

NSGEU

Spring 2013

THE STAND

20-20

A Fresh Start...

FANTASTIC FARE:

Find out what NSGEU members are dishing up to staff, patients & visitors at our hospitals /8 & 9

GETTING POLITICAL:

NSGEU members talk about getting involved in politics /13

Spring
Edition...

Ready for challenges ahead

There's no doubt that 2012 was a year full of challenges for the labour movement across North America.

Here in Canada, the Harper government has made it quite clear that it has plans to transform our workforce and economy – but not necessarily change them for the better. Some of their changes are sure to have serious consequences for the Canadian economy: drastic cuts to Employment Insurance and Old Age Security pensions, an expansion of the Temporary Foreign Worker Program, as well as huge reductions in the federal public service workforce. This government has also routinely interfered with the collective bargaining process, disrupting negotiations between workers and Air Canada, Canada Post and CP Rail, taking away their right to strike, and trampling human rights in the process.

There have also been more direct attacks made on Canadian labour groups: the Conservative's Bill C-377, which unfairly forces unions to publicly disclose how they spend dues, even though that information is already made available to their membership, and Ontario's use of controversial legislation to impose contracts on teachers throughout the province, forcing them back to work despite the fact the two sides did not reach an agreement through the collective bargaining process. (Please see page 5 for more on the [attack on labour](#)).

Hitting closer to home, Nova Scotia's NDP government made the decision to contract out our SAP service to global IT giant, IBM, in hopes of creating more jobs and stimulating the local economy, at the cost of great distress to the NSGEU members who deliver that valuable service.

These challenges have only inspired us at the NSGEU to do more, and to remain fully committed to our goal of protecting Nova Scotia's valuable public services. In fact, we have seen some positive movement in this direction provincially, with the introduction of First Contract Arbitration and an increase to the minimum wage. This government has also made positive changes to our Pharmacare and affordable housing programs, and taken steps towards job creation with the JobsHere strategy.

With a Provincial election ahead of us at some point in 2013, we have a duty, as engaged and informed citizens, to consider our



NSGEU President Joan Jessome

options. We must reflect on what the candidates and their parties have done for us over the years, and decide which political party will protect and enhance workers' rights and public services in Nova Scotia. We will help with the research, but it is ultimately up to you to choose the best candidate, and ensure that choice is reflected at the polling stations on Election Day. Remember, the world is run by those who show up!

In order to effect change, we need your support. Government officials need to know that you care about labour and human rights issues, which means you need to speak out and show up at rallies, demonstrations and meetings to talk about the challenges we are facing. With your help, we will continue to work to make Nova Scotia a better place to live and work, lobbying the government to continue to strengthen our public services and invest in our future.

2013 is also an important year for the NSGEU, as a union. We will hold our Biennial Convention from May 8 to 11, which is where our direction, priorities and leadership will be determined (Please see page 12 for more on [2013 Convention](#)). This truly is NSGEU's most significant event, and we urge you to speak with your Local president if you are interested in getting involved!

In solidarity,

THE STAND

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



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NSGEU

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NSGEU & IDLE NO MORE

Kelly Murphy (far left), of the NSGEU's Young Workers Committee, spoke at an International Day of Action for the Idle No More campaign, which was held at the World Trade & Convention Centre on December 28th. In her speech, she expressed NSGEU's solidarity with the First Nations' struggle against Bill C-45 and for fairness, democracy, equality, and respect in our relationships with the government of Canada.



COVER STORY

Restaurant Services workers are dishing up healthy meals at Nova Scotia hospitals. Find out what we're serving to fellow staff, patients and their families! **PAGES 8 & 9**



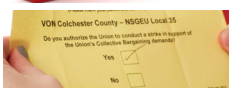
EDUCATION CALENDAR A list of upcoming workshops and seminars that the NSGEU is hosting for its members this year. **PAGE 21**



DISCOUNT LIST & NSGEU WEAR Loads of bargains, as well as some beautiful union and Canadian-made clothing, can be found here. **PAGE 22& 23**



UPCOMING EVENTS A calendar of a few key upcoming union events, activities and significant dates. **PAGE 24**



BARGAINING UPDATES A summary of the most recent bargaining from the union's many locals. **PAGE 25**

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>



FEATURED TWEETS!



Here's a sampling of what our members and the public said to us, via Twitter:

The Pictou Bee (@PictouBee)

A teaser: We reviewed the 1565 Qs asked by the Libs and PCs in QP in 2012. @NSGEU #nsleg pic. twitter.com/58h1FvRz

Joan Jessome (@PrezJoan)

Happy New Year, we will need hope and determination in 2013 to protect democracy in Canada

FutureWorx (@Futureworx_Elms)

Thank you @NSGEU and Susan for the excellent session on Workplace Bullying yesterday! A great eye opener that generated a lot of thought.

Tony Tracy (@Tony_Tracy)

Members of @NSGEU at Crothall Health Care at Capital District Health Authority vote to strike: bit.ly/YVElds | #NSpoli #HFXpoli #CDHA

Jason MacLean (@JMACL3AN)

Great turnout/show of support for @NSGEU Counsellors being "Kicked to the Curb". #CBRM Mayor and Councillors came out in support. #cbpoli

DID YOU KNOW?
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of this magazine.



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mailing list, simply visit our
website and click on the
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button.

THANK YOU!

MEET OUR MEMBERS!

**KRISTA
GARDINER,
COUNSELLOR
ATTENDANT**

**Please describe a recent
moment you've had on the job
that captures the essence of
what you do.**

At the Opiate Recovery Program, we were hosting a gentleman from Ontario who was home visiting his family. The day prior to his returning to Ontario, he came to the clinic in obvious crisis.

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I took the gentleman to my office and the Clinical Therapist and I spoke to him; the man was in tears and told us that he had just found out his brother had been killed in a hit and run the evening before. I sat with the man and found out that he had lost other family members tragically and that he was terribly concerned about his elderly mother.

This man was getting around on a bicycle, so the Clinical Therapist put his bike in his SUV and I took him to the drug store for his methadone. We stopped at a local coffee shop and we sat and talked. The ORP team arranged for the client to attend another clinic in Ontario, in the town where his brother would be buried.

Words couldn't express how thankful he was to me for taking the time to spend with him; the big hug he gave me was thanks enough. Also, the Clinical Therapist told me that I was very good with people; that meant a lot also.

What is the most rewarding aspect of your work?

The people I have met over the past 22 years. Some of the nicest people I've ever met have come into treatment. Seeing them rediscover themselves and playing a part in that is incredible.

What is the most challenging aspect of your work?

Trying to lower the stigma directed at people with addictions. I see it constantly.

What would happen if neither you, nor anybody else, was doing your job?

People would not get the one-on-one attention that they need; coming into treatment is only the first step. We need to keep these people engaged in order for them to follow through and have a chance at recovery. Counsellor Attendants advocate for their clients. It is more than the medical treatment that they need, it needs to be holistic with a multi-disciplinary team. This is where experience counts the most!

- This is part of a series of NSGEU member profiles being coordinated by the Occupational Trades Council.

THE GROWING ATTACK ON LABOUR

By Ian Johnson

In recent years, the intensity and range of attacks on specific unions and the labour movement in general have intensified. There should be no doubt to anyone associated with labour that there is a major onslaught underway.

This attack is more than the all-too-frequent concessions being sought by governments and employers in negotiations, as bad as these moves are. This attack is aimed squarely aimed at the rights and benefits of union members and the fundamental operations of unions.

In the U.S., we have seen the rise of so-called "right-to-work" laws which make it illegal to require workers to join a union or pay union dues to get or keep a job. These laws exist in 23 states, mostly in the South



to undermine the rights of expression and assembly as well as the financial and institutional security of the labour movement.

To add insult to injury, both the Saskatchewan government and the Ontario Conservative Party were proposing labour law changes in 2012 that would effectively strip unions of many of their powers and give businesses a freer hand. They are clearly designed to move labour legislation in this country much closer to U.S. right-to-work laws.

In other words, all of these developments clearly point to a major attack to the very existence of the labour movement and the rights, benefits and programs we have all worked hard to achieve. Jim Silver and the late Errol Black so powerfully summed up our current situation in August 2012 for

"Vibrant unions are a central part of building a better world. That's why the right-wing forces are working so hard to destroy them. We can't let this happen."

- Jim Silver & Errol Black

and West. But they seem to be expanding to other states with long-established labour rights such as Wisconsin and Michigan. Union membership is drastically affected by such laws. According to the U.S. Bureau of Labour Statistics, union membership stands at 6.48% in the states with right-to-work legislation, compared to 10.8% in states without these laws.

Labour legislation may not be yet as bad in Canada, but it seems to be heading in the same direction. For example, according to the Canadian Foundation for Labour Rights website (<http://www.labourrights.ca/about-us>), there were five pieces of federal and provincial legislation in each of 2011 and 2012 which are aimed directly at interfering with full and fair collective bargaining.

At the federal level, these were pre-emptive measures by the Harper government against CP Air workers, Air Canada employees, and Canada Post workers. They were intended not just to end or prevent job action, but also to dictate the final terms, or to set up a biased process by which the outstanding terms would be dictated.

