

NSGEU

Summer 2013

THE 20-20 STAND



Standing Strong!



AFTER CONVENTION:

What our members had to say about the 2013 Convention experience /10

Delegates at Convention 2013 weigh in on key resolutions that affect all members. Find out what they voted on! /12

Sticking together

Dear members,

Convention 2013 has inspired us, your union, filled us with a renewed sense of pride and energy, and helped ready us for the challenges that are sure to lie ahead this term.

A number of very exciting things happened at Convention this year – our delegates decided to move to a Triennial Convention (three years instead of every two years), and they also passed some significant resolutions designed to fight against serious attacks on the labour movement in Canada (namely, Bill C-377, right-to-work legislation, as well as a proposal to eliminate automatic dues check-off). Collectively, we are committed to standing up and fighting back on behalf of all workers in Nova Scotia.

Delegates also elected a new Executive to help lead the NSGEU through the next three years. I am honoured to have been acclaimed into my eighth (and final) term as President of this great organization. I see the next three years as a great opportunity for the NSGEU to make a difference in our communities, and to fight together to make Nova Scotia a better place to live and work.

But we don't want to just fight – we want to promote all the great things that union members do, both in their communities, and in their workplaces. And we need your help to do this: we are asking our members to speak up, and to tell your family members, friends and neighbours about the union – YOUR union.

You see, there are many people who seem to have forgotten that union members like you and me are actually responsible for many of the rights and freedoms they enjoy today, even if they aren't union members. Unions of the past fought for decent wages, safe workplaces, fair treatment, job security, paid vacation and overtime, benefits, maternity leave ... the list goes on and on! We need to remind people that without unions, those things would very likely not exist, or may cease to exist in the future. Together, we have fairness.

The Federal Conservative government wants to weaken unions by allowing and encouraging workers to not pay union dues, but still expect the same benefits and protections their dues-paying coworkers would enjoy. Does that sound fair to you?

And the anti-labour agenda isn't just found at the Federal level; what happens federally is



NSGEU President Joan Jessome

sure to trickle down to each of the provinces and territories, eventually.

The NDP is the first government since 1984 without a policy to break collective agreements. Significantly for many NSGEU members, the NDP also remains committed to reform the existing District Health Authorities, rather than trying to create a costly, ineffective, centralized "super board," as Liberal leader Stephen McNeil has repeatedly suggested. In Alberta, a similar attempt at "reform" has actually cost taxpayers an extra \$100 million.

The Opposition has also promised to take away first-contract legislation, privatize liquor stores, and cut laundry and food service workers who provide valuable services within our health care system ([to find out more about where the parties stand on important labour issues, please see page 4 to 6](#)).

With a provincial election ahead of us, I hope you all take some time to seriously consider where each of these leaders stand on issues that will affect all workers and families in Nova Scotia.

In solidarity,

Joan Jessome, NSGEU President

THE STAND

is a publication of the Nova Scotia Government and General Employees Union.
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*We're moving August 1st! See pg. 21 for more details!

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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



CEP 165

The Union Stand

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



WOMEN OF THE WORLD On Wednesday, May 15, President Joan Jessome was warmly welcomed into a classroom at St. Francis Xavier's Coady Institute. She was invited to speak to a diverse group of women studying at the school – they were from different parts of Canada, Ghana, Indonesia, Nigeria, Egypt, Kenya, Zimbabwe, Bangladesh, Ethiopia, Jamaica, Cameroon, Zambia and Afghanistan – about her experience as a woman in a leadership role.



COVER STORY: CONVENTION 2013!

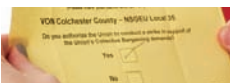
Much was accomplished at Convention. Read all about key resolutions and the decisions that were made by delegates, as well as highlights and feedback from the four-day event. **PAGES 8 to 19**



NSGEU PICS A few photos of your fellow union members! **PAGE 22**



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. **PAGES 25 to 27**

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!



Kelly Murphy (@KelimMurph)

@NSGEU Local 63 elections last night went great. Thanks to all that came out & congrats to all that were elected!

Coady Institute (@CoadyStFX)

@NSGEU @prezjoan Cool having you here!

Bill Zebedee (@Bill_Zebedee)

396 of 434 @NSGEU Local 71 members in Chignecto-Central School Board vote 91% in favour of strike. Impressive numbers for negotiations

Tony Tracy (@Tony_Tracy)

Interview with @NSGEU President Joan Jessome (@prezjoan) — a great leader! bit.ly/11zR1cV
#NSpoli #CBpoli #canlab #NSGEU #NUPGE #1u

Rick Wiseman (@rickw10)

"A working class hero is something to be!" - John Lennon - @NSGEU

Suzanne MacNeil (@esooze)

Huge congratulations to all elected/re-elected exec officers of @NSGEU including @prezjoan @JMACL3AN & @KellmMurph. #NSpoli #unionpride

NOVA SCOTIA POLITICAL PRIMER

Where each of the parties and their current leaders stand on three key labour issues

The NSGEU is a non-partisan union, which means (contrary to what some politicians or members of the media would have you believe) we do not financially or publicly support any political party.

However, as per the NSGEU's Constitution, which governs all actions of this union, we have a duty to take action if we feel labour rights – the rights of our members – are being threatened:

“On the recommendation of the President, the Board may authorize a Political Action Program to promote the interests of the members in the political process and to oppose a government or political party which advocates or implements measures harmful to the members. The Political Action Program shall be comprised of all necessary measures, including mounting a campaign of public information to persuade Nova Scotians to oppose unfair and inequitable treatment of public employees” (article 12.1.1 of the NSGEU Constitution).

