

NSGEU

Winter 2012

THE STAND

The Season of Unity

HELPING HANDS:

NSGEU members give back to the community /6

COUNTDOWN TO CONVENTION:

Important dates & deadlines for NSGEU's Biennial Convention /12

Winter Edition...

Time of change is ahead

The holidays are truly a time for people to come together, connect and share with one another. This season of togetherness is such a special time of year, because it encourages us to not only spend time with our own loved ones, but to take the time to think about others.

As front-line workers, you see each and every day the struggles that many Nova Scotians experience trying to make ends meet. And if you watch the news, you also see that these struggles extend far beyond our own province.

Here at the NSGEU, we are not only present in your workplace, but in your community, as well. We've made a commitment to a range of social causes, such as bullying, mental health and poverty. For a third straight year, we have made a donation of \$10,000 on behalf of our membership to Christmas Daddies, to help families who need a bit of a helping hand during the holidays. Our Human Rights Committee is also hard at work organizing our annual Sock It To Poverty campaign, which collects warm winter wear for those in need. ([Read more about these initiatives on page 6 & 7](#)).

But the holiday season will be a bit tougher for a few of our own members, this year. As 2012 comes to a close, some NSGEU members are facing some very serious uncertainties: six Counsellor Attendants from Local 94 were recently laid off ([see their story on page 9](#)); AV workers at Capital Health are still unsure about what their futures hold after management decided to contract out their services; and 73 of our members who work with the government's SAP systems are left in limbo, as the provincial government has decided to contract out their services, as well, to IBM. ([See page 5 for more on this](#)).

One thing is for certain: the New Year will continue to bring change. Now, we need to stand together to ensure that these changes are positive, both for our membership and the province, as a whole.

We need to raise our voices against the Federal Conservatives' Bill C-377, which would require unions like the NSGEU to make their finances public, even though we already



NSGEU President Joan Jessome

make this information available to members through financial audits, reports and regular membership meetings. Quite simply, this expensive and unwieldy bill would only benefit large corporations, who want to access this information to undermine the labour movement. You can help stop this bill by writing to your local MP.

We also need to send a very clear message to our provincial government, that our public services are valuable and worth protecting. The decisions to outsource services like SAP and Capital Health's AV team are unacceptable, and both set a dangerous precedent that would erode the strength of Nova Scotia's public support structures.

We hope you will join us in our fight to ensure that our members are protected, and that Nova Scotia's public services stay strong.

Have a safe and happy holiday season!

In Solidarity

Joan Jessome, NSGEU President

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NSGEU

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INTERNATIONAL HONOURS

NSGEU Secretary-Treasurer Darren McPhee thanks Seidu Tambro Fati, the recipient of the 2012 NSGEU International Social Justice Solidarity Award (Coady Institute), for coming to speak to the NSGEU Board of Directors in November. Fati said this award and education from the Coady Institute will empower her to continue to make positive changes in her home country of Ghana and her local community, where she works as both a labour representative in her union and as a worker in health services.



COVER STORY

The NSGEU has made a point of giving back to communities throughout Nova Scotia during the holiday season. Find out how we're helping. **PAGES 6 & 7**



EDUCATION CALENDAR A list of upcoming workshops and seminars that the NSGEU is hosting for its members this year. **PAGE 17**



DISCOUNT LIST & NSGEU WEAR Loads of bargains, as well as some beautiful union and Canadian-made clothing, can be found here. **PAGE 18 & 19**



UPCOMING EVENTS A calendar of a few key upcoming union events, activities and significant dates. **PAGE 20**



BARGAINING UPDATES A summary of the most recent bargaining from the union's many locals. **PAGE 21**

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:

Tony Tracy (@Tony_Tracy)

Great to see the #NovaScotia Government & General Employees Union (@NSGEU) on Twitter! Warm welcome! | #NSpoli #CBpoli#NSGEU #NUPGE #canlab

Matthew Fox (@matthewearfox)

March to end #poverty coming down @ SpringGardenRd. Several @NSGEU flags in the group. pic.twitter.com/0ZK1o5qF

Rick Wiseman (@rickw10)

@NSGEU's Human Rights Committee is meeting today to put the final touches on our conference starting tomorrow. NS Homelessness is the topic.

Miles Howe (@MilesHowe)

@NSGEU rallies to save ps jobs, #NS private info. Provincial NDP throws labour under bus. <http://bitly.com/U2nPKH> @prezjoan @Tony_Tracy

HealingTreeComm (@healingtrecomm)

Joan Jessome (NSGEU) introduces #mentalhealth forum hosted by Mental Health Coalition of Nova Scotia #mentalhealth #novascotia@nsgeu

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It takes one tree
to print 500 copies
of this magazine.



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button.

THANK YOU!

MEET OUR MEMBERS!

**Dawn Peters B.S.W,
R.S.W (cand.):** Mother
of two boys Jack (9) and
Roman (7); Wife to Aaron
Smith; Actress, painter,
writer, runner, & volunteer.

LOCAL
94



What does she do?

"I save lives, one person at a time. I have worked in Addictions for the past 17 years helping people and thankfully, I never stop learning. I learn the most from the people I help."

- Dawn has worked with Addiction Services since December 1995;
- She has worked as a Counsellor Attendant in both Springhill and Pictou Detox for 7 years;
- She has worked as a Community Health Worker for Women for 6 years;
- She has also been a Community Health Board Coordinator;
- Dawn is currently employed as a Community Health Worker and has completed a Health Canada-funded research and treatment project for youth and nicotine addiction and currently works as a Community Health Worker for Nicotine Services.

In Dawn's words:

"I chose the profession of Addictions because I have understood it for as long as I can remember. Addiction is all around us and affects individuals, families, and communities, and sadly it is one of the most misunderstood illnesses. In having a sound understanding and a deep compassion to help people afflicted with addiction, I knew that this was what I wanted to do. I enjoy being part of a person's journey along recovery, that's the big pay off, to know that you have in some way been allowed to be part of it. It's amazing to watch someone who is broken and scared move into a brighter place of hope with a genuine smile and a new understanding of life.

"Some of the frustrations that I have experienced are in the restructuring of the government priorities and moving away from a health system that is designed for people and to help people to one that is run like a business. Caring for sick people is a very important part of our culture and an integral part of our belief system; it should not be a business that is only concerned about the bottom line. People are not numbers. When I see my brother and sister Addiction Services Counsellor Attendants being let go in Sydney and around the province, I feel very sad; for the irreplaceable service that is dying along with those jobs; for the families of those workers who are profoundly affected; and for our clients who so desperately need and deserve that service.