At the provincial level, the situation was not better, with the most infamous of

them all, Bill 115 from September 2012 in Ontario. This bill was intended to freeze all compensation for two years for school board employees as well as to give unprecedented powers to the Minister of Education to prevent strikes or lockouts or to impose terms of new agreements. It also includes Bill 38 from 2012 in Newfoundland and Labrador to force public sector workers to vote on a final offer from government, and Bill 22 from 2012 in B.C. to take away the right to strike on public school teachers, imposing a wage freeze and sending all remaining issues to a government-appointed mediator.

Worse still, we now have Bill C-377, which was a federal Private Member's bill that has been passed by the House of Commons in December and which is now awaiting Senate approval. It will require every union to file a detailed public information return with the Canada Revenue Agency on expenditures over \$5,000. It will also force them to detail the percentage of time employees dedicate to political and lobbying activities.

But no one is fooled into thinking that this bill has anything to do with transparency or accountability. It is clearly intended

the Canadian Centre for Policy Alternatives (<http://bit.ly/XdAbt0>).

"...We can't stress enough just how important this struggle is to the trade union movement in Canada, and to the very future of this country. For the country as a whole, the stakes are especially high, since the forces promoting anti-union legislation are the same forces that want to do away with employment standards legislation, Medicare, most elements of the social safety net, and other programs that benefit working people. These are all programs that were put in place over the years because of the determined and informed efforts of working people in this country."

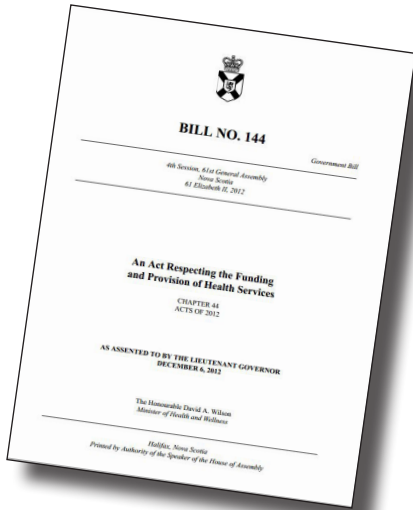
They went on to say: *"Vibrant unions are a central part of building a better world. That's why the right-wing forces are working so hard to destroy them. We can't let this happen."*

We must re-double our efforts to ensure their sound advice is not ignored and becomes a central focus of all we do as a union and as part of the labour movement.

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

BUZZWORDS: SO, WHAT EXACTLY IS...

If you pay attention to local and labour news, you've likely heard some unfamiliar terms thrown around over the past few months. We've laid out some of the key terms and issues, with simplified explanations:



BILL 144 – INSURED HEALTH SERVICES ACT:

This is a long-awaited piece of provincial legislation, designed to replace the Health Services and Insurance Act that is 39 years old (from 1973), which was greatly in need of updating and modernizing. The new Act provides an opportunity to do more to both protect and strengthen public health care, especially by making the link to the Canada Health Act and its five basic principles.

It is also historic because 2012 was the 50th anniversary of the introduction of Medicare in Canada when it was first established after much debate and struggle in Saskatchewan and then quickly spread across the country. It is also timely, in light of the complete refusal of the Federal government to negotiate the terms of a new Federal/Provincial/Territorial Health Accord for 2014.

It was introduced by NDP Health Minister David Wilson in November 2012 and unanimously passed by the Legislature in December 2012. New regulations have to be developed for it before it can be proclaimed and put into effect. NSGEU fully supported this new Act while also seeking some improvements.

BILL 147 – REGULATED HEALTH PROFESSIONS NETWORK ACT:

This was a piece of provincial legislation which was also introduced by the Minister of Health and Wellness. It was brought forward at the request of the Regulated Health Professions Network, an informal network of 21 self-regulating health professions which has existed since 2007. This Act formalizes and strengthens the work of the Regulated Health Professions Network, and would allow for greater information-sharing and collaboration among the various professions.

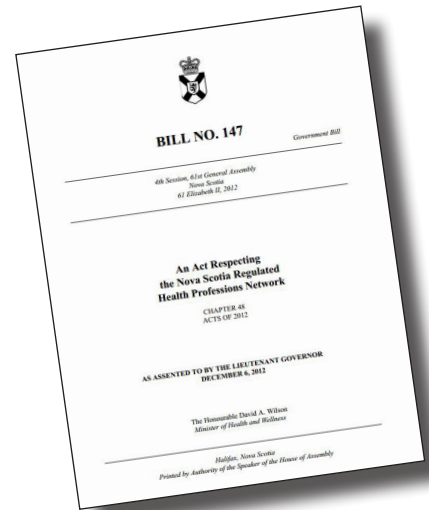
However, NSGEU outlined a number of concerns with the proposed Act: that it would add an unnecessary layer of regulation; there is no similar legislation in other provinces; it could mean increased surveillance and decreased privacy and adversely affect unregulated health professions; there could be hidden and growing costs to members and the public; and there appears to be limited transparency and accountability.

We called for the legislation to be put on hold until there could be broad and extensive consultation with the members of the various professions. NSGEU was given less than two weeks to respond to the draft legislation. New regulations are also required before this new Act can be proclaimed and take effect.

BILL C-377 – AN ACT TO AMEND THE INCOME TAX ACT (REQUIREMENTS FOR LABOUR ORGANIZATIONS):

This federal Private Member's bill was introduced by B.C. Conservative MP Russ Hiebert and is intended to place extensive reporting requirements on unions. It would force all unions to file a public information return with the Canada Revenue Agency on expenditures over \$5,000. It will also force them to detail the percentage of time employees dedicate to political and lobbying activities.

This invasive bill is based on the grounds that unions are tax exempt and that they have a fiduciary responsibility for their members' assets. But no one is fooled into



thinking that this bill has anything to do with transparency or accountability. It is clearly intended to undermine the rights of expression and assembly as well as the financial and institutional security of the labour movement.

Unions already disclose financial details to their membership, while other professional associations that collect dues or fees from their members, such as the Canadian Medical Association or the various law societies, will not be subject to this Bill.

Bill C-377 was passed by the House of Commons in December and is now awaiting Senate approval.

RIGHT TO WORK LEGISLATION:

In the United States, right-to-work laws are statutes that prohibit agreements between unions and employers, and that govern the extent to which an established union can require employees' membership, and that require payment of dues or fees as a condition of employment. In essence, it means that becoming a union member is not mandatory in any workplace in the public or private sector.

The type of legislation exists in over 20 states, most recently, was adopted in Michigan. While, at face value, it is aimed to promote freedom of choice, this legislation really serves to undermine labour's strength and drive down wages in that area.

RAISE THE ROOF:
Despite the snow and very chilly weather we experienced in January, the outer shell of the NSGEU's new head office in Burnside is almost complete. Next up, interior work is scheduled to begin!



WORK ZONE: CONSTRUCTION UPDATE!

By Darren McPhee

NSGEU is quickly changing the face of Dartmouth Crossing! Driving down Wright Avenue, the landscape now looks very different, thanks to the work underway at the site of our new home.

The NSGEU project is visibly progressing with our new head office taking shape during the past few weeks. The outer shell (roof, walls and steel framing) is nearly complete, while the windows will not be far behind. As the outer shell nears completion, the interior work is slated to soon begin, with insulation, floor slabs for the second and third floors, and then interior walls being installed.

Our project continues to hit benchmarks along the way, coming in under budget as we continue to push construction into its final stages. With little more than six months of construction left until completion, we are closing in on the actual move-in date to our new building and conference centre.

This change in location will not only afford members the opportunity to meet in a technology supportive environment, but it will also provide us with the tools to communicate more effectively and transform how we can support each other!

- Darren McPhee is NSGEU's Secretary Treasurer and New Building Project Manager

OUR MEMBERS 'SOCK IT TO POVERTY'

By Adrienne Leblanc

The NSGEU membership has been collecting socks and other new winter accessories for those in need through our annual Sock it to Poverty campaign.

You, the NSGEU members, have made a huge difference in your communities this year!

Our members have stepped up to support individuals and families in need in our communities across the province.

"How?" you ask... Well, with the donation of new winter socks, hats, scarves, mitts, and money (which has been used to purchase warm accessories in bulk).

These donations have been collected and will be distributed to organizations and groups that are in need throughout the province, within our respective communities.

Individual members have made donations, and NSGEU locals have contributed in all kinds of interesting ways (e.g. setting up a collection area at a work place, asking people participating in a union social event to bring a contribution, locals have passed motions to contribute and individuals have contacted us with direct donations).

As of January 24, donations in monetary value and product value have exceeded \$3,200!

The NSGEU Human Rights Committee would like to extend a huge thank you to our members for their commitment not only to the Sock It to Poverty Campaign, but to supporting those in our communities with a need.

Thank you everyone!



OUR MEMBERS: FEEDING OUR HOSPITAL'S

By Holly Fraughton

If you've had occasion to grab a bite to eat at any Capital Health facility in recent years – whether you were on a break from work or visiting a loved one in the hospital – chances are, you were served by someone dressed in a Morrison uniform.