That doesn't mean we're going to tell our members how to vote. That isn't our place. What we hope to do is raise awareness of some key labour issues, and where each political party stands on each issue, during the lead-up to the next provincial election, so each and every one of our members feels fully informed before they cast their ballots.

And since we spend the vast majority of our time at the bargaining table in an effort to improve the lives of our members through improved wages and working conditions, we felt it was important to focus on issues that directly relate to our ability to bargain for our members.

We hope that you will find this information useful, and that you will ask the leaders of each political party about their stance on these key issues that affect you and all other Nova Scotian workers, as you head to the polls!

Issue #1 – Full, Free Collective Bargaining

Without the right to strike, instead of collectively bargaining, unions are left to collectively beg.

The right to strike is a fundamental right that has been fought for and won in democratic societies and is an important right to defend and protect. It goes hand-in-hand with the right to organize.

It helps unions to achieve the best possible collective agreements for their members. Even those who do not currently have the right to strike, like our government workers and corrections officers, benefit from the collective agreements their sisters and brothers in the labour movement achieve by exercising their right to strike. The power of the right to strike is that it is rarely used, but almost always helps to put pressure on the employer to reach a fair and decent collective agreement.

A perfect example of its value was during the countdown to a possible strike by Local 42 in April 2012. At that time, PC leader Jamie Baillie actually tabled legislation that would take away

the right to strike from health care workers (Bill 89 in 2012), and reintroduced similar legislation again this year (and Bill 35 in 2013).

Despite calls from the Progressive Conservatives to step in to ensure the 3,600 healthcare workers would not go off the job, NDP Health Minister Maureen MacDonald said, **“The parties are at the table and I'm not going to insert myself into this process in any way ... I remain hopeful that a settlement can be reached at the table.”** (CTV News April 24, 2012). In fact, the NDP are the **“first government in more than 20 years that has not passed legislation to override collective agreements, and that has instead used free collective bargaining through a fair and respectful approach”** (NDP website).

Very recently, the leader of the Liberal



LOCAL 42 LEADS The right to strike helped ensure members of Local 42 got the best possible collective agreement last April.

party, Stephen McNeil, voiced his party's “unequivocal” support of labour rights: **“Our party fully supports: The collective bargaining process; The right to strike; Protecting workers' rights, both unionized and non-unionized.”** (Liberal Party website, May 28, 2013). But, party representatives and McNeil have repeatedly refused to confirm or deny if they were polling on banning the right to strike in the health care sector.

Issue #2 – First Contract Arbitration

In November 2011, the NDP introduced Bill 102, new legislation that is designed to help employees and employers in newly organized workplaces with negotiations of a first contract. **“...Government’s goal is to preserve the stable labour relations environment we enjoy in Nova Scotia. We want to make it easier for employers, employees, and unions to resolve their differences in a mature and responsible manner,”** said former Labour Minister Marilyn More, during Bill 102’s second reading on November 18, 2011.

First contract arbitration has existed in Canada for more than 30 years, with 85 per cent of employees throughout the country (other than direct government employees) governed by labour laws that include some form of first contract arbitration. One of the biggest labour relations problems in Nova Scotia is the length of time it takes to reach a collective agreement.

It can be especially difficult to negotiate a first collective agreement. The parties have the challenging task of codifying the terms and conditions of employment for the first time in any bargaining unit, a difficult process that is often exacerbated by the inexperience of the employer. There may be residual hostility from the organizing campaign, and union members may have unrealistic expectations as to what can be achieved in a first collective agreement. In addition, employers can be reluctant to give up their control of the terms of employment, and are therefore resistant to change.

Our own experience confirms this: Out of 38 collective agreements listed which were eventually ratified since 1985, only 12 took one year between certification and signing, and 26 took more than one year. Of those 26, 15 took more than 18 months and 9 took more than 24 months. None of these employers were strongly anti-union or employers who used every trick in the book to avoid concluding a collective agreement. And most of the employees

in these bargaining units ended up frustrated and disillusioned. Instead of the first collective agreement constituting a firm foundation for an effective collective bargaining relationship, it created difficulties that had to be resolved in future rounds of bargaining.

“Over the past two years alone, NSGEU has had more than half a dozen first-contract negotiations go on much longer than they should have,” said President Joan Jessome, **“One ended up in a strike. One ended up in a lock-out. And the rest were only settled on the brink of job action. With this new legislation, some of that might have been avoided.”**

Under first contract legislation, either side has the right to apply to the Labour Board of Nova Scotia for an imposed settlement in cases where a first collective agreement is not achieved after one year.

In short, first contract legislation ensures that first collective agreements are concluded within a reasonable timeframe. In turn, collective bargaining relationships will strengthen, and employees who choose to join a union can have their legitimate and reasonable expectations for collective bargaining fulfilled.

But not all political parties agree: PC leader Jamie Baillie said: **“Nothing good can come from first contract arbitration, and Michelin is making that point.”** He also promised that the Tories would axe the first contract legislation, if elected: **“... A Progressive Conservative government will rip up this NDP job-killing scheme as soon as we get into office.”** (*The Chronicle Herald*, Feb. 11, 2012). Baillie has also introduced two Private Member’s Bills (Bill 122 on November 7, 2012 & 38 on April 11, 2013) to attempt to repeal provisions of Bill 102.