"I have been very fortunate to work in a place where I feel safe, respected, and valued. Having worked as both a Shop Steward and a Bully Free Workplace Facilitator, I know there are other NSGEU members who are not so fortunate.

"Along with all the training that I have been afforded through both my employer and my Union, I am also very proud of the fact that while raising my two boys and working full time, I was also able to obtain my Social Work Degree. I am currently applying to do my masters in Social Work and will always be a life long learner. When I look around the world, I am really grateful for so many things, especially my education. Education is freedom."

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

PRIVATIZATION OF SAP SERVICES COULD SPELL T-R-O-U-B-L-E FOR THE SERVICE

Since we first learned about the potential outsourcing of government SAP jobs, the union has held many meetings, two public rallies, and arranged for four member SAP experts to meet with the Minister of Finance to explain what is at risk by privatizing this core government service.

Despite these warnings, on November 8, the province chose to go ahead with plans to contract out the provision of the province's SAP services to IBM. IBM had made this contract a key condition for establishing a Global IT centre here in Nova Scotia.

Up until now, our core government financial services have been provided by a team of highly trained IT experts – most of whom, 73 out of 110, are NSGEU members. Another group of IT experts, who are not our members, work in HASP (Health Administrative Services Program) and provide SAP services specifically to the District Health Authorities.

These IT specialists maintain, customize and keep data secure for the entire government financial and payroll system. Their services include: system customization; financial and data analysis; standardization and streamlining advice; proposed design advice; and solving diagnostic problems.

For example, if the government's Transportation Department wanted to find out how many Transportation buildings there are in the province and how much they cost to heat each year, our SAP team would get together and design an SAP functionality to do that. For years they have identified and solved problems – sometimes in minutes – if there has been an urgent need.

Many of the province's school boards pay to use the province's SAP services through the Customer Competence Centre or (CCC) program. Our members have been providing clients, such as the school boards, Halifax Water Commission and many municipal housing authorities, with affordable reliable service. If a client has a problem with payroll, for example, SAP service

experts help ensure the employees get paid the proper amount at the right time.

This important public service is now at risk. In Australia in 2010, the Queensland government hired IBM to rollout the SAP service for their health authority. It was a disaster. The start date expanded from eight to 26 months and the cost was approximately 300 per cent over the original cost budget (see http://www.arnnet.com.au/article/351650/ibm_says_queensland_health_sap_failure_its_fault/).

There are questions, based on IBM's record in other locations, about its integrity and commitment to employees. In Iowa, where another Global IT centre was set up in 2009, IBM refused to reveal the real number of hires made one year later, despite receiving millions of taxpayer dollars on the basis of providing local jobs (see <http://www.informationweek.com/global-cio/security/global-cio-ibm-iowas-birthday-ibm-gets-5/222301244>).

IBM is an anti-union company. There are hundreds and hundreds of complaints from workers and former workers about the working conditions posted on www.ratemyemployer.com.

During the announcement of the deal with IBM, Premier Darrell Dexter stated that members can either take a job with IBM or remain in the Civil Service. His position has been that the members will be fine because they will still have jobs within the Civil Service, if they choose that option.

We wish it were so simple. We are glad



SAP SUPPORT: IT workers and their supporters rallied outside of Province House on October 25.

we were able to negotiate job security provisions with this government. But finding another fit within the Civil Service is a stressful situation for members and their families. The Civil Service is province-wide and a similar job could be located anywhere.

Furthermore, job security provisions do not mean that the government has carte blanche to contract out public services. Our members are proud of the jobs they had and the service they were able to provide. They are devastated that this quality service was sold out and they know what it may mean to the quality of the service Nova Scotians receive.

The union is continuing to work with the Public Service Commission and is attending regular meetings with the affected members to help ensure the collective agreement is adhered to.



LENDING A HELPING HAND DURING THE HOLIDAYS

The NSGEU gives back to the community with a \$10,000 donation to Christmas Daddies

If you notice other unions and organizations advertising their season's greetings on TV or newspaper ads over the holidays, you may have wondered why NSGEU isn't in the mix, as well.

Quite simply, it's because we feel the money that normally goes into these advertising campaigns could be much better used in the community, by people in need during the holiday season.

For the third year in a row, the NSGEU Board of Directors has decided to redirect \$10,000, which would normally represent our advertising budget with CTV, and make a donation to Christmas Daddies instead.

"The holidays are a time of year

when many people experience serious financial hardship. We want to help parents who have fallen on hard times make sure their children still have a merry and bright Christmas," says NSGEU President Joan Jessome.

Christmas Daddies is a non-profit organization with a mandate to help less fortunate children in the Maritime provinces have a better Christmas.

Their annual telethon has raised over \$27 million since its inception in 1964, and last year, \$726,000 went to 17,000 kids throughout the region.

We know that our members work every single day to try and improve the lives of Nova Scotians,

and the NSGEU also has made a commitment to making a difference in communities throughout the province. In this spirit, the NSGEU's Executive presented two cheques – \$7,000 for mainland Nova Scotia and \$3,000 for Cape Breton – on behalf of the entire membership at the Christmas Daddies telethon on Sunday, December 2.

We hope that you are proud of this gift, which will mean a great deal to families who are in need of a helping hand during the holiday season.

For more information on Christmas Daddies and what their organization does, please visit www.christmasdaddies.org.



GIVING BACK: The NSGEU Executive (Jason MacLean, Rick Wiseman, Dawn Ferris, Darren McPhee and Joan Jessome) presented two cheques, totalling \$10,000, on behalf of NSGEU members at the Christmas Daddies telethon. (Photo by Shelley Anderson, Local 267)

NSGEU SOCKS IT TO POVERTY, AGAIN!

By Rick Wiseman

This year's Sock it to Poverty campaign is off to a great start and is on pace to be our best year yet!

The Human Rights Committee has been receiving a strong response from across the province on this seasonal campaign, which collects donations of new socks, mitts, hats and cash, which is used to purchase warm winter wear.

"The need across the province is significant," says Adrienne LeBlanc, Chair of the Human Rights Committee, "With winter coming on, there are struggling individuals and families across the province, people that need support."

So far this year, Locals have been donating money to the campaign, members have initiated drop boxes at their work sites, and boxes have been arranged for donations to be collected at union events, as well.