What you might not know is that worker is actually your fellow NSGEU member. All Restaurant Services workers with the Capital District Health Authority are members of Local 19, CDHA Support Services. These 120 men and women are responsible for preparing and serving hearty and wholesome meals to between 5,500 and 6,500 people who visit our hospitals each and every day.

Most of their work is done in the main production kitchen, located on the first floor of the Victoria General building. There, workers slice and dice fresh ingredients, and carefully prepare recipes that are provided by the management company, Morrison, that is responsible for overseeing Restaurant Services for CDHA.

Kelly Swinimer, a Journeyman Cook, has worked for Capital Health for more than 23 years. She cites the pension, job security and decent rate of pay as just a few of the factors that made the job appealing. She does all the prep work for two Capital Health cafeteria sites, and mans the line at the VG cafeteria, whipping up fresh and tasty fajitas for a long line of hungry customers. It's pretty clear

from watching her interact with customers that she loves her job.

The fajitas are just one of the popular, healthy dishes that are served by our members.

A few years ago, CDHA decided it was time to lead by example, implementing a Healthy Eating Strategy at their facilities. That meant more fresh fruits and veggies, lower fat items, and less salt, and yes – even the removal of deep fryers, French fries, gravy and donuts from the menus.

Now, almost everything served in CDHA cafeterias is homemade and made on-site, from scratch. In the kitchen, whole seasoned chickens spin slowly on a rotisserie as Steve Huntley, another Journeyman Cook, stirs a vat of one of two daily homemade soup offerings.

Steve makes soups, entrees and chilis, and decorates cakes for Capital Health's on-site catering service, as well. He has worked for Capital Health for 19 years, and says that the best part of his job is "... at the end of the day when you've accomplished something. You've got everything done that you set out to do and you're part of a team; it just feels good at the end of the day. It doesn't happen always," he adds with a smile.

Steve's low-sodium soup offerings are nestled right next to Campbell's Soup varieties, but there's really no competition – his fresh, from-scratch offerings, like Senegalese (a spicy sweet potato soup seasoned with

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IN PICTURES: (Above) Steve Huntley (left) and Kelly Swinimer (right) are just two of the many members of Local 19 who are responsible for providing nutritious meals at CDHA sites.

(Below, left to right): A variety of sandwiches and fresh salads are made



STAFF MEMBERS, PATIENTS & VISITORS



daily; Mike Mackenzie pulls pizza dough through a machine at the Pizza Pizza station; Raymond Theriault bakes an assortment of loaves, rolls, breads and other sweet (but healthy) treats for CDHA sites; Sylvain Simard readies for the lunch rush to begin at the stir fry station at the VG site.

cumin, curry, apples and raisins) have proven to be overwhelmingly popular with patrons.

Unfortunately, not all patrons are aware that their meals are prepared fresh, on-site.

"I've been sitting at a table and I can hear people talking about the butter chicken: 'Oh, that comes in in a bag,'" Steve said.

"Every employee that is here takes a lot of pride in the work that they do and they feel very proud that they are providing the service they do to the public, families of patients, and also patients that come down here."

- Raymond Theriault, President, Local 19

He quickly corrects them.

And not everyone understands the rationale behind CDHA's Healthy Eating Strategy, either. Many fondly recall "old cafeteria food," which was simple, cheap fare that filled you up, but wasn't overly health-conscious.

"We have our breaks out in the cafeteria with the people," Steve pointed out, "A lot of staff sits down with us, and we try and tell them. They remember 'the good old days' when you could get a roast beef dinner for \$4.99. You can get a roast beef dinner, turkey dinner here for \$8. You can't get that anywhere else in the city! And it's good food."

Local 19 President, Raymond Theriault, is the baker at the VG site. He fills racks of

freshly baked loaves of wholegrain bread, pans of wholegrain cinnamon buns, cookies and scones, three varieties of tea biscuits, and multigrain dinner rolls. These treats are then packaged up (complete with nutritional information) and sold at CDHA cafeteria sites.

Raymond practically beams as he walks

through his work area, showing off the 100-year-old bread oven and describing the effort that goes into preparing meals for hospital staff, patients and families.

"Every employee that is here takes a lot of pride in the work they do and they feel very proud that they are providing the service they do to the public, families of patients, and also patients that come down here," he said.

"Many of the staff we have here are journeyman cooks, short order cooks ... and have been employed here for a long period of time. They understand the needs, they understand the production cycles, and they understand the quality and the quantity of what needs to be prepared and served here."



BULLY-FREE ZONE: IS IT BULLYING?

Q: How do I know if it's bullying or what is often called a personality conflict?

A: Conflict happens as a normal part of human interactions. We often don't agree with people we really care about and a certain amount of conflict is even helpful when it moves us to make sometimes necessary change, to see a different point of view, or to make a decision not to just go along with someone else's idea or plan.

Conflict can be a source of struggle but also a way to engage with others, however, we do not often think of conflict as an opportunity. In workplaces conflicts can arise so let's look at when it is a personal, or 'personality conflict' and when it is bullying. When conflict in the workplace is dismissed as a personality issue between co-workers it does not acknowledge the potential harm to individuals and to the organization; further it often blames one or both parties. For the person who brings forward a complaint, telling them they need to figure out how to get along adds the element of shame: that person is humiliated and blamed for not being able to get along with the person who is bullying them.

Personal conflict occurs as follows:

- There is equal power between those involved in the conflict
- There may be an ongoing or past relationship(s)
- The conflict is accidental and may be based on personal beliefs or opinions (e.g., coworkers become divided over how a particular work task or situation should be handled)
- People involved in the conflict have an equal emotional reaction

- No one is seeking power or attention
- No one is seeking to escalate the conflict
- People involved regret the conflict and are willing to apologize
- Individual's take responsibility for their actions and effort is made to resolve the problem/conflict



A bullying conflict involves the following:

- There is an imbalance of power (position or personal, or power disparity)
- There are repeated negative interactions
- The conflict is intentional, even if the person is unaware of the harm
- There is a strong emotional reaction from target/victim and minimum emotion from person who bullies as they are not concerned about hurt feelings
- Little regret or remorse due to low empathy from person who bullies
- A person or persons are seeking power and control
- A person who bullies will escalate the conflict to gain control
- With no effort or willingness to solve the problem/conflict they will blame the target/victim
- Lack of willingness to apologize or repair harm caused by conflict.

- Susan Coldwell is Coordinator of NSGEU's Bully-Free Workplaces Program



ARE YOU ALMOST READY TO RETIRE? LET'S TALK PENSIONS WITH CORINNE:

Q: "Where can I find out about my retirement options?"

A: At one of NSGEU's Pre-Retirement Seminars! Each year we send out Pre-Retirement Seminar invitations to members of NSGEU based on information from our database. The

information that we use to determine who is invited is your date of birth, your email address and the area in which you live. If we do not have this information, you may not receive an invitation.

This year, we are also sending the invitation out to Local presidents as an additional method to reach members who may be thinking about retirement.

The invitation emails are generally sent out two months prior to each seminar. We then compile all applications and notify the accepted applicants about two to three weeks prior to the seminar. For most seminars we do have a waiting list, so we encourage you to notify us if you are unable to attend.

We try to hold sessions in areas which will reach our members.

This year we have scheduled five sessions throughout the province:

- April 6, 2013 – Datmouth Holiday Inn (Harbourview Room)
- April 20, 2013 – Grand Lake Road Fire Hall (Sydney)
- June 22, 2013 – Dalhousie Agricultural College (formerly Nova Scotia Agricultural College) (Truro)
- October 26, 2013 – Best Western Liverpool
- November 16, 2013 – NSGEU Head Office (Metro)

The Pre-Retirement Seminar information and application forms can also be found in the education calendar at www.nsgeu.ca.

In these seminars, we cover topics on the Union's role in Pensions; Canada Pension Plan and other government-sponsored retirement benefits; Nova Scotia Family Pharmacare and Seniors' Pharmacare; the Nova Scotia Government Retired Employees Association; Nova Scotia Health Employee's Pension Plan and the Public Service Superannuation Plan.

If you feel that you should have received a Pre-Retirement Seminar email invitation you may want to contact us at 424-4063 or 1-877-556-7438 to confirm the information we have on file for you. (Please note that all of the Pre-Retirement Seminars are scent-free.)

- Corinne Carey is NSGEU's Pension & Benefits Officer

THE FABULOUS FOUR AT ELIZABETH FRY

By Lynn Yetman

This group of strong, passionate women makes a difference every day to the women they serve as well as their community!

These women each have their own story of challenges and dark times and they have made it through to the other side, and I think that's what makes them so good at what they do.

We see women everyday struggling to move past abuse, addictions, stigma and poverty. Some will find a way through this time in their lives, but sadly some will not. For those who find their way to the doors of The Elizabeth Fry Society there is hope, hope to make that one connection that will take them off the street and put them in safe affordable housing, and hope to connect them with a volunteer who will become that life line when those feelings of darkness start to invade their lives again. For others it may be an opportunity to receive training to get them back into the workforce, but for everyone who knocks on our doors it's the opportunity to be heard, to receive food, and know that if they want to take that journey, that we will walk with them out of that darkness.

