on whatever "noncore" public services are left, for further privatization... or outright elimination.

The campaign takes a cheeky approach to a very serious subject. The concept is simple: cuts & privatization are essentially shutting down communities, as Nova Scotians are driven to leave the province for work. "McNeil's Movers" is the moving company that is facilitating this – "driving you and your family out of Nova Scotia with every service and job privatized!" Privatization means cuts. It means McNeil is shipping out the services and jobs that make Nova Scotia what it is.

We launched the second round of McNeil's Movers commercials on September 12th, after the Board or Directors and Executive team voted in favour of continuing the campaign.

This time around, our movers are trying to call attention to the fact that the McNeil Liberals are very different than

Justin Trudeau and the Federal Liberals. By pointing out that they are actually two different governments, we hope to counter some of the popularity that Premier McNeil is enjoying by riding on Trudeau's coat-tails.



Above and below: Actors filming the McNeil's Movers commercial in August.



Returns

This ad also points to the negative affects McNeil's government's decisions have had on Nova Scotia – putting the "No" in Nova Scotia, and underscores what our recent polling has told us: that while the Liberals remain popular, the vast majority of Nova Scotians cannot point to a single positive, constructive thing this government has accomplished so far. We take aim at their decision to essentially write a blank-cheque to operators of the Cat ferry – not because we are against supporting tourism in Yarmouth, but because this particular deal has been exceptionally bad.

The ads ran for two weeks on high rotation on most major television networks and were featured prominently online, both through network pre-roll and Facebook advertisement.

The response to this campaign has been overwhelmingly positive: It was even parodied on "This Hour Has 22 Minutes." It's clear that Nova Scotians understand that many of the decisions the McNeil government has made have hurt communities and families. In fact, our research shows that the vast majority of Nova Scotians cannot name a single positive thing this government has done since they were elected in October 2013.

Together, we can all help to stop McNeil's Movers as they try and move our vital public services and the people who do that important work out of our province.

You can follow the campaign on Twitter (@McNeilsMovers) and Facebook.com/McNeilsMovers for all the latest on the Liberals' attempts to cut and privatize our public services. ■



Above: NSGEU President Jason MacLean drops by the set of the McNeil's Movers commercial shoot.



Above and below: Actors filming the McNeil's Movers commercial in August.



Meeting the Membership

In the late days of August, while some were still enjoying the last few days of summer, our union's newly elected President, Jason MacLean, was heading out on the road to meet a segment of the membership that he wants to become more familiar with: our health care workers.

"My background is in Corrections," MacLean explains, "And while I've gotten to know quite a bit about the Health Care side of the union throughout the past 13 years I've been active with the NSGEU, I really wanted to learn more about the work our members are doing to help care for Nova Scotians."

He decided to start by visiting a variety of acute health care centres within Halifax Regional Municipality: Eastern Shore Memorial Hospital, Musquodoboit Valley, Twin Oaks Memorial, Hants Community, Cobequid Health, Dartmouth General, Nova Scotia Rehab, Nova Scotia Hospital, Victoria General,

Halifax Infirmary, the IWK, as well as the warehouse and laundry services sites.

On the ground, he had the opportunity to meet and speak with many members about what they find rewarding and challenging about their jobs, and how they can get involved with their union.

"It was a whirlwind tour, really. It was a really valuable experience for me to get to see the incredible work our members are doing – day in and day out – to keep people in this province safe and healthy," MacLean said.

"Honestly, it gave me a whole new appreciation for the role they play, and made me feel even more honoured to represent them as the President of their union. I am looking forward to visiting more members in their workplace over the coming term, as well." ■



Meet member Steve Conrad, a Carpenter with Local 119. Steve has been working at the Cobequid Health Centre for ten years where he builds cabinets, repairs locks, paints, and provides general maintenance to the hospital.



Left: Meet Chantal Beaver, a Child Life Specialist at the IWK. Chantal works with children to help them cope with their hospitalization and diagnosis.



Above: Meet member Natalie Downey, of Local 24. Natalie works at Central Laundry and Linen and is responsible for folding laundry, counting orders, taking linen off the floor and putting it on the racks. The laundry team can clean up to 30,000 pounds of laundry daily.