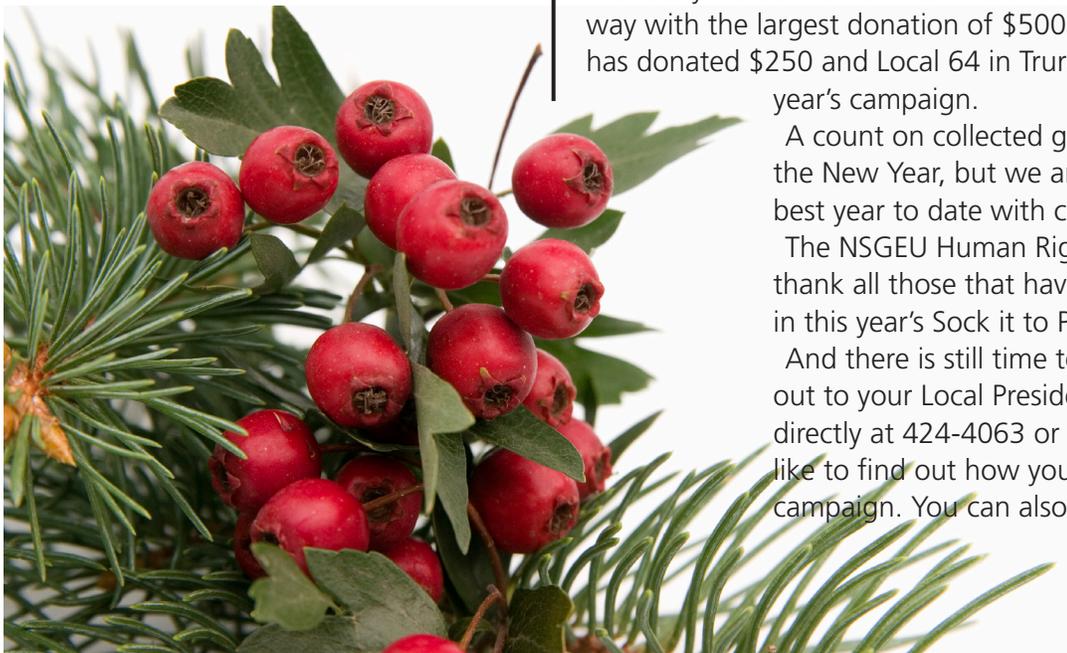
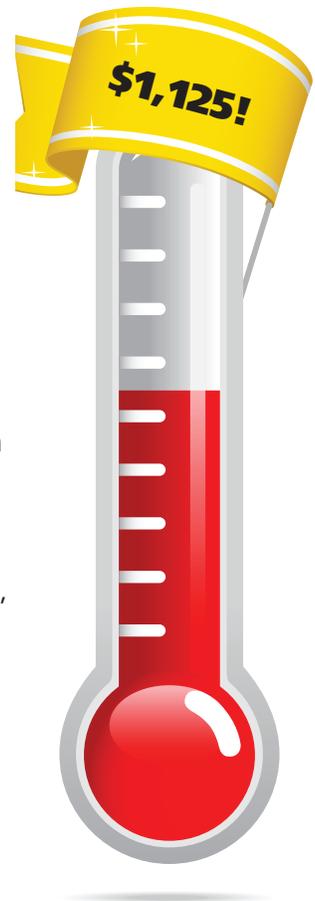
All of this is contributing to NSGEU playing its role in reducing the effects of poverty on people in our province.

As of mid-November, the NSGEU has received over \$1,100 in monetary donations from its Locals. So far, Local 42 is leading the way with the largest donation of \$500. Local 1 in Cape Breton has donated \$250 and Local 64 in Truro has donated \$200 to this year's campaign.

A count on collected goods won't take place until the New Year, but we are also hoping to have our best year to date with collected goods.

The NSGEU Human Rights committee would like to thank all those that have been involved in some way in this year's Sock it to Poverty Campaign!

And there is still time to make a donation. Reach out to your Local President or contact NSGEU directly at 424-4063 or 1-877-556-7438 if you'd like to find out how you can contribute to this campaign. You can also email inquiry@nsgeu.ca.



Bully-free workplaces shine!

Since launching the Bully-Free Workplaces program in September 2010, the NSGEU has seen a tremendous number of members step forward and participate in this free training. As of November 19, more than 7,900 people had taken part in either our two-hour awareness session or the six-hour workshop.

The program was developed by a team of facilitators and NSGEU staff to help our members and their employers identify and stop workplace bullying. Now, the program is led by coordinator Susan Coldwell and is available to both union and non-union participants who are either employees or managers/supervisors. Although priority is given to NSGEU employees, the union is committed to delivering the program to any employer who requests the program at little or no cost.

"The goal for us as a union is to make workplaces better and healthier for our members and for workers in general. We would like to shift workplace culture right across the province and the Maritimes," said Joan Jessome, President of the NSGEU.

The program continues to evolve as we respond to the growing needs of participants and employers. It now qualifies for Continuing Education Credits, and has been recognized both nationally and internationally by the International Institute for Restorative Practices, at the International Institute for Qualitative Methodology, the Canadian Evaluation Society, and the 8th International Conference on Workplace Bullying and

Harassment.

We are currently in the midst of developing an online Bully-Free Workplaces program, which is based on a similar program that was developed for the NSLC by a team at NSCC, led by Sharen Macpherson. While it is currently in its testing stages for the NSGEU, we hope to make it available to all NSGEU members and the public.

"The NSGEU Bully-Free Workplaces program has been recognized at national and international conferences," Jessome said, "We have seen first-hand that our program is breaking new ground not only in the Maritimes, not only in Canada, but in the world with initiatives like our new 'Restorative Workplace Practices' approach and our continued standard of program delivery and evaluation. We are very excited about this program and pleased that it is working and making a difference to those who complete it."

We are also now published in a book entitled, "*Violence in the Health Sector.*" A paper authored by NSGEU's own Susan Coldwell and Janet Fortune-Woodworth, "*Working Toward Bully-Free Workplaces: an innovative approach addressing workplace violence in Nova Scotia Health Care,*" compares the experiences of the South Shore District Health and Capital District Health, Public Health Services.

ASK AN EXPERT...

Q: "Aren't bullying and harassment the same thing? What is the difference?"



A: While the terms **bullying** and **harassment** are often used interchangeably, we do make a distinction between these forms of workplace mistreatment.

Harassment is considered to be any behaviour that "demeans, humiliates or embarrasses a person, that a reasonable person should have known would be unwelcome." It includes actions (touching, pushing), comments (jokes, name calling), or displays (posters, cartoons). We have legislation to protect people from harassment on the protected grounds as outlined by Human Rights; this can also refer to a single incident of harassing behaviour.