Everyone who believes in the work they do can make a difference, but for these

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four wonderful women, they take that beyond the workplace and into their lives

and community. They start baseball clubs in their community to keep young people out of trouble and on the field, others support cheerleading programs for their daughters and the daughters of other single parents.

They are moms trying to give their children a chance to travel, to feel good about their self-image to have strong self-esteem: every Mother's dream. They become involved with mental health organizations because they see every day the negative effect stigma has on their clients, family members and friends. These ladies are all single parents doing the best they can to improve not only their own lives, but the lives of their families and community.

We recently became involved with the NSGEU, and what a wonderful fit for us all the way around! Not only has it improved our work lives, our involvement with NSGEU has improved our personal lives. When you



FAB FOUR: Local 68 members Nicole Farmer, Heather McKenzie, Lynn Yetman and Mary Young on the picket line last summer.

march through downtown Halifax with a group of people who feel as strongly about issues like poverty, mental health and job security as you do, you know you are at the right place at the right time and with the right people!

As a small organization we know first-hand the difference one person can make, and the difference a small group of people can make. This summer we had our first strike, and as a small group, when we saw our NSGEU brothers and sisters come out to support us, well we can't put into words the feeling of belonging and gratitude we felt. We, Local 68 are very proud of the work we do, of the community we serve and very proud to be part of the NSGEU family!

PROVINCIAL PARKS REVIEW

By Ian Johnson

After the Natural Resources Strategy for Nova Scotia was released in August 2011, the Department of Natural Resources (DNR) made it clear that there would be a "focused dialogue about the park system." They said they would be sharing information about what the parks offer and what it costs to allow Nova Scotians to be involved in setting priorities for what was called a "sustainable park system" while at the same time, addressing issues of protection, education, recreation and tourism.

That process took place during the summer of 2012 with both facilitated community sessions that included 47 sessions in 21 communities at which 460 people attended. There were also public opinion surveys in which there were 350 non-park users interviewed by telephone, another 700 people interviewed at day-use parks, and still another 765 park users who completed an on-line questionnaire.

Prior to this process getting underway,



PARKS PACK: Members of the NSGEU's Provincial Parks Front-Line Employees Working Group.

many of our members who work with the park system alerted President Joan Jessome to the likelihood of this public review process. We invited these members to come together in February of 2012 to set up a Provincial Parks Front-Line Employees Working Group. We then wrote to the Minister of Natural Resources to have the opportunity to provide input for the upcoming parks review.

We met with the Director of Parks and Recreation and other senior DNR staff in June 2012, at which time we presented

the analysis of the strengths, weaknesses, opportunities and threats prepared by the Working Group. We also asked for a further opportunity to review the results of the review process.

In recent years, the intensity and range of attacks on specific unions and the labour movement have intensified. There should be no doubt to anyone associated with labour that there is a major onslaught underway.

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

CONVENTION 2013: MAY 8 - 11

WHAT YOU NEED TO KNOW

NSGEU's Biennial Convention is where the direction of the Union for the upcoming term is established, and where leaders are elected to ensure those goals are reached.

This year's Convention is scheduled for **May 8 to 11** at the Westin in Halifax. There, hundreds of delegates from NSGEU's Locals will meet to elect the next Executive Committee.

Any NSGEU member in good standing is welcome to seek election, and giving each candidate an opportunity to participate in the campaign is critical to the Union's strength and ongoing success. To make sure these opportunities are open to each and every NSGEU member, there are some basic rules that govern the Executive Committee Elections:

In order to run for the Executive Committee, you must first be elected as one of your Local's convention delegates. You must also:

- Have attended at least 40% of your local meetings over the past 12 months before nominations;
- Or, over the past six years, spent at least 12 months as a Local officer, steward, bargaining committee member, member of the Board of Directors, member of a provincial committee or regional or occupational councillor.

Once elected as a convention delegate, eligible candidates must then fill out the "Intent to Seek Nomination" form, which is available from their Local president, Nominations Receiving Committee, NSGEU head office, or from their Convention binder. Most fill out this form before Convention so they have a chance to distribute campaign materials, but there is nothing stopping an eligible candidate from coming forward during Convention. The necessary forms must be submitted to the Nominations Receiving Committee no later than the concluding session of the second-last scheduled day of convention (**May 10**). Once a nomination form is filed, they can start campaigning!

There are rules governing these campaigns. There are three ways that candidates can campaign:

1. **Face-to-face:** All declared candidates will be provided with a list of names and contact information for each Convention delegate. Candidates must sign a declaration promising to use this list only for campaign purposes;
2. **The Stand:** All declared

candidates may submit a photo and personal statement of up to 600 words to be included in a pre-Convention issue of *The Stand*. Photos and statements must be received by March 8, 2013. *Please keep in mind that staff are not permitted to edit your copy for spelling or grammatical errors, so please be sure to proofread your submission before sending it in! If you do not have a recent, good-quality photograph to submit, you can stop by the office and have one taken;*

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

Other NSGEU members are allowed to offer assistance in-kind to candidates and their campaigns, or help contact delegates and distribute campaign materials at Convention. Campaigns will be kept internal, and candidates will not seek out media as a means of communicating with members.

Other than the article in *The Stand* and the one-page leaflet, the Union (or any body of the Union, like a Local or committee) will not offer donations, materials or assistance in-kind to a campaign. Donations, materials or assistance in-kind from outside sources also will not be allowed.

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

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

IMPORTANT DATES

FOR LOCALS:

Wednesday, Feb. 27: Deadline for each Local to elect convention delegates & alternates. Locals who do not hold their elections before this date will not be eligible to send delegates to convention, as per NSGEU Constitution & Bylaws.

Friday, Mar. 8: Deadline for NSGEU's Executive Director to have received the following information from each Local's Secretary:

- The names of the Local's elected delegates and alternates for convention;
- Resolutions or constitutional amendments which were approved at a Local meeting, certified by the Local President and Secretary, to be presented at convention.
- This is also the deadline for submitting a profile to run in *The Stand*.

Friday, Mar. 27: After the election, each delegate and alternate must submit their completed application form to the NSGEU's Executive Director.

Monday, May 6: The Local Secretary or Secretary-Treasurer must complete and submit the official credential form for each delegate and forward a copy to Union head office at least ten days before convention to ensure they are received by the Executive Director at least two days prior to convention (by May 6).

FOR COMMITTEES:

Monday, Mar. 4: Deadline for committee chairs to submit to the Executive Director resolutions their committee would like considered at convention;

Mar. 20 & 21: Board of Directors will consider and vote on which committee resolutions will be addressed at convention;

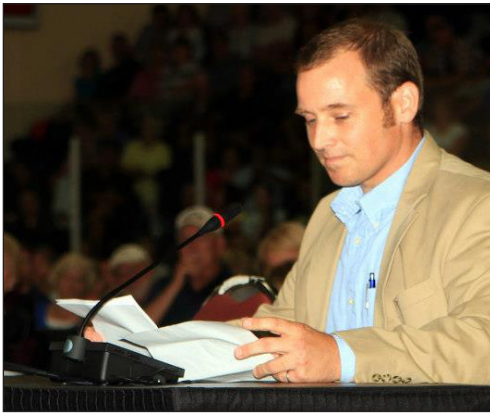
Monday, Mar. 18: In accordance with Board policy, Committee chairs must ensure their committee's report to Convention is received by the Executive Director no later than 40 days before Convention. All information must be forwarded to the Executive Director to allow time for materials to be copied before the meeting.

Monday, Apr. 8: Copies of resolution and constitutional amendments received within the 60-day deadline are forwarded to all Locals at least 30 days before Convention.

Friday, Apr. 26: All delegates will receive a copy of the Convention binder at least 10 days before Convention. Binders will be given to Local Presidents/Board Members or mailed directly to delegates, where necessary. Committee Observers will receive their binders when they register on May 8.

All forms should be completed and submitted within the time limits noted above. If you have any questions, please contact our Convention Coordinator, Diane Briggs, at dbriggs@nsgeu.ca.

NSGEU MEMBERS GET POLITICAL!



SPEAKING UP: Stephen Paquette says that, as he gave a speech to 2,500 people at an Electoral Boundary Commission public meeting, he realized “the role of advocating on behalf of my community felt like a natural fit.” (Photo by Debbie Roberts)

Stephen Paquette, a member of NSGEU's Local 95, works at Yarmouth Regional Hospital in Mental Health and Addiction Services. He recently ran in his local municipal election, and won in his district (District 4). He explains what it's like to get involved in politics, and what he has learned in the process:

Q: What inspired you to seek election as a Councillor in the Municipality of Yarmouth?

A: The tipping point for me came at the Electoral Boundary Commission public meeting in Yarmouth in August. People in our community were very concerned about a proposal to split our constituency and literally divide Yarmouth Town and Municipality.