Meet member Jacky Ainslie of Local 119, who works in food and nutrition at the cafeteria in the Hants Community Hospital. Her son Gavin was a patient in the IWK Cancer Ward for a year, and Child Life Specialist and fellow NSGEU member Chantal Beaver helped him cope with his hospitalization and diagnosis. So nice to see our members helping each other in difficult circumstances!



Meet member Kate Farnworth, of Local 100. Kate is a Toronto native who had the opportunity to do a summer internship at the Nova Scotia Rehab Centre in 2013. She moved back in January when a position was posted, and has been working with the team as an Orthotic Technician ever since.



Meet member Breanna Banfield, of Local 119. She's a Utility Worker at the Dartmouth General Hospital in charge of stocking the fridge in the cafeteria, as well as the cafeteria fridge in the Nova Scotia Hospital. She's been working in Food Services for the last 10 years.



Above: Meet member Mike Gillis, of Local 119. Mike is a Power Engineer who's been working at the Nova Scotia Central Heating Plant for the past 28 years. He operates 4 boilers that provide heat and air conditioning to the Dartmouth General Hospital, Laundry Services, NSCC Waterfront Campus, and The Nova Scotia Hospital.

PHOTOS CONTINUE ON PAGE 16

PHOTOS CONTINUED FROM PAGE 15

All members were featured on our NSGEU Facebook page during our Health Care President's tour. Visit facebook.com/nsgeu for more member profiles!



Meet member James Young, of Local 119. James is an Equipment Repair Technician at the Victoria General. He's currently working on a hospital bed, testing the CPR release button, the bed scales, and making sure that all the motors are functioning correctly.



Meet member Ashley McLeod of Local 100, an X-ray Technologist who works in Diagnostic Imaging at the Cobequid Health Centre. Ashley moved to Nova Scotia from Ontario and is now working in Diagnostic Imaging.



Meet two of the Housekeeping employees of Local 119 at the Eastern Shore Memorial Hospital. Chris DeCoste and Dawn Keizer are the two staff responsible for cleaning the whole hospital, including the clinic, patient rooms and doctors offices.



Meet member Thuy Nguyen, of Local 119. Thuy is a Utility Worker and has been working at the VG for the past 17 years, packing sandwiches and treats for the "on the go" section in the cafeteria.



Meet member Stephanie MacIsaac, a Sterile Processing Technician of Local 119. Stephanie is sorting instruments from orthopedic surgery and placing them on a stringer, which makes it easier for the doctors and nurses to access during surgery. Once all the surgical items are cleaned, they're then inspected and sorted before they go through the sterilization machines.



Meet Andrew MacEachern, of Local 119. Andrew is an Equipment Repair Technician and has been working at the VG for the past year. He is currently working on repairing an Ultrasonic machine, used for washing delicate operating room equipment in the hospital.



Meet member Don Locke, of Local 100. Don has been working for 17 years in the Prosthetics section of the Nova Scotia Rehab Centre. When Don was 4 years old he came in contact with a high tension transformer that caused his arm and leg to be amputated. He became a Registered Prosthetic Technician because he wanted to help other amputees and give back to the community.



Meet Member Lisa Comeau, a Registration Booking Clerk at the Cobequid Health Centre. She's the friendly face that greets you at the Adult Community Mental Health Clinic. Lisa worked at the Cancer Clinic for 19 years, and has been with the Cobequid Health Centre for the last 9 years.

Local Officers Workshops

In October, elected NSGEU members attended Local Officers Workshops around the province. The following pictures are of members who attended the Cape Breton sessions on October 13th & 14th, the Liverpool sessions on October 17th & 18th and the Stellarton sessions on October 24th & 25th. Thanks to all the members who took part!



Members of Local 16, Jeff Teed, Victoria Wilson, and John Bueglas. They all work for Civil Service in Yarmouth, Digby County and attended Local Officers training in Yarmouth.



Members of Local 267L & B, Terri Noble and Cecil Hupman. They both work at the Burrige and Lunenburg campuses of NSCC and attended the Local Officers training in Liverpool.



Members Krista Smith and Jeff Harrison, of Local 267C. They both work at the Nova Scotia Community College in Springhill and attended the Local Officers training in Stellarton.



Members Celina Ley, Natalie Larade, and Donna MacLennan of Local 39. They are all Home Support Workers in Inverness County and attended Local Officers training in Sydney.