The Nova Scotia Human Rights Act prohibits harassment related to age, race/colour, religion/creed, ethnic or national origin, aboriginal origin, sex (including gender or pregnancy), sexual orientation physical or mental disability, family or marital status, source of income, irrational fear of contracting an illness or disease, association with groups or individuals, or political belief, affiliation or activity.

Bullying is defined as health harming behaviour, which is repeated and persistent. So it is a pattern of behaviour that targets an individual in order to undermine, offend, humiliate such that it results in feelings of personal diminishment that over time can result in physical, emotional and behavioural symptoms. There is also a power imbalance even if the target and person who bullies are of the same rank. The target feels powerless to successfully protect or defend him/herself against the willful or negligent infliction of emotional distress. It does not matter if someone intended to do harm, rather the focus is on the harm that is done and what will correct or remedy the situation.

Bullies often don't act alone. If someone is a witness or bystander who doesn't speak up to intervene and stop what they see happening they are part of the problem.

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

LET'S SAVE 95 YEARS OF EXPERIENCE

For many years, Counsellor Attendants have played a crucial role in supporting the recovery of people with addictions here in Cape Breton. They work with medical staff to ensure these patients are receiving the best possible care on their road to recovery.

Now, the Cape Breton District Health Authority (CBDHA) has decided they aren't needed.

LOCAL
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Margaret Graham
"It's not changing the care! Dr. Courey would say that this is a medical model. Well, if a medical model is more paperwork, that's what they've done. They've added more paperwork for nurses."

and insight, to help strengthen our public support systems. These members have positively impacted the recovery process of many

"Unfortunately, addiction is still a huge problem in this part of the province, and we need people like Margaret, Murray, Krista, Blair, Cameron and Skipper, with decades of expertise and insight, to help strengthen our public support systems."

Management recently decided to lay-off six long-serving members of the Mental Health and Addiction Services team.

With a combined 95 years of on-the-job experience in their field, these members help change lives and offer hope to people when they have hit rock-bottom. They make clients feel welcome and comfortable – a crucial first step in the recovery process – and offer support throughout treatment.

The concern is that nurses alone simply won't have the time to give this level of attention to patients.

Counsellor Attendants have played an invaluable role in the recovery and treatment of countless patients over the years, and had an immeasurable impact on the community of Cape Breton.

Unfortunately, addiction is still a huge problem in this part of the province, and we need people like Margaret, Murray, Krista, Blair, Cameron and Skipper, with decades of expertise

Cape Bretoners and their families. Almost everyone knows someone who has been affected by addiction. Furthermore, this is not the time to be putting people out of work in Cape Breton. Rather, it should be a time where we are focusing on creating new opportunities.

Let's work together, as a team, and ensure these years of experience aren't simply thrown away.

If you have been affected by addictions, and are concerned about the CBDHA's recent decision to eliminate these positions, you can help.

You can call Dr. Linda Courey, Director of Mental Health & Addiction Services, at 902-567-8093, and the CEO of the Cape Breton District Health Authority, Dianne Calvert Simms, at 902-567-7802.

Email feedback@cbdha.nshealth.ca and Health Minister David Wilson at health.minister@gov.ns.ca. Please cc: all emails to The Cape Breton Post (letters@cbpost.com).



Blair Riley
"A pill is not going to cure this ... It's going to take people who are empathetic towards people who are addicted, that understand them, that accept them as they are and are willing to work with them at that level."

Murray McNeil
"Give us the opportunity to change with (the CBDHA)! It's 95 years of experience. We're all willing to learn ... There has to be somewhere in the agency where they can absorb us as Counsellors and we can still be beneficial to the clients' recovery."



Alexander "Skipper" Gordon
"I've been involved in detox since 1974 ... I've seen all the changes – none of them for the better. What they want you to be is a number. The personal touch is gone."

Krista Gardiner
"You can't have a medical model for addictions ... it makes no sense! The clients are being robbed. Addiction affects you physically, mentally, emotionally, spiritually. It encompasses you, heart and soul."



Cameron Sears
"Recovery is your whole life, and it's about the people that you connect with. And we were good at it. It's just really sad, because in the long run, the patients are going to lose."

JEFF ANSWERS YOUR OHS QUESTIONS



Q: *I work in a very stressful workplace. The workload is very heavy. We are always understaffed as they never fill vacancies and other employees are frequently off on sick leave. We never get any support or solutions from the employer. We don't know how much more we can take. Is this covered under Occupational Health & Safety (OHS)?*

A: The short answer to your question is "Yes." If there are conditions in your workplace that are having a negative impact on your health or safety, then it is an OHS matter.

The standard of care that employers are required to follow is found in the General Duty clause of the OHS Act (section 13). It requires every employer take every precaution that is reasonable in the circumstances to ensure the health and safety of persons at or near the workplace. In the situation you describe the key word is "health" and what that entails. The Oxford Dictionary defines 'health' as: "a state of wellbeing in body and mind: a person's mental or physical condition; soundness." Therefore, just as there is a requirement for

the employer to ensure no harm comes to your physical condition at work, there is also a requirement that no harm comes to your mental condition.

Many employers tend to overlook this duty and precaution that has been assigned to them under our OHS legislation.

Having established that these matters are bone fide OHS issues, they ought to be treated the same way as other OHS issues. They need to be reported to the supervisor and if not remedied to your satisfaction, then reported to your workplace Joint Occupational Health & Safety Committee. If still not remedied to your satisfaction the OHS Act requires that the matter then be reported to the OHS Division of the Department of Labour and Advanced Education for an officer to investigate. Your other rights under the OHS Act (right to refuse, to file an appeal, etc.) and your collective agreement (grievance) may also be available to address your concerns.

Two recent items of note are bringing much needed attention to the mental health aspect of employee health and safety. One is the collaboration between the Workforce Advisory Committee of the Mental Health

Commission of Canada (MHCC) with the Centre for Applied Research in Mental Health and Addictions at Simon Fraser University, which produced "Psychological Health & Safety; An Action Guide for Employers" (see bit.ly/K8kQqy) The second item is the newly released CSA standard for Psychological Health and Safety in the Workplace. These two items dovetail nicely and provide a best practice framework that all employers can utilize in addressing this very serious issue.