My wife, Heather, researched the process and uncovered some disturbing facts about the process involved in effectively eliminating the protected Acadian ridings of South West Nova Scotia. Despite a serious lower back injury, I decided to speak at what was expected to be a small public hearing. It turned out there were over 2,500 people in attendance that night and I found the role of advocating on behalf of my community to be a natural fit.

Q: Your campaign emphasized community vision, what does that mean to you?

A: I am continually amazed at the talents, experiences and wisdom I encounter in the residents of South West Nova Scotia. Communities have extraordinary assets that don't always

NOTES FROM THE CAMPAIGN TRAIL: BILL ZEBEDEE BALANCES WORK, VOLUNTEERISM WITH RUN FOR CITY COUNCIL

By Bill Zebedee

As civil servants, we've all heard “You don't do anything at work.” And we all know how untrue that is. With increasing demands by our bosses and ever-increasing workloads, we are run off our feet every day. Now, add in our personal lives: volunteering, and taking the kids to their daily activities.

Well, I don't have kids, and I know my life is as hectic as the next NSGEU member's, but last year I decided to increase the pressure. I ran for city council.

Under normal circumstances, a candidate takes an unpaid leave of absence from their work and campaigns full-time. Well, that just wasn't going to happen! After having a long chat with my wife, I decided that it would be better for me to take half-day vacations to allow for campaigning. So, Collective Agreement in hand, I went to my manager with an aggressive vacation schedule and it was approved. Starting September 4, 2012, with a new pair of shoes and some good company, I hit the pavement.

On top of work and campaigning, I was also Chair of the North Woodside Community Association (NWCA) and the Lynn Drive & Area Neighbourhood Watch (LDANW). I also maintained my position with the NSGEU Political Action Committee and the Bargaining Committee for Local 246.

After a week of doing everything, I realized I was killing myself, so (with great difficulty) I decided to resign my position with NWCA and take a leave of absence from LDANW. I had to miss a couple meetings of the PAC and the bargaining committee, but in the end it was the best way for me to balance my time and my health.

So, with new found “time” on my



hands, I would get up at 5:45 a.m., get ready and take an hour-long bus ride, getting to work for 8 a.m., work until 1 p.m., rush home for a quickly thrown together (but healthy) lunch, and knock on doors by 2 p.m. I would walk, knock and talk until 5 p.m., then head home for a meal that my wife (thanks Helen!) prepared for me, and I was out again at 6:30 p.m., meeting people and hearing their concerns.

In the end, I made it to just shy of 9,000 of the 12,000 doors in my district. With tired feet, sore knuckles, a sore voice and a new \$2,000 knee brace, I didn't win, but I already have plans to do it all over again in four years' time.

So, although we constantly hear that we—civil servants and unionists—don't do any work, you can hold your head high and give people the raspberry. Until they walk a mile (or in my case, 600 km) in our shoes, they will never know how hard it is to balance our busy lives while continuing to provide the services they need in their lives!

show up on financial spreadsheets.

On the one hand, community vision means to see your community as honestly as possible, its strengths and its challenges. This level of awareness

Continued on page 14...

NSGEU MEMBERS GET POLITICAL!

Continued from page 13...

can empower communities to promote growth from the inside out so we can build on our strengths and overcome our challenges. On the flipside, community vision is about making decisions with the whole community in mind. I believe in a servant-leadership model where the role of the leader is to promote the prosperity of the whole; a model at the heart of the NSGEU.

Q: *Tell me a bit about the work you do as Coordinator, Child & Adolescent at Mental Health & Addiction Services.*

A: My role at South West Health is in prevention and health promotion; “upstream” from acute care. This means that I am more concerned with preventing the harms associated with mental illness and substance use than with treatment. Helping young people learn new skills to cope with an increasingly stressful world is a big part of what I do.

I serve on a number of committees and boards where I reinforce the

importance of addressing mental health. I have also developed a mental health promotion framework called Mindfulness-Based Resiliency Skills (MBRS) that brings the benefits of yoga, meditation and self-awareness to youth struggling with stress, anxiety and depression.

Q: *Did the work you do there make you want to get involved in politics? Why?*

A: I was exposed to advocacy work in my mental health promotion role. I enjoy the process of advocating on behalf of the youth I serve and the community-based organizations with whom we collaborate. I see advocacy as a big part of the political process and one I enjoy.

Q: *Based on your own experience, how do you feel about the democratic process here in Nova Scotia?*

A: I found the process of getting elected and the process of being elected are very different.

Getting elected can sometimes feel like a popularity contest with little opportunity to discuss issues facing the community. Once elected, the job

is about identifying challenges and opportunities in the community and developing strategies and policies to deal with them. There are great people that would make great advocates for their communities but would struggle to get elected. On the flip side, we have elected politicians who thrive in the popularity contest, but are left wanting when it is time to roll up your sleeves and get to work.

I was encouraged at the number of people that participate in the political process, from campaign volunteers to those working with Elections NS, and those contemplating the issues and making their positions known.

Q: *What would you say to another NSGEU member who is interested in getting involved in politics?*

A: Go for it! Start by connecting with people who have been through the process you are considering. Get involved in the political process, become a citizen representative on a municipal committee. Most importantly, involve your spouse and family early and often. Entering public office really is a family commitment so everyone should be on-board.

NSGEU

Unions make a **difference** in our lives.

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

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

Please contact:

Lori Smith, Organizing Officer (456.6531 or 1.877.556.7438 or lsmith@nsgeu.ca)

NSGEU



Health Minister David Wilson and RoseMarie DeVillers spoke at a government announcement about breast screening clinics in late 2012.

ONE OF NSGEU'S OWN BATTLES BREAST CANCER

By Lynette Johnson

Some of you know RoseMarie DeVillers as one of the Employee Relations Officers at NSGEU, as colleague, or a friend. For those of you who don't, I'd like to share her story.

Two years ago, RoseMarie came to my office after a routine mammogram a bit worried that her doctor's office had called and wanted to see her for a follow-up procedure. I have to say, my response was fairly typical, full of, "I'm sure it is nothing, likely just a cyst, there is no reason to be worried." I couldn't have been more wrong.

I remember the day well; I was in Yarmouth with Local 32 preparing for bargaining when RoseMarie got the results of her biopsy: cancer. Some of the scariest words a person can hear. That was the first of many late nights spent talking, planning, plotting, laughing, and crying.

What most people don't know is that NSGEU convention in 2011 was RoseMarie's last week of work before beginning treatment. She was gracious and professional while under extraordinary stress; no one even guessed what was going on behind the scenes.

A lumpectomy and radiation was next on the agenda. "Not so bad, all things considered," we said. "Could be worse," we said. We should have been quiet. The pathology came back saying the lump was fully removed, but one lymph node was positive. We really should have been quiet. Now there had to be 12 weeks of chemotherapy. Those 12 weeks were a blur.

RoseMarie was determined that as much as possible; cancer would not rule her world.

Chemotherapy eventually ended and

we all breathed a big sigh of relief: a few weeks of radiation to go, more than halfway through treatment. Everyone was so pleased. You'd think we would learn.

RoseMarie spikes a fever that will not resolve. Off to the emergency room. Whoops, that last round of chemo wiped out her white blood cells. RoseMarie became a guest of CDHA where she ended up with hospital-acquired pneumonia. No one's fault, it happens. I have no idea how the nursing staff tolerated us each day. We were a bit loud sometimes, rambunctious others, and always laughing and finding ways to make the best of a less than pleasant situation. Ordering the pretty bagels, feathered masks to go with the isolation gear, we even had a birthday party! As long as it was fun, there was no idea too outrageous.

Finally released from the hospital and radiation began and ended right on schedule. As the seasons pass, RoseMarie recovers, poked and prodded more than a body should have to tolerate. After the most recent check-up and set of scans, there is great news: one year out and no cancer. We celebrated and then, because we were so thankful and relieved, we celebrated just a little bit more. I am hopeful that she will be able to return to work soon. This is the RoseMarie I know, gracious under pressure, determined in the face of adversity, stronger than she gives herself credit for, all mixed together with somewhat irreverent sense of humour. I am proud to call her my friend.

- Lynette Johnson is an Employee Relations Officer at NSGEU.



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

'Mrs. Santa,' & much more!

By Donna MacGregor

Although the holiday season has come and gone, there is one very special lady who is already looking forward to next year.

Freda Sears, an Educational Assistant and President of Local 71A (Chignecto-Central Regional School Board) has been one of Santa's helpers for the past 30 years.

Each year, she dresses as Mrs. Santa and spends the holiday season giving back to her community and spreading cheer. She has personally worked with Santa on many an occasion. She has participated in over 15 Christmas parades, has won best float more than once and won again this year! Freda remembers one experience on a slippery parade float when she and her rocking chair slipped right off the float and kept on going down the road.

Over the years, Freda has taken part in community events and parties for children, adults and businesses. She visits many retirement homes, seniors' complexes and nursing homes and has performed with many singing groups, as well. She has even helped campgrounds celebrate Christmas in July!

She has also delivered many Christmas wishes to eager children on Christmas Eve. One year, a colleague's daughter received a very special phone call from Mrs. Santa on Christmas Eve. Other children were lucky enough to have Mrs. Santa tuck them into bed to await Santa's arrival.