Member Jason Saulnier of Local 45, a Facilitator at University Sainte-Anne, attended Local Officers training in Liverpool.



Member Angela Dobson of Local 104. She works in Public Health, Addictions, and Continuing Care in the NSHA Eastern Region and attended Local Officers training in Stellarton.



Members of Local 74, Sharon Pinch, Emmeline Parsons, and Marjorie Deion. They are all Admin Assistants for the School Board in the South Shore and attended Local Officers training in Liverpool.



Members of Local 40, Rose Brennan, Claudette Malone, Sherry Crook, Marie Currie, and Melissa Nickerson. They all work for Home Support, VON, in the South Shore and attended Local Officers training in Liverpool.



Member Neil Poirier of Local 1670, a Liquor Store Manager in Cheticamp attended Local Officers training in Sydney in October.



Members of Local 104 Edwina Boyd, Sarah Ross, and Judy Kelly. They all work in Public Health, Addictions and Continuing Care Services in Cape Breton and attended Local officers training in Sydney.



Members of the Cumberland/Colchester Regional Council register members for the annual NSGEU Family Fun Day at Riverbreeze Cornmaze.

NSGEU families gather for 6th annual Family Fun Day

By Monika Harvey & Aaron Daye

The annual Colchester Cumberland corn maze has become a very important event for the NSGEU Central Region. The large majority of our members do not attend monthly local meetings for a wide variety of reasons, but over the years the Corn Maze event has grown in popularity amongst our members and many of them now make time to attend this event with their loved ones.

To be able to gather roughly 1,000+ members in one location is something to be very proud of! It gives the membership an opportunity to meet other members as well as to ask questions and catch up on current union issues. The event is also an excellent venue for the Regional Council and NSGEU



Member Holly White, a Child Welfare Social Worker with the Department of Community Services, takes part in NSGEU's Family Fun Day in October.

Executive to be on-site and promote any current issues to the members that they should be aware of. In the past, we have used this event to promote other campaigns such as the "McNeil's Movers Campaign," as well as the "Fairness Works" bus tour with our affiliate union, NUPGE.

This season, we had a visit from our newly elected President, Jason MacLean, who mingled with the members throughout the afternoon. It is that kind of event that helps make members feel like they truly are a part of the NSGEU family.

Thank you to all members who came out to participate this year. We hope to see you again soon! ■



Madge Murphy, Beth Hingley, and Aaron Daye of Colchester/Cumberland Regional Council taking part in NSGEU's Family Fun Day in October.

Parks staff weigh in on life after the cuts

By Bob Gimblett

Early in 2015, the McNeil government cut staff at seven provincial parks and turned them into self-serve parks. Bob Gimblett works at one of these parks, Porters Lake Provincial Park, and has been working hard to provide the public with the best experience possible despite these reductions. Bob has been advocating for improvements to the infrastructure and staffing in the park since 2012 when he was on an NSGEU Parks Working Group. After one of the busiest years ever, the government announced a multi-year investment in the park for upgrades to infrastructure. We contacted Bob to find out his thoughts and ask him how he and other staff have managed this year:

"Last year we went from a full service park to a self-serve park with eight of the staff laid off and four of us left to run the park.

We still had to man the park until two in the morning each Friday and Saturday night while keeping up with all the maintenance work. This meant that the attendant or caretaker was regularly alone during their shift. This is a health & safety concern and one that needs to be addressed. But we managed somehow and still helped the customers deal with the new self-serve system. So yes, we lost staff but still succeeded.

This year has been much better. Half way through the season,

in July, we got one of our best attendants back. We also got two students; one who had worked in the park before. Both were a great help.



Bob Gimblett outside the Nova Scotia Porters Lake Provincial Park.

We have moved forward, fixed picnic tables, built two new shelters at the beach, repaired lights at the comfort station, painted outhouses, maintained the grounds, and more.

I am very pleased with the announcement of the new investment in the park. For about eight years, we have been plagued with a water system (pipes) that will not stop leaking. I hope this investment will fix it.

The road at the front of the park needs work as well. Many of the things we identified as needing to get done in the park may finally come through.

There are still some problems with the self-serve kiosk and its position. International visitors, especially those from Germany, have the hardest time and do not want to use it.