- Jeff Brett is NSGEU's Occupational Health and Safety Officer



TALKING PENSIONS WITH CORINNE

Q: *What is the difference between a Defined Benefit (DB) and a Defined Contribution (DC) pension plan?*

A: The key difference between a DB and a DC pension plan is the benefit you will receive at retirement. In a DB pension plan you know how much retirement income you will receive throughout your retirement years. In a DC pension plan, you won't know what you will have to retire with, which makes ensuring you have sufficient retirement income difficult. Under a DB pension plan, you and your employer make contributions to the pension fund. The pension fund pays you a monthly benefit on retirement. The amount of the benefit you receive at retirement will be based on the pension formula, which looks similar to the following:



Under a DC pension plan, you and your employer make contributions to your member account. At retirement the balance of your member account will be used to purchase your retirement benefit.



An annuity and a RRIF (Registered Retirement Income Fund) are products which you purchase from an insurance company. These retirement products will provide you with your retirement income.

At the 2009 biennial Convention, the NSGEU instituted a resolution to try and move members into DB pension plans.
- Corinne Carey is NSGEU's Pension & Benefits Officer



A NEW (ONLINE) HOME FOR THE NSGEU

In the last issue of *The Stand*, we gave you an update on the NSGEU's new physical home, which is currently under construction on John Savage Drive in Burnside. Well, those aren't our only new digs: We've also been busy behind-the-scenes, building a new and improved website for our members.

In the first quarter of 2013, you can expect to see this new site launch at www.nsg.eu.ca.

We are extremely excited about this new online home for the NSGEU. It will be much easier to navigate than the current site, and members can expect to see more frequent

updates, as well as photos and videos from recent events.

The new site will contain valuable information about the NSGEU: what we do, who we are, and how members can get involved. It will also house important forms and paperwork for locals, like collective agreements and civil service mileage rates, as well as archived and current issues of *The Stand* in PDF version.

If you aren't already following us on Twitter (@NSGEU) or Facebook, you will also find reminders of our social media presence on www.nsg.eu.ca, with Twitter feeds and links to our Facebook page.

There will be a second phase of the website redesign, which will see the members-only login portion of the site relaunched. Until then, this members-only area of the site won't be available, as we work to connect it to our internal database and make sure everything is working correctly. We will be providing updates on the second phase of the website redesign on the new site, and in future issues of *The Stand*, so stay tuned.

We hope that you take some time to explore the new website when it launches in early 2013, and that you love your new online hub for NSGEU!



REAL DEAL: A crane lifts an exterior concrete wall into place on the site of the NSGEU building on November 20th. The contractor was scheduled to begin installing structural steel at the end of the month.

CONVENTION 2013: MAY 8 - 11



CONVENTION 2013: HOW YOU CAN GET INVOLVED!

WHAT IS CONVENTION?

The upcoming Biennial Convention is one of NSGEU's most significant events, and it is vital that you, as a member, understand what is decided during this four-day session. From Wednesday, May 8 to Saturday, May 11, hundreds of NSGEU members will gather at the Westin in Halifax to establish the Union's goals for the upcoming two years, and elect the executive members who will help meet those goals.

Convention is an empowering experience for everyone involved: it's an opportunity to build new relationships with the Union, strengthen existing ones, and share ideas in a supportive space.

WHAT ROLE DOES YOUR LOCAL PLAY IN CONVENTION?

The number of delegates your Local gets to send to convention depends on the number of signed members in

your Local. To ensure your Local has a strong presence at the 2013 convention, encourage all of your co-workers to sign a card, which they can get from their steward or Local executive, by contacting NSGEU at 424-4063 or 1-877-556-7438 or emailing inquiry@nsgeu.ca.

IMPORTANT DATES FOR LOCALS:

Tuesday, Jan. 8: Each Local's delegate entitlement is decided on this date. So, based on the number of signed members in your Local as of this date, your Local will be invited and funded to send a certain number of delegates to convention. All necessary forms and paperwork will be sent to the Local Presidents within two weeks.

Wednesday, Feb. 27: This is the deadline for each Local to elect its convention delegates and alternates during a special or regular Local meeting. Locals who do not hold their elections before this date will not be eligible to send delegates to convention,

as per NSGEU Constitution & Bylaws, which do not permit exceptions to this article.

Friday, Mar. 8: By this date, NSGEU's Executive Director must 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, and are to be presented at convention. During convention, these resolutions/amendments will be considered and perhaps voted upon.

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 is required to complete and submit the official

ARE YOU ONE OF NSGEU'S NEXT LEADERS?

NSGEU's Biennial Convention is where the direction and priorities of the Union for the upcoming term are 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. That's where hundreds of delegates from NSGEU's Locals will meet to elect the next Executive Committee: President, First Vice President, Second Vice President, Third Vice President and Secretary-Treasurer.

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

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

In order to run for the Executive Committee, you must first be elected as one of your Local's convention delegates (see *below left for steps & deadlines*).

To run for Executive Committee, you must:

- Have attended at least 40 per cent 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 candidates fill out this form well in advance of Convention so they have a chance to create and distribute campaign materials, but there is nothing stopping an eligible candidate from coming forward during Convention. The "Intent to Seek Nomination" forms must be submitted to the Nominations Receiving Committee no later than the concluding session of the second-last scheduled day of convention (which is **May 10**, this year).

Once a candidate has filed a nomination form, they can start campaigning!

NSGEU policy establishes 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. The candidates must sign a declaration promising to use this list only for campaign purposes;

2. **The Stand:** All declared candidates will have a chance to have a photo and personal statement of no more than 600 words included in the Spring 2013 issue of *The Stand*. Photos and statements must be received by March 8, 2013;

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 by helping to contact

Continued on next page



SHOW OF HANDS:
Delegates vote on a resolution during Convention 2011.

credential form for each Local delegate and forward a copy to Union head office at least ten days in advance of convention to ensure they are received by the Executive Director at least two days prior to convention (by May 6).

IMPORTANT DATES FOR COMMITTEES:

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

Mar. 21, 22 & 23: Board of Directors will consider and vote on which committee recommendations and 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

by **Monday, Mar. 18** to allow time for materials to be copied before the meeting.

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

Friday, Apr. 26: All Convention 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 in detail and submitted within the time limits noted above. If you have any questions, please feel free to contact our Convention Coordinator, Diane Briggs, at dbriggs@nsgeu.ca.

Convention deadlines will also be posted on www.nsgeu.ca. Please check regularly for updates.



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

Showing up, and then some

By Carrie Campbell

I walked into my first Labour Council meeting in October 2011, not really knowing what to expect. I knew that representatives from each union around the city met once a month to talk about issues in different sectors, so I expected to see a few familiar faces. What I didn't know was how much I would come to love these monthly meetings.