While the Liberal party’s stance has not been as strong, leader Stephen McNeil issued a statement arguing that **“with first contract arbitration**



FOR FIRST-CONTRACT Members of Local 47, Metropolitan Regional Housing Authority, took to the streets during their fight for a first contract.

the Dexter government is busy disrupting labour relations and attempting to fix a problem that does not exist.” (*Liberal party’s website*, Nov. 17, 2011). On December 1, 2011, they also proposed amendments to the bill at the Law Amendments Committee that would extend the time limits and allowed the Board to order the parties to resume negotiations even if it has concluded one or both parties have acted in bad faith. In fact, McNeil seemed more concerned about how businesses might feel about the legislation: **“Give me a reason why anyone would want to come to a province, have the highest taxed jurisdiction, now force labour negotiations onto them ... this is a job killer.”** (*CBC*, Sept. 22, 2011).

Issue #3 – Healthcare Structure (AKA the “super board”)

Many of our members play a crucial role in delivering quality public health care to Nova Scotians. We need to be very careful about how we approach any reform to our health care system.

The Liberal party is proposing amalgamating all nine District Health Authorities (DHAs) into one “super board,” while keeping the IWK Health Centre separate.

But it is important to remember that before we had four Regional Health Boards and nine District Health Authorities (before 1994), Nova Scotia had a similar healthcare structure (the Department of Health) – one which was highly criticized. The former Liberal Savage government chose to set up four Regional Health Boards in 1994. This decision was reviewed in 1999 by the Minister’s Task Force on Regionalized Health Care in Nova Scotia before the former PC Hamm government decided to set up nine DHAs in 2000.

In other words, we’ve been through this process before: both patients and our healthcare workers were guinea pigs during the so-called “health reform” of the 1990’s and 2000’s, when these regional health boards and DHAs were first established.

Similar “super board” restructurings have taken place in other provinces,

including Alberta and New Brunswick, and the results have not been positive:

“Both the New Brunswick and Alberta experiences with superboards have been problematic from the start in 2008. They have not led to major improvements in the quality of care and cost-efficiencies,” said President Jessome, **“If anything, cost overruns, job cuts, and long wait times seem to be worse than ever.”**

In addition, such restructuring processes are also extremely slow – it is estimated that a change to the proposed “super board”-like structure would take about 10 years to complete.

And that change wouldn’t be cheap: **“We also know that shifting to super boards leads to more expensive administration costs. Alberta saw an \$80 million increase in administration spending after implementing a super board in their province, over and above the cost of making the initial switch,”** said Health Minister David Wilson (*Halifax News Net, June 19, 2013*).

The Progressive Conservatives have also jumped on the Liberal’s “super board” bandwagon. In an op-ed piece from *The Chronicle Herald*, PC leader Jamie Baillie writes: **“...Demanding more money from Ottawa while also carrying 10 CEOs, 72 vice-**

presidents, and so on, will not work, nor should it.” (*The Chronicle Herald, Jan. 14, 2012*) But, they don’t seem to have any concrete plan to reform the system: “The Progressive Conservatives have also been calling for less health administration but haven’t said how many boards there should be.” (*The Chronicle Herald, Apr. 27, 2012*)

The NDP plans to streamline healthcare administration without disrupting healthcare delivery by working within the existing system. On March 1, 2012, they announced the merger of several administrative services (general administration including 11-20 vice-president and director positions, supply services (purchasing), finance and payroll, and some laundry consolidation) to achieve savings of \$7 million to \$8.8 million over the next 18 months. They have come out in opposition to the Liberal party’s proposed “superboard,” with Premier Dexter saying: **“For working people it means union runoffs, it means that the security provisions of their collective agreements will be affected ... It means chaos in the health-care system and it means, I think, a more divisive and unstable labour environment for all of our citizens.”** (*Truro Daily News, Apr. 30, 2013*)

A FEW QUESTIONS FOR THE POLITICAL PARTIES

After an election is called, political candidates will start campaigning in earnest. If you have an opportunity to speak with them, here are a few questions you may want to ask:

- In your opinion, what role should unions and unionized workers play in Nova Scotia’s economy?
- Who do you think should have the right to strike?
- Do you think the right to strike should be denied? If so, under what circumstances?
- What are your thoughts on first contract arbitration?
- How would you improve workers’ rights?
- How can our health care system be improved?
- What is your position on having one or two health care “super boards”?
- If we moved to a “super board” system, how would you ensure the rights of health care workers, including the right to strike, are protected?

NSGEU MEMBERS GET POLITICAL

With a provincial election ahead of us in just a few short months, NSGEU members are starting to discuss their options when heading to the polls. The following is a letter written by Local 7 President Don Goss to a fellow coworker and NSGEU member, explaining his take on the political landscape in Nova Scotia, and where the union stands on political issues:

Hello,

I appreciate your sharing that you are a Liberal party member, you have the right to be political - a right this union fought for and won in court for our members. However, the NSGEU is politically non-partisan, a position which I firmly support. Before members won this right to be political you could be terminated for belonging to a 'party' – usually the party not in power.

My experience is that if any political party attempts to divide us, use us for their own end, attempts to make 'political hay' around us, the NSGEU will use whatever means it takes to protect their members' jobs. That is and should be a union primary job – protecting their members. My long association with Joan Jessome confirms that she will attack any party whether it's Liberal, PC, Green or NDP that attacks our members.