Freda has waved to eager fans from a fire truck, a golf cart, a convertible, police car with sirens going, horse and buggy, hood of a truck and even a grocery cart. Mrs. Santa also admits to being stopped by police on occasion.

When asked what her most special memory would be, Freda responded by telling the story about one parade where she knew a little girl standing and watching the



parade pass by. Freda called out her name, wished her a merry Christmas and told her Santa was watching. The little girl looked at her mom and said, "Mommy, she knew my name! She must be the 'real Mrs. Santa.'" When her mom told Freda that she made the little girl's Christmas, it made Freda's Christmas special, as well.

"This was my special moment which makes doing what I do all worthwhile. When I can bring such joy into little lives by wearing a red skirt and cape and enduring the hot white wig and jiggling those bells ... that's what it is all about the joy of the season."

Although Freda has received many thanks and tokens of appreciation for spreading holiday cheer, she has never charged for doing this job. She loves doing this and she receives as much joy from this very special job as she gives to those in her community.

Freda's dedication to her community and the kindness she offers so freely, truly shows that she is just one shining example of NSGEU's Women Doing Great Things!



CHRISTMAS MISSUS: The President of Local 71A, Freda Sears (aka Mrs. Santa), has been appearing at community events in her area for almost 30 years.



WIC INITIATIVE: NSGEU'S CANCER FUND



The NSGEU Women's Issues Committee (WIC) is very proud to support the NSGEU Cancer Fund, which is available to adult members affected by cancer.

The WIC found that funding for adults affected by cancer was lacking, so they created this fund to help ease the financial burden of its members when they need it most. This fund offers financial support in many different ways, such as gift cards for gas/groceries or to help pay utilities.

Donations to the fund are tax deductible and are

administered through the QEII Foundation. Locals are encouraged to think about the NSGEU Cancer Fund when making non-profit donations. This fund is accessed by many members and your continued support is appreciated and needed to keep this fund growing!

Cancer fund donation forms can be found on the union's website (www.nsg.eu.ca), at the union office or through the QEII Foundation. Members requiring assistance from the fund are asked to contact the QEII Foundation for an application.



TA-DA! Thanks to guest speaker Meg Soper, NSGEU Women's Issues Committee members learned how to make an impression when entering the room. (Left to right): Heather Ventham, Dawn Ferris, Heather-Anne Daye, Carol Anne Drake, Kim Manthorne, & Donna MacGregor.

NSGEU'S 'WOMEN 4 CHANGE' HEAD TO OTTAWA

By Donna MacGregor

Always eager to learn more about challenges facing our female members today, six members of NSGEU's Women's Issues Committee visited Ottawa from January 27th to 29th to take part in NUPGE's Women's Conference.

During the conference, committee members learned about NUPGE's national All Together Now! Women 4 Change (W4C) campaign.

This campaign aims to defend public services and fight for tax fairness in Canada. W4C focuses on moving the message forward that public policies must change, and issues such as child care, elder care, social services, and health care must become a priority for all levels of government.

While at the conference, the committee members learned about these key issues identified by the National Union's Advisory Committee on Women's Issues.

The committee is now equipped to deliver presentations to co-workers, union activists, friends and neighbours about the need for public policies to reflect the needs of Canadian women.

In addition to W4C, the women now have the tools they need to share the project on life/work balance entitled Quality of Women's Lives.

To find out more about the All Together Now! campaign, the Fairness Test or to become a "Woman 4 Change" by signing the Women 4 Change Pledge, please visit: <http://bit.ly/VK6AeU>.



SCHOOL BOARD SUPPORT STAFF: A CRITICAL LINK

NSGEU's Occupational Council for School Boards is continuing its campaign "School Board Support Staff: A Critical Link."

School Board Support Staff play an integral role in the education of students in Nova Scotia. Over the past several years, Support Staff have borne the brunt of lay-offs in the education sector. These cuts have not only affected those who have been laid off, they have affected those who remain in the workplace. Although funding has been decreased, the workload has not. In fact, the workload is snowballing as those who retire are not being replaced. The NDP Government mandated that the funding cuts be dealt with through attrition as much as possible. This may make the lay-off numbers seem lower, but the affect is still the same.

Members are struggling with these compounded effects. Many



workers are becoming increasingly stressed as they are forced to deal with a growing workload. Members fear this is affecting the quality of service they are able to provide and could potentially affect the safety of themselves and the students they work with on a daily basis.

Please join School Board Support Staff and the Occupational Council for School Boards in keeping these issues in the forefront. It is important that the public be made aware of the effects these cuts are having on Nova Scotia youth. Show your support for these members and the youth of Nova Scotia by taking a moment to "Like" their Facebook page: www.facebook.com/nsgeuschoolboards.

GOV'T STANDS UP FOR PUBLIC SERVICES

NDP says "NO" to privatization of the NSLC & Food Services at Capital Health, gutting public services to balance the budget

By Deedee Slye

It is NSGEU policy that we work against any government that works against our members. It is equally true that we must acknowledge when a government is making a commitment to protecting good jobs for Nova Scotians.

We were pleased to hear comments made by the Minister of Finance and Minister of Health on January 24 & 25, clearly stating the government has no interest in privatizing the NSLC or Food Services at Capital Health.

The Minister of Finance, Maureen MacDonald, was quoted in The Chronicle Herald responding to Jamie Baillie, leader of the Conservative Party, and his calls for a review of the NSLC with a mind to increase access to booze in corner and grocery stores. She stated, "the government has no interest in privatization." She continued, "I've seen a lot of changes in the Nova Scotia Liquor Corp. over the last number of years. We have agency stores across the province, and we have a very modern network of retail locations. They perform very well. They raise a large amount of revenue for the province in a controlled environment. A piece of their mandate is around social responsibility."

We are glad to hear the Minister recognize the quality and value of this

important public asset. Contrary to what Baillie says, there is no crisis in access to liquor. NSLC outlets are now often attached to grocery stores and in many locations are open seven days a week. There are 106 locations throughout the province which offer a great product line with trained and highly knowledgeable management and staff who work hard to keep liquor out of the hands of minors. With over 650 impaired drivers charged this past year in Nova Scotia, the public is best served by these well-managed and trained staff, fellow NSGEU members, who help keep the public safe. For the full article, please visit: <http://bit.ly/VsTkaE>.

Governments of the past have allowed for the privatization of sections of our health care delivery system. Most recently, management at Capital District Health Authority have suggested outsourcing our invaluable Food Services. On January 24, Health Minister Dave Wilson was quoted in The Chronicle Herald, responding to Capital Health's suggestion that they want to get out of the business of providing food in hospitals: "We've been very clear in the past that we're not in the business to privatize health care."

He rightly acknowledges that food services at the hospital are a part of the health care team and states clearly that his government will protect these important

jobs from being outsourced.

Keeping these jobs in Capital Health means these employees, our members, remain protected by a collective agreement that provides them with a living wage and benefits. This government's commitment ensures that the employees in food services will continue to be able to earn enough wages to support themselves and their families. For the full article, please visit: <http://bit.ly/YqHBhu>.

The Minister of Finance also defended public services as she continues to communicate the state of Nova Scotia's finances. In another recent media item, she says, "The consensus is that it's important to balance the budget, but it is important to do it in a way that you don't throw other important public services into a crisis and cause real hardship." To read the full article, visit: <http://bit.ly/WTZk1>.

In contrast to Baillie, who is advocating for cuts, Minister MacDonald recognizes and defends the province's public services for a longer term, less painful approach to managing our provincial budget.

After disappointment with some of the decisions by the NDP when they began their first mandate, we are pleased to hear them standing up for good jobs and the importance of public services.

THE NSGEU LOSES A BROTHER, ACTIVIST & FRIEND

We at the NSGEU were extremely saddened by the death of George Isaac Smith, 58, a cherished NSGEU member, activist and leader.

George, who most recently served as the President of Local 92 (Nova Scotia Agricultural College/Dalhousie University), passed away on Christmas day after a very short battle against aggressive lung/brain cancer.

George was a son of the late Senator G. I. Smith and Sarah Hobart (Archibald) Smith. He was educated in Truro Schools and at Mount Allison University and for many years, worked in the hospitality industry in Halifax. He later joined the provincial Department of Justice as a Deputy Sheriff, primarily in the Halifax Court System. More recently he worked in the Security business in and around Truro.

At the time of his death he was employed at the Dalhousie Faculty of Agriculture (formerly Nova Scotia Agriculture College). He was the newly elected President of NSGEU's Local 92, in which capacity he worked to protect the pensions of Nova Scotia Agricultural College faculty and staff, and to protect and maintain the mandate and independence of Local 92. He recently represented Local 92 before the Law Amendments Committee of the Nova Scotia Legislature.

We wish to express our humble sympathies to his family and friends.





ON THE LINE: This photo was taken at a rally in support of St. Francis Xavier University Association of University Teachers (StFXAUT) at Chisholm Park on Friday, February 2, in Antigonish.

These members had been on strike since Jan. 28. NSGEU members joined them on the picket line in a show of solidarity.