In January 2012, during my fourth meeting of the Halifax-Dartmouth and District Labour Council, I decided to run for the Executive and became the Vice President of Special Events. I was excited. I was challenged. I was terrified. I was now responsible for chairing the Labour Day Committee. Something I had never done before.

In fact, working at a university, I had never even BEEN to Labour Day and at this point I was now responsible for planning it. This was a job I really took seriously. Labour Day is the day for workers and their families. It is OUR day and I wanted to make sure I did it justice.

The day started with a rally at Victoria Park where we heard from a number of union presidents, including NSGEU's own President, Joan Jessome.

What happened next was something I will never forget. Imagine being in a sea of hundreds of union activists and their families. As far as you can see, there are multi-coloured flags bearing the



STEPPING UP: VP of Special Events for the Labour Council, Carrie Campbell, speaks at the 2012 Labour Day celebrations in Halifax.

names of different unions. Each person was proudly marching, chanting, and singing. All of these people brought together in solidarity on OUR day.

One thing that really stood out to me was the number of NSGEU members. This is something I was especially proud of. We come from a union full of active members who continue to show up, day after day, event after event. Our president, Joan Jessome, certainly leads by example. She marched alongside the members as well as her husband and two grandchildren. One thing Joan said has always stuck with me: "The world is run by those who show up. And NSGEU members show up."

Continued from page 13

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.

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



SPEAK UP: Panelists listen during the 5th annual public forum for mental health, which was held in Halifax at the end of October.

NSGEU HELPS HOST THE FIFTH FORUM FOR MENTAL HEALTH

The Mental Health Coalition held its fifth Public Forum on October 29 at the Halifax Forum Bingo Hall.

The NSGEU was one of the main sponsors of this event, which featured the overall theme of "Mental Health Strategies: Moving Ahead Together."

The two featured speakers were Steve Lurie of the Mental Health Commission of Canada, who spoke about the new federal mental health strategy called "Changing Directions, Changing Lives," and Patricia Murray from Nova Scotia's Department of Health and Wellness, who spoke about the new provincial mental health and addictions strategy called "Together We Can."

There was also a panel who posed questions to Lurie and Murray, followed by a general question and answer period.

Key questions focusing on access to treatment, employment support, diversity, and funding by governments were raised during the session.

We also learned a new phrase called "implementation deficit disorder," which might apply to far more than mental health. The Organizing Committee planned to meet again on November 29 to assess the Forum and plan next steps.

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 (Call 456.6531 or 1.877.556.7438 or email lsmith@nsgeu.ca)

NSGEU

FALL 2012 SCHOLARSHIP & BURSARY RECIPIENTS



(CLOCKWISE, FROM UPPER LEFT): Claire Yorston, Matthew Oldfield, Gabriel Smith, John Lane, MacKenzie Pike-Tremblett, Meaghan Marie Peck, Sara Hollett & Madina LeBlanc.

NSGEU Dependent Bursary Award Recipients (15):

- Ms. Sarah Farrag - Westray Memorial NSGEU Member's Dependent Bursary - \$1,000 (Member: Monica Farrag - Local 97)
- Shunkai Yang - Brian Langille Memorial NSGEU Member's Dependent Bursary - \$1,000 (Member: Jie Chen, Local 19)
- Alexandria Samson - Irving Deale Memorial NSGEU Member's Dependent Bursary - \$1,000 (Member: Micheline Samson-Graves, Local 27)
- John Lane - Philip Cogswell Memorial NSGEU Member's Dependent Bursary - \$1,000 (Member: Stephen Lane, Local 480F)
- Leo Wood - Gordon Burnham Memorial NSGEU Member's Dependent Bursary - \$1,000 (Member: Kathleen Wood, Local 71A)
- Megan Peck - John Rossiter Memorial NSGEU Member's Dependent Bursary - \$1,000 (Member: Lana Peck, Local 71B)
- Felicity MacDougall - \$1,000 (Member: Lois MacDougall, Local 94)
- Ms. Emily Hart - \$1,000 (Member: Marion Hart, Local 71B)
- Mr. MacKenzie Pike-Tremblett - \$1,000 (Member: Darlene Pike, Local 8)
- Ms. Jasmine Parent - \$1,000 (Member: Joan Parent, Local 4)
- Mr. Nicholas Lynch - \$1,000 (Member: Susan Lynch, Local 71B)
- Ms. Madina LeBlanc - \$1,000 (Member: Joan MacLeod, Local 39)
- Ms. Amanda Pracz - \$1,000 (Member: Kimberly Smith, Local 7)
- Ms. Erin Halisky - \$1,000 (Member: Marlene Maclean, Local 267F)
- Mr. Mathew Lewis - \$1,000 (Member: Melvin Lewis, Local 46)

Dependent Scholarship Award Recipients (10):

- Ms. Rachel Miller - Adrian Timmons Memorial NSGEU Member's Dependent Scholarship of \$2,500.00. (Member: Dawn Miller, Local 97)
- Ms. Courtney Gullickson - Alex Buchanan Memorial NSGEU Member's Dependent Scholarship of \$1,500.00. (Member: Margaret Gullickson, Local 97)
- Mr. Simon Meynell - Aubrey Stevens Memorial NSGEU Member's Dependent Scholarship of \$1,500.00. (Member: Marla Meynell, Local 66)
- Mr. Gabriel Smith - Greg Blanchard NSGEU Member's Dependent Scholarship of \$1,500.00. (Member: David Smith, Local 97)
- Mr. Matthew Oldfield - David Peters NSGEU Member's Dependent Scholarship of \$1,500.00. (Member: Stephanie Oldfield, Local 42)
- Ms. Sara Hollett - \$1,000 (Member: Darlene Brine, Local 8)
- Ms. Sarah Seeton - \$1,000 (Member: Kelly Seeton, Local 267N)
- Ms. Claire Yorston - \$1,000 (Member: Jacinta Yorston, Local 97)
- Janis Nams - \$1,000 (Member: Vilis Nams, Local 96)
- Mr. Cole Wild - \$1,000 (Member: Joyce O'Connor-Wild, Local 71A)

Members Bursaries (\$750.00):

- Ms. Kelsey Hunter - Bill Herbert Memorial (Local 19)
- Ms. Wendy Dewtie (Local 85)
- Ms. Charlotte MacLellan (Local 59)
- Ms. Kristen MacDonald (Local 17)
- Ms. Margo Hampden (Local 8)
- Ms. Colleen Currie (Local 8)
- Ms. Erika Burger (Local 42)
- Mr. John Calder (Local 8)
- Ms. Melissa Sponagle (Local 42)
- Mr. Mark Toomey (Local 4)
- Ms. Crystal Tobin (Local 42)
- Ms. Shyla Orman (Local 246)
- Ms. Sally Palmer (Local 97)