A total of 4,000 camping nights, a 26 percent increase, speaks volumes for the staff and our community! Next year we are going to keep working on the day use park."

■
Bob Gimblett is a member of local 6, and works at the Porters Lake Provincial Park.

MEMBER RECEIVES AWARD OF EXCELLENCE

Blaise MacNeil, Local 1 member, submitted the following notice of his co-worker and fellow Local 1 member, Gail Whalen, who received the 2015 Minister's Award for Excellence:

"Gail is an Occupational Health and Safety Officer in the Occupational Health and Safety Division.

Gail was nominated for her demonstration of outstanding performance and lasting contribution to the health and safety of Nova Scotia's fishing industry through her creative sentencing activities.



Christine Penney, Minister of Labour and Advanced Education Kelly Regan, Gail Whalen, John MacMillan and Blaise MacNeil.

Her work has contributed to the new Fishing Safety Now plan which calls for more education and awareness of safety requirements in the fishing industry. Her work has also helped further one of the goals of the workplace safety strategy that workplace inspection and enforcement of safety laws and regulations provide a valuable opportunity to promote better safety practices."

Congratulations Gail! And thank you to Blaise for letting us at The Stand know about Gail's achievement. ■

UNION THREADS

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



\$15.00- Jacket micro fleece



\$20.00- Sweatshirt



\$60.00- Jacket with hood



\$25.00- Umbrella



\$3.00- Water bottle

Our NSGEU sweaters & jackets would make a great addition to your wardrobe!

Fall 2016



Public Service
Superannuation Plan
Trustee Inc.

special BULLETIN

Keeping you up to date

Changes to Purchases of Prior Service

The Public Service Superannuation Plan Trustee Inc. conducted a review of how purchases of prior service can occur and implemented new rules. The new rules state that:

As of April 1, 2017, purchases of prior service will have to be completed within 20 years from the end of the period of service.

This means if you plan to retire on or after April 1, 2017, you will no longer be able to purchase past service that is from 20 years ago, or older.

If you would like to purchase service from 20 years ago, or more, you must purchase the service BEFORE April 1, 2017.

! This is important particularly if you were thinking of using a portion of your Public Service Award to purchase past service, to enhance your retirement pension amount.

Effective April 1, 2017:

1 If you purchase service within 10 years from the end date of the period of service, you must pay the employee contributions plus interest. The employer for whom you worked during the period of service in question, will be required to pay the employer matching contributions.

EXAMPLE: Shelly has a period of service from January 2008 to April 2009. As it is within 10 years from the end date of the period of service, she will be required to pay the employee contributions plus interest for the period of service. The employer for whom she worked during the period of service will be required to pay the employer matching contributions.



2 If you decide to purchase service within 20 years from the end date of the period of service, and greater than 10 years from the end date of the period of service, you will have to pay 100% of the cost of the prior service.

EXAMPLE: John has a period of service from June 1999 to November 2000. As it is within 20 years from the end date of the period of service and greater than 10 years old, John will be able to purchase the service but he will be required to pay 100% of the cost.



3 You will no longer be able to purchase service 20 years or older. The 20 year limit applies to all forms of purchases, including outside service and repayments of a refund.

For questions relating to your Public Service Superannuation Plan, please contact Pension Services Corp. at:

1-800-774-5070 (toll free)
902-424-5070

Purdy's Landing, Suite 400
1949 Upper Water Street
Halifax, NS B3J 3N3

PO Box 371
Halifax NS B3J 2P8

pensionsinfo@nspension.ca
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www.nspssp.ca



All information presented in this document is premised on the Plan rules and criteria which currently exist under the *Public Service Superannuation Act* (the "PSSA") and the Regulations made thereunder. This document explains in plain language aspects of the rules and criteria of the Plan. Plan members, beneficiaries, and others who wish to determine their legal rights and obligations under the Plan should refer to the PSSA, the Plan Regulations, or other legal documents as appropriate. In the event of a discrepancy between the information provided in this document and the legislation and/or legal documents, the latter takes precedence.

* Not all NSGEU members are a member of the PSSP plan



Please check nsgeu.ca for information about Remembrance Day events across the province.

Friday, November 11th

Remembrance Day

NSGEU

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