Two members of NSGEU Local 88's Bargaining Committee are pictured here: Sheldon MacDonald (centre) and Brenda McKenna (right), with Tony Tracy of the Canadian Labour Congress.

PARTY OF FIVE: The NSGEU delegation to the NUPGE Working Session – Champions for Pensions (C4P), held in April 2012 in Ottawa, included Paul Hagen (Local 8), Kathy Little (Local 26), Holly Renaud (Local 65B), Brenda McKenna (Local 88) and (not pictured) Committee Chairperson, Shannon Kelly (Local 77).

After a day-long session of C4P training, the group set off to see Parliament Hill. While touring the grounds they came across a sculpture of the “Famous Five,” leading Alberta suffragists who succeeded in getting women legally recognized as “persons” in Canada and dedicated their lives to improving their communities in innumerable ways.

The sculpture depicts the five women having a Tea Party in celebration of their victory.



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



NSGEU BURSARY RECIPIENTS



We awarded a total of \$38,250 in bursary and scholarship funds to our members and their dependants during Fall 2012!

Another round of Member Bursaries will be awarded later this Spring (the deadline for application is March 15th. See www.nsg.eu.ca for application forms).



(TOP) Kimberly Smith (Local 7 member) is pictured with her daughter, Amanda, as she receives a \$1,000 Dependant Bursary cheque from Local 7 President Don Goss; **(ABOVE LEFT)** Sarah Seeton receives a \$1,000 Dependant Scholarship from Local 267N President Jamie Richards; **(ABOVE RIGHT)** Alexandria Samson and her mother, Micheline Samson Graves (a Local 27 member) received a \$1,000 Dependant Bursary award from the NSGEU; **(RIGHT)** Local 19 President Ray Theriault presents a \$750 Members' Bursary cheque to Kelsey Hunter.



UPCOMING NSGEU COURSES & WORKSHOPS

January-June, 2013

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

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)			
	May 29 & 30	NSGEU Sydney Office, Sydney (PAG/CB)			
Steward I	March 26 & 27	NSGEU Head Office (MetroA/B/C)	20	Stewards with no prior training.	Introduction to roles and responsibilities of Steward. Introduction to grievance procedure and investigation.
	April 5 & 6	NSGEU Truro Office, Truro (CC/PAG)			
	April 12 & 13	Old Orchard, Wolfville (SS/Val)			
	May 23 & 24	NSGEU Sydney Office, Sydney (CB/PAG)			
Steward II	April 19 & 20	NSGEU Sydney Office, Sydney (CB/PAG)	20	Stewards with 6 months experience at Level I.	Indepth grievance investigation. Tools for dealing with management. Expanded roles and responsibilities of the Steward.
	April 23 & 24	NSGEU Head Office (Metro/SS/Val/CC)			
Pre-Retirement	April 6	Holiday Inn Harbourview (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		

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.nsgeu.ca/education.

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

Holiday Inn Sydney Waterfront

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, weekends, 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.

DON'T HAVE AN NSGEU MEMBERSHIP CARD?

To take advantage of many of the
discounts on these pages, you'll
need to present your NSGEU
Membership Card.

To get a card, or to replace a lost
card, call the Labour Resource
Centre at (902) 424-4063 or 1-877-
556-7438, or send an email to
inquiry@nsg.eu.ca.

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).

Mighty Muffler & Brakes

Six locations in metro
M-F: 7:30 am to 7 pm. Sat. 8 a.m. to 3 p.m.
Castrol Oil loyalty card - 5th oil change free;
10% discount on regularly priced parts.

Scotia Tire Service Limited

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

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
(902) 665-4326
20% on all furniture (discounts do not apply to
sale items or appliances)

NSGEU Wear



There's a whole range of colourful and comfortable NSGEU clothing available at the union office at 100 Eileen Stubbs Avenue in Burnside. For more info, call Jackie Creemer at 424-4063 or toll free at 1-877-556-7438.



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. 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. www.dulux.ca

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
25% discount off the regular community rates.

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.

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.nsg.eu.ca.

MARCH

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 National Social Workers Week Local 16 CS General Meeting Guests - NSGEU President & Director of Neg. & Servicing Metro A Reg. Council Mtg.	5 Local 1 Inverness Richmond General Meeting Local 6 CS General Meeting Guests - NSGEU President & Executive Director	6 Local 8 CS General Meeting Guests - NSGEU President & Director of Neg. & Servicing	7 Local 7 CS General Meeting Guests - NSGEU President & Executive Director	8 Local Delegates & Convention Resolutions International Women's Day	9
10	11	Local 788 Stock Exec & General Meeting Local 3 CS General Meeting Local 1 CS General Meeting	13 Local 2 CS General Meeting Guests - NSGEU President & Director of Neg. & Servicing	14	15	16
17	18 Local 5 CS General Meeting Guests - NSGEU President & Director of Neg. & Servicing	19	20	21 International Day for Elimination of Racism	22	23
24	Local 92 NSAC Non-Faculty General Meeting 31	26 Local 71C CCRSB General Meeting	27 Submission of Delegate & Alternate Application Forms	28	29 Convention Credential Forms	30

APRIL

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Local 1 Inverness/Richmond General Meeting	3	4	5 14th Annual Women's Conference	6 14th Annual Women's Conference
7 14th Annual Women's Conference World Health Day	8 Distribution of Convention Resolutions to Locals Metro A Regional Council Meeting	9 Local 788 Stock Exec & General Meeting Local 3 CS General Meeting Local 1 CS General Meeting	10	11	12	13
14 Pink T-Shirt Anti-Bullying Day	15	16	17	18	19 NSGEU Day	20
21 National Volunteer Week Administrative Professional Week	22 Earth Day	23 Local 71 C CCRSB Local Meeting	24 Administrative Professional Day	25	26 Distribution of Convention Binders to Delegates	27
28 National Day of Mourning	29	30				



CIVIL SERVICE: Bargaining committee members for Civil Service (Locals 1, 2, 3, 4, 5, 6, 7, 8, 14, 16, 17, 480), Meg Campbell, Beth Hingley, NSGEU Staff Negotiator Keiren Tompkins, Donna Jean MacLean, Stephen Newson, David Brewster and Dustin Rioux (missing from photo) are representing approximately 8,000 civil service members at the bargaining table.

BARGAINING UPDATES

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

Annapolis Valley Regional School Board, Local 73

Number of members: 417
Contract expiry date: March 31, 2012
Staff Negotiator: Dave Moore

The Bargaining Committee have prepared and finalized proposals. The Union is attempting to schedule dates with the Employer for negotiations.

Braeside Nursing Home, Local 28

Number of members: 31
Contract expiry date: Certified with NSGEU effective October 27, 2011
Staff Negotiator: Jo-Ann Bailey

The parties exchanged proposals on November 9, 2012. Talks were held on January 14, 15, 18 and are scheduled to resume on February 21 and 22, 2013.

CDHA – Support Services Bargaining Unit, Local 19

Number of members: 1,228
Contract expiry date: October 31, 2011
Staff Negotiator: Neil McNeil/Bill McKiggan

Proposals were exchanged on July 11, 2012. Negotiations continued on September 10th and 11th but talks broke off when the employer would not agree to the Union's proposal for the Long Service increment of 3.5% after 25 years of service. A local meeting was held on

November 7, 2012. A telephone Town Hall session was held for members on January 6 and information sessions were held on January 9 & 10, 2013. Members have voted 57% in favour of acceptance of the tentative agreement.

CDHA – Office & Clerical Bargaining Unit, Local 246

Number of members: 1,535
Contract expiry date: October 31, 2011
Staff Negotiator: Neil McNeil /Gina Boyd

Proposals were exchanged on July 12, 2012. Negotiations continued on September 24 & 25, 2012 but, as with Local 19, talks broke off when the employer would not agree to the Unions proposal for the Long Service increment of 3.5% after 25 years of service. A telephone Town Hall session was held for members on January 6 and information sessions were held on January 9 & 10, 2013. Members have voted 57% in favour of acceptance of the tentative agreement.

Chignecto Central Regional School Board, Local 71

Number of members: 634
Contract expiry date: June 30, 2012
Staff Negotiator: Dave Moore/Robyn McLean

Meeting held with Bargaining Committee to review/prepare proposals on November 22 & 23, 2012. Further negotiations are scheduled for February 18 & 19, March 4 & 5, 2013.

Civil Service, Locals 1, 2, 3, 4, 5, 6, 7, 8, 14, 16, 17, 480

Number of members: Approximately 8,000
Contract expiry date: March 31, 2012
Staff Negotiator: Keiren Tompkins

Proposals were exchanged on October 2, 2012. Negotiations were held on October 15, 16, 17, 25, 26, 31, November 21, December 10, 2012 and January 7, 8, 16, 17, 21 & 22, 2013. Talks continued on January 30 & 31, 2013, and will resume on February 11, 12, 20 & 21, 2013.

Colchester Residential Services Society, Local 64

Number of members: 76
Contract expiry date: October 31, 2012
Staff Negotiator: Dave Lawrence
 Exchanging proposals on April 2, 2013.
 Bargaining to commence on April 3, 2013.