If you can get a commitment from Mr. McNeil to publically state he and any possible Liberal government will not outsource or move government offices in this province around as 'job creation', I will consider changing my tune about him and his party. However, I would like it in writing.

I was raised and went through a time in this Province when who you knew or who you were related to meant more in getting a job in government than ability. I never want to revisit those times and will do everything in my power to prevent it. The Provincial Public Service is a professional and non-partisan group – ensuring good quality public services for whoever is in government. Using our jobs as 'poker chips' will always be a non-starter in my books.

As for the right to strike, please ask Mr. McNeil his stance on 'first contract arbitration' – designed to protect workers who choose to join a union and protect them when employers refuse to negotiate.

He is publically against it. And don't get me started on the 'Michelin Bill' - introduced by the Liberal Party - that limits organizing in this province; or we could discuss the good old 'John Savage' days when all government employees were forced to take unpaid leave over the holiday season under his regime. I believe he lasted one term in large part because of it.

And as a government employee try asking Stephen McNeil about his position on provincial employees and full collective bargaining rights. A nurse or tech at the VG has full collective bargaining rights but not the receptionist in my office. Is this fair or ethical? One of the reasons Civil Service negotiations is taking so long to finalize is that the NSGEU is using everything in its power to ensure that strong job protection remains in our collective agreement. I do worry for our members when you have all political parties discussing the need to move 'government jobs' from HRM to rural NS as a form of economic development. Maybe some are willing to move to Yarmouth or North Sydney but it continues to play havoc to the lives of men and women who work for the Province in HRM. The NSGEU is adamant against all outsourcing, including such examples as the Maintenance Enforcement Program; Agriculture & Fisheries; Tourism; and to the selling off of SAP to IBM.

In my opinion a political party is not a sports team that one supports through the good times and the bad times. Politics have the power to improve or lessen our lives. At the end of the day one should look at what policies are supported by a party and the impact those policies will have on you.

Regards,

Don Goss, President, Local 7

DID YOU KNOW?!

The NSGEU recently purchased \$1,000 worth of copies of the book, "Rock Reject," which won the Beacon Award for Social Justice Literature. The Board of Directors also committed to support the 2012 winner of the award, as well. The NSGEU supports Nova Scotian authors who contribute to issues of social justice.



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

The NSGEU logo in a bold, yellow, sans-serif font.

2013 CONVENTION WRAP-UP



CLOCKWISE, FROM TOP LEFT): Keynote speaker, Linda McQuaig, delivered a powerful address on income inequality to the crowd on Friday afternoon; President of the Nova Scotia Federation of Labour, Rick Clarke, also spoke on the attack on the labour movement in Canada; PJ Vankoughnett-Olson, of Partners for Mental Health, talked about mental health in the workplace; Premier Darrell Dexter spoke about the NDP's relationship with labour organizations as NSGEU President Joan Jessome looks on; fired Just Us! Coffee worker, Shay Enxuga, and his former co-worker addressed Convention about their experience trying to unionize; and Lynn Yetman, Local 68 member, had the crowd in stitches during her Stand Up For Mental Health comedy routine.

In your workplace, In your community, Moving forward together!

Convention 2013 was an energizing and inspiring experience. Together, over 300 voting delegates voted on many important labour issues, and helped shape the direction of your union for the coming three-year term.

Yes, a three-year term! One of the first resolutions voted on at Convention this year came after much debate on Convention floor: delegates ultimately voted to move the NSGEU to a Triennial, rather than a Biennial, Convention! There were many strong arguments made both for and against the move – some were concerned about the possible implications the change could have at the local level, but the majority agreed with the rationale that three years would allow more time for people elected into positions to learn their roles properly. Many also seemed to like the idea of hosting an annual Leadership Symposium on non-Convention years, a resolution which was also passed! In the end, many speakers seemed to echo our Convention slogan: the NSGEU is changing and we are ready to “Move Forward Together”!

Convention was treated to an impassioned presentation from keynote speaker, Linda McQuaig, who is a well-known journalist, author and social critic. She spoke on the issues of income inequality and the attack on the labour movement in Canada. McQuaig pointed out that during the “Golden Age of Capitalism,” average incomes used to double every 25 years. And, 30 years ago, the typical CEO in Canada 30 years ago made 25 times the income of average worker. Today, the average CEO makes 250 times what the average worker earns. McQuaig encouraged Convention delegates to stand up and fight back, and push for greater equality in our society. As she stated, “It’s time



that we demanded that this be a more equal country!”

Delegates also heard from Kyle Buott, President of the Halifax Dartmouth & District Labour Council; Rick Clarke, President of the Nova Scotia Federation of Labour; Larry Brown, Secretary-Treasurer of NUPGE; and Premier Darrell Dexter.

In total, 99 general resolutions were submitted to Convention and 37 were referred back to the incoming board, with the remainder of resolutions dealt with by the Convention floor ([please see pages 12 to 14 for a summary](#)).

Many resolutions were designed to mobilize members against some very serious threats to workers in Canada. They included a move to oppose the federal government’s plan to abolish the Rand Formula, also known as automatic dues check-off: “After 25 years of being a labour activist, I’m tired of being the scapegoat for bad business owners who want to line their pockets,” said delegate Bill Zebedee. Another delegate, a VON worker, said dues are a “small price to pay” for the support and peace of mind of knowing the union is

there for you.