**\$38,250 IN
SCHOLARSHIP &
BURSARY FUNDS
AWARDED!**

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 childcare/eldercare 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)			
	April 24 & 25	NSGEU Sydney Office, Sydney (PAG/CB)			
Steward I	April 5 & 6	NSGEU Truro Office, Truro (CC/PAG)	20	Stewards with no prior training.	Introduction to roles and responsibilities of Steward. Introduction to grievance procedure and investigation.
	April 12 & 13	Old Orchard, Wolfville (SS/Val)			
	April 19 & 20	NSGEU Boardroom A & B (Metro A/B/C)			
	April 26 & 27	NSGEU Sydney Office, Sydney (CB/PAG)			
Steward II	April 17 & 18	Holiday Inn Harbourview (Metro/SS/Val/CC)	20	Stewards with 6 months experience at Level I.	Indepth grievance investigation. Tools for dealing with management. Expanded roles and responsibilities of the Steward.
	May 23 & 24	NSGEU Sydney Office, Sydney (CB/PAG)			
Pre-Retirement	March 23	MSVU Rosaria Student Centre (Metro)	150	Usually within 1-2 years of retirement.	Overview of pension politics in Nova Scotia. Presentation from CPP and your pension plan, i.e., NSAHO, PSSP, etc., retirement benefits. Benefit information varies according to location and Local members.
	April 20	NSGEU Sydney Office (CB)	100		
	June 22	NSAC, Cox 24, Truro (CC/PAG)	100		

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

Delta Sydney

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

The Westin Nova Scotian

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

ACCOUNTING/INCOME TAX

Wagner Accounting Limited, CMA

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

ADVERTISING

Kaso Graphics

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

CouponNetwork.ca

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

CAR RENTALS

Avis Rent-A-Car

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

Discount Car & Truck

Halifax, Dartmouth, Truro, New Glasgow
1-888-636-9333. Corporate rate or whichever
rate is lowest at time of booking.

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 am to 3 pm
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.

Boutillier'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.tandy-leather.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)

HOME HEATING

Superline Fuels

Halifax 429-0740, Truro, Pictou Co., North

NSGEUWear



\$25.00

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.



\$20.00



\$25.00



\$60.00



\$30.00



\$25.00

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

January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 New Year's Day	2	3	4	5
6	7 Metro A Regional Council Meeting	8 Local 78B Stock Exec & General Meeting Determination of Local Delegate Entitlement Local 3 CS General Meeting	9	10	11	12
13	14	15	16	17	18	19
20	21	22 Local 71C CCRSB General Meeting	23	24	25	26
27	28	29	30	31		

February

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Black History Month	2
3	4	5	6	7	8	9
10	11	12 Local 78B Stock Exec & General Meeting Local 3 CS General Meeting	13	14	15	16
17	18	19	20	21	22	23
24	25	26 Local 71C CCRSB General Meeting	27 Deadline for Elections of Convention Delegates and Alternates	28		



HOME SUPPORT UNITES: Members of NSGEU's 14 Home Support Bargaining Committees from across the province came together to share information, review bargaining input surveys, develop bargaining priorities and hear from NSGEU President Jessome at their Home Support Bargaining Convention on November 6.

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: Mike Conrad

Meeting with Committee was held on November 15, 2012 to review/prepare proposals. Tentative dates of January 23 & 24, 2013 have been set to exchange proposals and continue negotiations.

APSEA, Local 80

Number of members: 74

Contract expiry date: March 31, 2010

Staff Negotiator: Art Beaver

Proposals were exchanged on September 14, 2012. Negotiations continued on September 24, 28 and October 16, 2012 resulting in a tentative agreement being reached. Ratification vote to be scheduled.

Braeside Nursing Home, Local 28

Number of members: 31

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

Staff Negotiator: Jo-Ann Bailey

Preparations are complete. The parties exchanged proposals on November 9, 2012. Talks are scheduled to continue on January 14, 15, 18 and February 21 & 22, 2013.

Cape Breton Regional Police, Local 1995

Number of members: 202

Contract expiry date: December 31, 2013

Staff Negotiator: Dave Moore

A tentative agreement was reached on all issues except wages and duration. Members ratified the tentative agreement unanimously on March 19, 2012. Pension negotiations were held March 19, 20 & 21, 2012. The parties agreed to Bruce Outhouse as Arbitrator to determine economic increases and contract duration. Arbitration held on September 5, 2012. Decision dated October 10, 2012 provides for economic increases of 10% over a three year agreement.

**CDHA – Support Services Bargaining Unit,
Local 19**

Number of members: 1,228

Contract expiry date: October 31, 2011

Staff Negotiator: Neil McNeil

Your Bargaining Committee and Employer met at conciliation on November 19th at the Dartmouth Holiday Inn. While there were productive discussions between the parties, an agreement could not be reached on the first day of conciliation. The key issue of the 3.5% long service/retention increment remains unresolved at this point. In an effort to obtain a collective agreement that acknowledges the dedication of Local 19 members, another day of conciliation talks with your Employer will be scheduled. Membership will be advised of that date once it is set.

**CDHA – Office & Clerical Bargaining Unit,
Local 246**

Number of members: 1,535

Contract expiry date: October 31, 2011

Staff Negotiator: Neil McNeil

Proposals were exchanged on July 12, 2012. Negotiations continued on September 24 & 25,
CONTINUED ON PAGE 22 & 23

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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. Conciliation is set for November 30th and discussions will occur prior to that date to determine whether a strike vote will take place before or after that date. Town hall calls were conducted to update and inform the members regarding these talks.

Chignecto Central Regional School Board, Local 71

Number of members: 634

Contract expiry date: June 30, 2012

Staff Negotiator: Mike Conrad

Meeting with committee to review/prepare proposals was held on November 22, 2012. Meeting tentatively scheduled with the Employer to exchange proposals on December 7th and bargain on January 10 & 11, 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 and talks continued on October 15, 16, 17, 25, 26, and 31, 2012. Negotiations were held on November 20, 21, 23, 2012. Additional bargaining dates have been booked for December 10, 2012, January 7, 8, 16, 17, 21, 22, 30 & 31, 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 and June 20, 21, September 18, 19, October 16, 17, 2012. Negotiations resumed on October 31, November 1, 6 & 7, 2012.