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, 31, November 1, 6 & 7, 2012 and January 16, 17, 23 & 24, 2013.

CONTINUED ON PAGE 26 & 27

CLERICAL & SUPPORT SERVICES ACCEPT CDHA'S FINAL OFFER

After much hard work on behalf of bargaining committees for Local 19 (Support Services) and Local 246 (Clerical/Administrative Professionals), new collective agreements have been reached. Proposals were exchanged with the employer in July and bargaining continued in September, but talks reached an impasse and the union filed for conciliation. On October 9, the bargaining committees of both locals met to discuss their progress, and telephone town hall sessions were held with members in late October to bring members up to date on the bargaining process. Bargaining update meetings were also held for each local in early November. Conciliation for Local 19 and 246 was held on November 19 and 30, respectively, and final offers were presented by the employer for the membership to vote on. Ballots were counted at NSGEU head office on January 21, and 57% of those



BALLOT BUNCH: NSGEU's Neil McNeil & Robin MacLean count ballots with members of Local 246's bargaining committee (Tammy Young & Bill Zebedee) at NSGEU head office on January 21st.

who cast ballots in each local voted to accept the final offer that had been presented by the employer.

"While we are pleased that we reached an agreement with the employer, there was clear disappointment in not achieving the 3.5 per cent long service increment that other health service workers received in their last round of bargaining," said

President Joan Jessome.

Highlights of this new agreement include a 7.5% wage increase over three years – consistent with the wage pattern set in recent bargaining with CDHA – an improvement in job security language, as well as changes in shift and weekend premiums and stand-by compensation.

CONTINUED FROM PAGE 25

Conseil Scolaire Acadien Provincial, Local 72
Number of members: 133

Contract expiry date: March 31, 2012
Negotiator: Joel Michaud

Bargaining is being conducted by Joel Michaud from Pink Larkin's New Brunswick office, as negotiations are conducted in French. Negotiations were held on January 21 & 22, 2013 & continue on February 27 & 28, 2013.

District Health Authorities – Clerical Bargaining Units, Locals 89, 90 & 91
Number of members: 615

Contract expiry date: March 31, 2012
Staff Negotiator: Tony Bremner

Proposals were exchanged on January 31, 2013. Negotiations will commence on March 7, 2013.

Evergreen Home for Special Care, Local 27
Number of members: 141

Contract expiry date: October 31, 2010
Staff Negotiator: Jo-Ann Bailey

Proposals were tabled on November 20, 2012. Bargaining continued on February 6, 7 and will commence again on February 26 & 27, 2013.

Halifax Regional School Board, Local 53
Number of members: 217

Contract expiry date: September 30, 2011
Staff Negotiator: Keiren Tompkins

Met with Bargaining Committee to review/prepare proposals on November 13, 2012. Exchanged proposals with the Employer on December 5, 2012 and met for negotiations on December 11 & 12, 2012. Union to schedule further dates.

IWK - Healthcare, Local 22
Number of members: 756

Contract expiry date: October 31, 2011
Staff Negotiator: Neil McNeil/Corry MacKinnon

Proposals were exchanged on November 22, 2012. Negotiations continued on January 10, 11 & 28, 2013. The union is filing for conciliation.

IWK - Clerical, Local 23
Number of members: 547

Contract expiry date: October 31, 2011
Staff Negotiator: Tina Webber

Proposals were exchanged with the Employer on December 18, 2012. Negotiations continued on January 24 & February 6, 2013.

Laing House, Local 57
Number of members: 12

Contract Expiry Date: Newly Certified – effective February 24, 2012
Staff Negotiator: Grant Vaughan

Negotiations were held on November 30, 2012. Negotiations between the parties reached an impasse and the union filed for conciliation. Talks continued on January 7, 8, 10, 22, 23 & 25, 2013. Conciliation is set for March 1, 2013.

Mount Saint Vincent University, Local 81
Number of members: 100

Contract expiry date: June 30, 2012
Staff Negotiator: Tina Webber

A strike vote was held with 91% of the members voting 87% in favour of strike action to back their demands. Conciliation was held on January 17 & 18, 2013, resulting in a tentative agreement being reached. Ratification vote was held on January 28, 2013 and the members ratified the agreement.

Northwood Homecare Inc., Local 38 – Clerical & Schedulers

Number of members: 27
Contract expiry date: March 31, 2010

Staff Negotiator: Dave Moore
Negotiations were held on September 21, 27 & 28, 2012. A tentative agreement has been reached. Ratification vote scheduled for January 16, 2013 was cancelled due to inclement weather and will be re-scheduled.

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 2011 but had to be cancelled. Negotiations were held on May 30 and June 7, 8 and July 16, 24, 25, September 20, 21, October 2 and November 14, 2012. Talks reached an impasse and the Union filed for conciliation on November 20, 2012. Negotiations were held on February 5, 2013 and a tentative agreement was reached.

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**

Proposals were exchanged on November 13 and talks continued on November 14, 2012. Negotiations resumed on January 7, 8, 9, 22 & 23, 2013 and will continue on February 14 & 15, 2013.

Parkland at the Lakes, Local 87**Number of members: 60****Contract expiry date: Members newly certified effective March 19, 2012****Staff Negotiator: Grant Vaughan**

Proposals were exchanged on December 7 and talks continued on December 13, 2012 and January 9 & February 11, 2013. Additional dates are set for February 18 & 28, 2013.

Regional Residential Services Society, Local 66**Number of members: 304****Contract expiry date: March 31, 2012.****Staff Negotiator: David Lawrence**

Exchanging proposals March 21, 2013. Negotiations commence April 11 & 12, 2013.

Saint Mary's University, Local 79**Number of members: 172****Contract expiry date: June 30, 2012****Staff Negotiator: Tina Webber**

Proposals were exchanged on November 22 and talks continued on November 28 and December 7 & 11, 2012. The parties reached an impasse and the Union has filed for conciliation. Conciliation talks break off. Strike vote was February 8 and rejection vote is scheduled for February 15, 2013.

Sherbrooke Restoration Commission, Local 50**Number of members: 89****Contract expiry date: March 31, 2012****Staff Negotiator: Jim Gosse**

Proposals were exchanged on December 12, 2012 and talks continued on January 10 & 25, 2013.

South Shore Regional School Board, Local 70**Number of members: 68****Contract expiry date: June 30, 2012****Staff Negotiator: Dave Moore**

Met with Bargaining Committee to review/prepare proposals on November 20, 2012. Meeting was held to exchange proposals with Employer on



NSLC LOT: Members of Local 470's bargaining committee (clockwise from back left) Beverly LeBlanc, Aaron MacDonald, Rick Chisholm, Gary DeBaie, Jeff Moody, Steve Penney, Rose Nolan, NSGEU ERO Nicole McKim and Servicing Coordinator Neil McNeil, Jim Ross and Barbara Buchanan were back at the bargaining table in early January.

LOCAL 470: AT THE TABLE

NSLC Locals 470 (Bargaining Committee pictured above) & 470E are both back at the bargaining table after their collective agreement expired in March 2012. Proposals were exchanged with the employer in mid-November, and negotiations were held throughout January.

Talks resumed on February 14 and 15. The Bargaining Committee is pleased with the progress to this point and are hopeful that an agreement can be reached.

January 8, 2013. The Union will be scheduling dates to continue talks as soon as possible..

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. Talks broke down after eight days of negotiations when the employer tabled a monetary package on November 26th that falls short of an acceptable offer. The Union filed for conciliation on November 28, 2012. A strike vote was taken resulting in 90% of members voting 87% in favour of strike action to back their demands. Conciliation talks continued on January 23 & 24, 2013. Job classifications and wages remain two of the most significant outstanding issues to be resolved. Conciliation scheduled for February 14, 2013.

Tri County Regional School Board, Local 74**Number of members: 49****Contract expiry date: March 31, 2012****Staff Negotiator: Dave Moore**

Met with Bargaining Committee to review/prepare proposals on November 14, 2012.

Université Sainte-Anne, Local 45**Number of members: 54****Contract expiry date: June 30, 2012****Staff Negotiator: Tina Webber**

Proposals were exchanged on November 21 and talks continued on December 20 & 21, 2012 and January 21, 2013. Conciliation will take place February 19, 2013.

Veith House, Local 67**Number of members: 5****Contract expiry date: December 31, 2011****Staff Negotiator: David Lawrence**

Exchanging proposals February 22, 2013. Negotiations to commence March 8, 2013.

Workers Compensation Board, Local 55**Number of members: 330****Contract expiry date: December 31, 2011****Staff Negotiator: Robin MacLean/Tony Bremner**

Proposals are scheduled to be exchanged on March 22, 2013 with negotiations continuing on April 8, May 23 & 24, 2013.



to our new online home!

WWW.NSGEU.CA

We've been busy behind the scenes, working to improve our website so you can find important union information with ease.

The new site will be easy to navigate and feature bargaining updates, NSGEU and labour news from around the world, a calendar of upcoming events and, of course, a PDF version of the latest issue of *The Union Stand*.

We launch the new & improved www.nsg.eu.ca at the end of February. Come check it out!



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