Delegates also unanimously voted to work with the labour movement across Canada to actively oppose the introduction of any right-to-work legislation. Many delegates who work in seasonal jobs also spoke up in favour of a resolution to strongly oppose recent changes to Canada’s EI program, as well. Anne Delorey (Local 1) who has worked for 27 years in the tourism industry, said, “We’re losing rural Canada, and if we allow Stephen Harper to get away with these changes, we’re just as responsible as he is.”

Convention was also visited by Shay Enxuga, who was fired from Just Us! Coffee for trying to unionize his workplace. Shay was joined by his former co-worker on stage, where they shared their experience with the delegates. In an incredible show of solidarity, members and the NSGEU pledged a collective \$11,022 to help support the fired workers as they continue their fight to unionize with the labour board.



WHAT DELEGATES ARE SAYING:

It was awesome. Between the Just Us! Coffee duo and the triennial convention passing, it was unity and solidarity at it's best. Don't expect anything less from the members of NSGEU. Great job everyone! Thanks.

Pamela Grace, Local 23

Convention was so full of energy! It was a Convention for the books!!

Dustin Rioux, Local 3

I have attended Convention on several occasions and I was really pleased to see the amount of new delegates and younger faces at convention. It was quite the mixture of "old and NEW." I hope the union can find ways to bring in and mobilize more younger workers, as it is imperative to keep the union strong. I will be retiring in 18 months so this was my last Convention and I consider it to have been a rousing success.

Your sister,

Tracey Bradshaw, Local 246

I was a first-time voting delegate. Convention was very well organized. I learned a lot about resolutions and the voting process. Met a lot of fellow

members and admired their dedication to the union. Now when I call the union office I can put a face to a name. Great job NSGEU and hats off to the organizing committee; an event I will not forget.

In solidarity,

Marion MacNeil, Local 94

I was a first-time delegate of the convention, and let me tell you, I have never attended anything this empowering. I felt empowered, impressed, learned so much and never have felt such a sense of belonging. I had the time of my life.

Cathy Lowe, Local 47

I would like to thank everyone at NSGEU for making Convention 2013 a memorable experience. I learned so much and found that this was one of the most positive and enriching experiences that I've ever had in my life.

To see democracy in action is truly something amazing. Many people take it all for granted. My comment to my co-worker was, "I wish I could bottle this because words are going to fail me when I try to explain to people what I experienced. I'd rather sprinkle some

of the enthusiasm I witnessed on others that I talk to." The one truth I learned from Convention 2013- Those who show up run the world! Thank you.

Maureen Scott, Local 20

I thoroughly enjoyed this year's convention, especially the guest speaker, Linda McQuaig and the Friday evening dinner and dance. Thanks to all who worked on the convention, an excellent job!

James MacCormack, Local 8

This was my first Convention and I have to say it was "intoxicating and addictive"!

I was fascinated by the vibe in the room and I saw the Union as a whole in a different light.

If I wasn't 100% supportive of the Union and its work in the past, I am now!

Christine Freake, Local 7

As a first time delegate I was fortunate to attend the 2013 Convention and it didn't disappoint me at all. I learned a lot and made many new friends. There are a large number of highly talented and



dedicated people who form not only the Provincial Executive Committee but who also represent each local and the various committees. It was a great way for me to see how hard everyone works to maintain, educate and promote the NSGEU. There were great speakers who came from away as well as locally and each one of them grabbed and maintained your attention. You definitely walk away from the convention with a better respect towards what each person works hard to do to make the union stronger not only for today but well into the future.

I want to thank everyone who worked on making the convention a great success and I do hope I am fortunate enough to attend the next triennial convention in 2016. Unfortunately it will be the last one for me but hopefully there will be as many if not more new delegates there next time. My only regret is that I wish I would have been to more in my 27 years as a CDHA employee.

In closing, I also want to say congratulations to the five Provincial Executive Committee members who were elected by the 2013 Convention delegates. May you continue to have solidarity while always moving forward.

Fred Webster, Local 19

My first time public speaking to such a large group, everyone had been so nice, welcoming, and encouraging. Really made me feel happy to connect with my NSGEU friends.

Shauna Frampton, Local 42

This was my first time attending convention. I found the experience to be very exhilarating and enlightening. I was especially moved by the presentation by the "Just Us" duo, and the power that was felt in the room as they spoke and the support grew for them with every word and every round of applause. It was all that I was told to expect and then some!

Shelly Shupe, Local 5

I have now been to 6 NSGEU conventions, only missing one due to illness since we became a part of NSGEU. Every Convention has been memorable in its own way and Convention 2013 was no exception. I think my most memorable moment at this Convention was when those 2 very young speakers from Just Us Coffee spoke. They were so eloquent and it is so wonderful to see young activists standing up for their own and others rights no matter the consequences. It made me feel so positive about being an activist and helping stand up for

our rights in the workplace. I also thoroughly enjoyed the debates on the resolutions, especially on the moving of Convention to every 3 years. It is always nice to see democracy in the process. Remembering how timid I was at my first convention, I was so pleased to see so many new delegates and to see them up at the microphones speaking for themselves and the members. It made me feel good about being part of the NSGEU family. I came away rejuvenated, revitalized, energized, and feel empowered and ready to "move forward together" with my NSGEU brothers and sisters.