Conseil Scolaire Acadien Provincial, Local 72

Number of members: 133

Contract expiry date: March 31, 2012

Staff Negotiator: Mike Conrad

Bargaining is being conducted by Joel Michaud from Pink Larkin's New Brunswick office, as negotiations are conducted in French. Mr. Michaud is contacting the Employer to arrange dates, and he met with the committee to review/prepare proposals on November 6 & 7, 2012.

Crothall Laundry Services, Local 24

Number of members: 74

Contract expiry date: July 7, 2012

Staff Negotiator: Bill McKiggan

Negotiations took place on October 1, 2 & 3, 2012. At the conclusion of the talks the parties remained far apart and the Union has applied for

conciliation which will take place on December 17th.

Dalhousie Operational Support, Local 99

Number of members: 327

Contract expiry date: June 30, 2014

Staff Negotiator: Dave Moore

Members did not vote in favour of strike action to back their demands; resulting in an agreement being reached by default. The new collective agreement was signed on October 25, 2012.

Evergreen Home for Special Care, Local 27

Number of members: 141

Contract expiry date: October 31, 2010

Staff Negotiator: Jo-Ann Bailey

Preparations are complete and the Union's Negotiator is attempting to schedule dates. Proposals were tabled on November 20, 2012. Negotiation dates are scheduled for February 6, 7, 19, 20, 26 & 27, 2013.

Halifax Regional School Board, Local 53

Number of members: 217

Contract expiry date: September 30, 2011

Staff Negotiator: Mike Conrad

Meeting set with committee to review/prepare proposals on November 13th. Tentative meeting scheduled to exchange proposals with the Employer on December 5th and tentative dates set for December 11 & 12 for bargaining.

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

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

Mount Saint Vincent University, Local 81

Number of members: 100

Contract expiry date: June 30, 2012

Staff Negotiator: Tina Webber

Proposals were exchanged on October 18 and modified on October 26. Talks continued on October 29 (half day), and are scheduled to resume on October 30 (half day), November 5 (half day), November 8 (half day), November 19 (half day), and November 20, 2012.

Mountain Lea Lodge, Local 86

Number of members: 83

Contract expiry date: October 31, 2010

Staff Negotiator: Jo-Ann Bailey

A tentative agreement was reached on September 25, 2012. Members voted 66% in favour of acceptance of the tentative agreement October 29, 2012.

New Boundaries, Local 58

Number of members: 6

Contract expiry date: Newly Certified – effective October 24, 2011

Staff Negotiator: Grant Vaughan

Negotiations were held on May 3, 8 & 10 and July 17, 18 & 19, 2012. Talks between the parties reached an impasse and the union filed for conciliation. Conciliation dates are scheduled for December 14, 17 & 18, 2012.

Northwood Bedford West, Local 41

Number of members: 161

Contract expiry date: First Contract

Staff Negotiator: David Lawrence

Proposals were exchanged on January 12, 2012. After six days of negotiations and three days of Conciliation, the parties were unable to reach a tentative agreement. The final offer of the employer was sent to members with a recommendation from the Bargaining Committee that the offer be rejected. The Conciliator was asked to file his report and the local commenced a 14 day countdown to strike. A final day of conciliation was held on September 4, 2012, resulting in a tentative agreement being reached. Members have voted 94% in favour of acceptance of the tentative agreement.

Northwood Homecare Inc., Local 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. Further dates to be 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 but had to be cancelled. Negotiations were held on May 30 and June 7, 8 and July 16, 24, 25, September 20, 21 and October 2, 2012. The parties continued negotiations on November 14, 2012 and talks broke off. On November 20th, the union filed a request for the services of a Conciliation Officer.

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 23, 2012 and negotiations started on November 14th. Additional negotiation dates have been set for January 7, 8, 9, 22, & 23, 2013.

Parkland at the Lakes, Local 87

Number of members: 60

Contract expiry date: Members newly



MOVING FORWARD: NSGEU Director of Negotiations & Servicing, Neil McNeil (far left), listens as Local 19 President Raymond Theriault addresses members at a local meeting in June, with members of the bargaining committee backing him. The group was in conciliation with their employer in mid-November.

LOCAL 19/246 MOBILIZATION!

We are still in the midst of negotiations for Local 19, Support Services, and Local 246, Clerical/Administrative Professionals, both at Capital Health.

Proposals were exchanged with the employer in July and bargaining continued in September, but ultimately, 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 two telephone town hall sessions were held with members on October 18 and 23 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.

The bargaining committees for both locals remain committed to achieving the best possible collective agreements for our members.

Please stay tuned for more information expected to come in December.

certified effective March 19, 2012

Staff Negotiator: Grant Vaughan

Proposals are set to be exchanged on December 7 and talks are scheduled to continue on December 13, 2012.

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 are scheduled to continue on November 28 and December 7 & 11, 2012. Local meetings have been scheduled to provide an update on negotiations.

South Shore Regional School Board, Local 70

Number of members: 68

Contract expiry date: June 30, 2012

Staff Negotiator: Mike Conrad

Meeting with committee to review/prepare proposals was held on November 20, 2012. Dates set for January 15 & 16, 2013 for the continuation of negotiations.

St. Francis Xavier University, Local 88

Number of members: 143

Contract expiry date: June 30, 2012

Staff Negotiator: Tina Webber

Proposals were exchanged on August 29, 2012. Negotiations continued on September 10, 11, October 23 & 24, 2012. The parties continued talks on November 13 & 14, 2012 and further talks are scheduled for November 26 & 27, 2012. The Union is seeking improvements to various leave provisions, job evaluation language and the implementation of the job evaluation project.

Tri County Regional School Board, Local 74

Number of members: 49

Contract expiry date: March 31, 2012

Staff Negotiator: Mike Conrad

Meeting with committee to review/prepare proposals was held on November 14th. Meeting seeking a date to exchange proposals with the Employer is set for December 6th. Tentative dates set for January 30 & 31, 2013 for bargaining.

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 are scheduled to continue on December 20 and 21, 2012. An information session is being scheduled.



Help the NSGEU Sock It To Poverty this winter!

Donate new socks, mittens, hats or cash to our annual Sock It To Poverty campaign. Donations are collected until January 26th, and distributed throughout your region to help those in need.

Last year, more than \$1,000 in cash donations and 1,000 items were collected.

Arrange to make a donation or help with the campaign by contacting your Local President, or by calling the NSGEU at 424-4063 or 1-877-556-7438. You can also send an email to inquiry@nsgeu.ca.

NSGEU

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