Carol A. Wilson, Local 23

How can I say how much I enjoyed Convention 2013? It was consuming! Full of learning, listening, and laughter! I really enjoyed meeting new brothers and sisters, sharing and learning with them. I saw the Union in action especially on movie night and how we all stood behind the "Justice for Just Us" cause. I'm so proud to be Union! Since Convention I've been elected Secretary of our local and on the Committee pool again...Convention in 3 years...Yeah!

Karen Wilton-Epifano, Local 76

APPROVED RESOLUTION HIGHLIGHTS:

Constitutional Resolutions:

- **C-13-01:** Occupational Council Meetings. Amended to: "Meet with Occupational Councillors in each occupational grouping at least twice per year."
- **C-13-02:** Change in title from "Amendments" to "Constitutional and By-Law Amendments" for more clarity throughout Article 3.10.
- **C-13-03:** A change in wording to replace "resolutions" with "amendments" and "resolution" with "amendment," keeping in line with Constitutional Amendment #2.
- **C-13-05:** Move to replace the NSGEU's Biennial Convention with a Triennial Convention.
- **C-13-08:** The approval of the Building By-Law adopted by the Board of Directors, authorizing the construction of the new general headquarters.
- **C-13-09:** To ensure smaller locals with less than five members are elected to participate on Regional Council, Occupational Council and Provincial Committees, the NSGEU Constitution & By-Laws were amended.

Structural Resolutions:

- **R-13-01:** Nova Scotia Government & General Employees Union shall hold a leadership symposium annually except in the year of Convention. NSGEU Board of Directors be tasked with the agenda and content by forming an Ad Hoc Committee to develop a framework and make recommendations for holding Leadership Symposiums.
- **R-13-06:** NSGEU holds an event to recognize April 19 as NSGEU Day.

Political Action:

- **R-13-08:** The NSGEU, where necessary, mobilize its members and allocate financial resources to participate, campaign and fight any provincial or national threats, efforts, or legislative changes that could further erode the rights of our members;
- **R-13-09:** The NSGEU continue to work actively with the National Union, the Nova Scotia Federation of Labour; and the rest of the labour movement in actively opposing the passing and coming into law of Bill C-377. R-13-08 and 9 combined using R-13-08.
- **R-13-10:** The NSGEU work with the rest of the labour movement and progressive social movements in resisting any negative changes to the Rand Formula.
- **R-13-11:** The NSGEU lobby Nova Scotia's Members of Parliament and the Federal Government to confirm their support of the Rand Formula; and NSGEU lobby the Federal Government not to table nor support any Government or Private Member's Bill which is intended to negatively amend, alter or repeal the Rand Formula portion of the Canada Labour Code.
- **R-13-12:** The NSGEU lobby Nova Scotia's Members of Parliament and the Federal Government to confirm their support of the Rand Formula; and NSGEU lobby the Federal Government not to table or support any government or private member's bill which is intended to amend, alter, or repeal the Rand Formula portion of the Canada Labour Code in any way, shape or form. R-13-11 & 12 combined.
- **R-13-13:** The NSGEU work

closely with the rest of the labour movement to actively oppose any form of so-called "right-to-work" legislation provincially, territorially, or federally across the country.

- **R-13-14:** The NSGEU hold Political Action sessions for each of the regions in the fall of 2013, in the spring and fall of 2014 and in the spring of 2015 in preparation for the 2015 Federal Election.
- **R-13-15:** The NSGEU strongly oppose the recent cuts to Employment Insurance rammed through Parliament by the Harper Conservative government; and work closely with all groups and organizations including Atlantic provincial governments, municipalities and community organizations to help reverse these cuts.
- **R-13-16:** The NSGEU participate and support initiatives to reverse the changes to Employment Insurance.
- **R-13-17:** The NSGEU create a campaign to educate the membership about the Harper Conservative Government's decisions and their negative impact on women.
- **R-13-18:** The NSGEU Lobby both the Provincial and Federal Government for the repeal of changes to the Navigable Waters Protection.
- **R-13-20:** The NSGEU actively oppose any introduction of legislative measures that might eliminate or restrict the right to strike for our members and any other unions; and also work to educate and mobilize our members without the right to strike on the importance of achieving the right to strike.

Pension & Benefits:

- **R-13-21:** The NSGEU continue to work with NUPGE to change the debate on pensions, to defend and promote the right of all workers in Canada to a respectable pension; and to press the federal government into implementing measures to improve and strengthen Canada's national pension system.
- **R-13-23:** The NSGEU continue to work with the CLC and NUPGE to reverse the January 2012 change to eligibility age rules regarding Old Age Security and ensure a respectable Guaranteed Income Supplement.
- **R-13-24:** The NSGEU continue to lobby the Nova Scotia provincial government to ensure that life is made better for Nova Scotians by continuing to ensure that generic and prescription drugs are made more affordable to all enrolled in Pharmacare.
- **R-13-25:** The NSGEU continue to lobby the government to make changes to the legislation to include the post-secondary employers to sign up and pay for workers compensation.
- **R-13-27:** The NSGEU lobby the Provincial Government to create a family day for Nova Scotians in February.

Healthcare:

- **R-13-28:** The NSGEU lobby and request the opportunity for NSGEU RNs and LPNs and other appropriate health care professionals to be involved with the Department of Health and Wellness when establishing protocols involving health care of Nova Scotians.
- **R-13-29:** The NSGEU lobby the provincial government and the Department of Health and Wellness to maintain the

Nova Scotia Nursing Strategy Fund.

- **R-13-30:** The NSGEU with the Ad Hoc Health Care Committee lobby and request an update on the progress from the Department of Health & Wellness on the Provincial Mental Health and Addiction Strategy: "Together We Can."
- **R-13-31:** The NSGEU continue to work in partnership with the Nova Scotia Citizens' Health Care Network to protect, strengthen and extend public healthcare in making healthcare a provincial election campaign issue.
- **R-13-32:** The NSGEU lobby to have the new federal and Nova Scotia mental health strategies released in 2012 implemented to help address workplace mental health; and the NSGEU actively encourage and participate in workplace mental health anti-stigma campaigns.
- **R-13-34:** The NSGEU commit annually to donating \$3,000 to the QEII NSGEU Cancer Support fund and \$2,000 to the Cape Breton Regional Hospital NSGEU Cancer Support fund for the next year.
- **R-13-35:** The NSGEU support an effort to create awareness of mental health issues and promote the mental health commission of Canada's action guide of psychological health and safety document (Psychological Health & Safety, an action guide for employers).

Finance:

- **R-13-48:** The NSGEU once again use the 10 cents per member portion of our International Solidarity Support Fund commitment to create yearly NSGEU named scholarships, to be given to a student enrolled

- in a certificate course or diploma courses at the Coady International Institute each year of the upcoming term.
- **R-13-51:** The NSGEU amend the local imprest account policy to include out of pocket expenses for travel or parking while a shop steward is representing a member.
- **R-13-52:** The NSGEU create a sub-committee to review the communication reimbursements and the feasibility of increasing the reimbursements.
- **R-13-56:** The NSGEU fund ad hoc local committees, including the ability to claim mileage and other local meeting expenses; and policies be developed by the NSGEU Board of Directors around criteria for establishing ad hoc local committees by locals.
- **R-13-59:** Strike pay is earned daily and paid if and only if, the strike lasts for more than one (1) day; and a strike that lasts for more than one (1) day, the strike pay is retroactive to the first day strike duties are performed.
- **R-13-60:** Strike pay be earned daily and paid only if the strike lasts for more than one (1) day, the strike pay be retroactive to the first day of the strike / job action. Combine R-13-59 and R-13-60 using R-13-59.

Social Justice:

- **R-13-62:** The NSGEU donate \$42,500 as follows: \$14,000 to Feed Nova Scotia; \$7,500 to Mental Health Coalition of Nova Scotia; \$6,000 to Kids Help Line; \$10,000 to Transition Houses of Nova Scotia; \$5,000 to AIDS Coalition of Nova Scotia, each year of the upcoming term. To increase donations by \$7,500 and refer back to Human Rights Committee to investigate breakfast programs across the

Continued on page 14...

Continued from page 13...

province.

- **R-13-66:** The NSGEU Women’s Issues Committee support Silent Witness Nova Scotia’s Silhouette Program.

Health & Safety:

- **R-13-68:** The NSGEU post on their website the Threads newsletter, date and time of their annual walk, advertise the walk in the Stand; and encourage NSGEU members to participate.
- **R-13-69:** The NSGEU explore effective ways that Co-chairs of NSGEU JOHS Committees be specially trained/educated to improve the effectiveness of committee operations for the betterment of all members.

Lobby:

- **R-13-71:** The NSGEU demand this plan with IBM be stopped and any actions taken reversed; and condemn the government for their actions with regard to contracting out SAP jobs. As well, wherever possible NSGEU should obstruct, reverse, delay

any attempt by the government to engage in this practice in the future. Split first part withdrawn.

- **R-13-74:** The NSGEU continue to publicly and strongly oppose any changes that move forward in allowing retail liquor products to be sold in corner stores or further expansion of agency stores; and strongly oppose the privatization of any part of the NSLC including its distribution center; and lobby the Nova Scotia Government to cease the practice of allowing “agency stores” to exist in our province.
- **R-13-75:** The NSGEU continue to campaign and push back against privatization through education to the public about the value of NSLC employees and the service they provide. R-13-74 and R-13-75 combined.

Member Services – Email/ Communications:

- **R-13-80 to R-13-83 & R-13-85:** The NSGEU provide Local Executive members with NSGEU email addresses that will be tied to the executive position they hold and not their individual names.
- **R-13-84:** The NSGEU provide

Local Presidents and Chief Stewards with NSGEU email addresses that will be tied to the position they hold and not their individual names. R-13-84, Concurrence – referral to incoming executive to establish an ad hoc committee to discuss and report back to the leadership. The ad hoc committee to include members identified from convention floor.

- **R-13-87:** Members continue to receive advanced communication indicating details related to accessibility, for NSGEU events (e.g. registration forms/meeting notices/social events).
- **R-13-88:** The NSGEU encourage union activities to be accessible, to the greatest extent possible, for persons with disabilities.

Member Services - Education:

- **R-13-89:** The NSGEU provide a training session for Local Presidents, Board of Directors and NSGEU Executive, on ways to create a climate of inclusion and engagement to support members experiencing barriers to NSGEU union participation.

NSGEU

Unions make a difference in our lives.

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

Do you know of a group of non-unionized 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)

AUDITED FINANCIAL STATEMENTS

The following pages are excerpts from 2012 Financial Statements, as presented at the 2013 Convention:



Collins Barrow Nova Scotia Inc.
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Dartmouth, Nova Scotia
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INDEPENDENT AUDITORS' REPORT

To the Members of Nova Scotia Government and General Employees Union

We have audited the accompanying financial statements of **Nova Scotia Government and General Employees Union**, which comprise the statement of financial position as at December 31, 2012 and the statements of operations, changes in members' equity and cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Accounting Standards for Not-for-Profit Organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

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An independent member of
BAKER TILLY
INTERNATIONAL

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis of our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of **Nova Scotia Government and General Employees Union** as at December 31, 2012, and the results of its operations and its cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

Comparative Information

Without modifying our opinion, we draw attention to Note 2 to the financial statements which describes that **Nova Scotia Government and General Employees Union** adopted Canadian Accounting Standards for Not-for-Profit Organizations on January 1, 2012 with a transition date of January 1, 2011. These standards were applied retrospectively by management to the comparative information in these financial statements, including the statements of financial position as at December 31, 2012 and December 31, 2011, and the statements of operations, changes in members' equity and cash flows for the year ended and related disclosures. We were not engaged to report on the restated comparative information under Canadian Accounting Standards for Not-for-Profit Organizations, and as such, it is unaudited.

Collins Barrow NS INC.

Dartmouth, Nova Scotia
March 12, 2013

Chartered Accountants



NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION 3
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2012

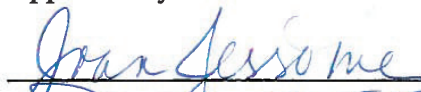

	2012 Budget \$	2012 Actual \$	2011 Actual \$
REVENUES			
Member dues	14,075,982	14,017,938	13,663,464
Investment income (Note 10)	<u>100,000</u>	<u>353,686</u>	<u>45,628</u>
	<u>14,175,982</u>	<u>14,371,624</u>	<u>13,709,092</u>
EXPENSES			
Wages and benefits	<u>6,018,805</u>	<u>5,703,520</u>	<u>5,399,234</u>
Staff travel	<u>335,000</u>	<u>309,735</u>	<u>294,979</u>
Negotiations and servicing			
Arbitrations and grievances	1,697,500	1,712,797	1,488,999
Negotiations	378,000	814,512	489,265
Classification appeals and arbitrations	80,000	51,141	75,258
Organizing	48,500	51,675	26,630
Education	424,000	324,536	485,261
Communications and research	182,500	170,416	229,120
Health, safety and environment	166,000	94,369	151,597
Biennial convention	-	-	480,389
Defense	500,000	786,509	480,182
Defense investment fund	<u>50,000</u>	<u>-</u>	<u>-</u>
	<u>3,526,500</u>	<u>4,005,955</u>	<u>3,906,701</u>
Administrative and financial			
Rebates to locals	260,000	318,222	279,116
Meetings and provincial committees and councils	1,059,630	867,175	625,256
General and office	1,025,000	914,110	867,932
Affiliations	1,128,398	976,854	994,002
Building	221,500	211,850	216,309
Amortization	<u>353,000</u>	<u>384,658</u>	<u>364,613</u>
	<u>4,047,528</u>	<u>3,672,869</u>	<u>3,347,228</u>
Presidential			
Wages and benefits	148,748	149,923	146,627
Travel	<u>25,500</u>	<u>16,607</u>	<u>14,667</u>
	<u>174,248</u>	<u>166,530</u>	<u>161,294</u>
TOTAL EXPENSES	<u>14,102,081</u>	<u>13,858,609</u>	<u>13,109,436</u>
EXCESS OF REVENUES OVER EXPENSES	<u>73,901</u>	<u>513,015</u>	<u>599,656</u>

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION 5
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2012

	Dec 31 2012	Dec 31 2011	Jan 1 2011
	\$	\$	\$
ASSETS			
CURRENT			
Cash	-	430,506	847,865
Accounts receivable	1,114,316	884,158	990,994
Prepays	<u>130,045</u>	<u>103,877</u>	<u>109,651</u>
	1,244,361	1,418,541	1,948,510
INVESTMENTS (Note 4)	8,040,040	9,966,763	8,433,343
CAPITAL ASSETS (Note 5)	<u>8,000,599</u>	<u>1,312,270</u>	<u>1,343,950</u>
	<u>17,285,000</u>	<u>12,697,574</u>	<u>11,725,803</u>
LIABILITIES			
CURRENT			
Bank indebtedness (Note 6)	1,622,725	-	-
Accounts payable	<u>3,285,375</u>	<u>1,097,593</u>	<u>912,171</u>
	4,908,100	1,097,593	912,171
LONG-SERVICE OBLIGATION (Note 7)	1,306,331	1,211,841	1,172,922
POST RETIREMENT BENEFITS			
OBLIGATION (Note 8)	<u>638,564</u>	<u>469,150</u>	<u>321,376</u>
	<u>6,852,995</u>	<u>2,778,584</u>	<u>2,406,469</u>
MEMBERS' EQUITY			
INVESTED IN CAPITAL ASSETS (Note 9)	8,000,599	1,312,270	1,343,950
UNRESTRICTED	<u>2,431,406</u>	<u>8,606,720</u>	<u>7,975,384</u>
	<u>10,432,005</u>	<u>9,918,990</u>	<u>9,319,334</u>
	<u>17,285,000</u>	<u>12,697,574</u>	<u>11,725,803</u>

COMMITMENTS (Note 11) and CONTINGENCY (Note 12)

Approved by the Board

President

Secretary-Treasurer

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION 6
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2012

	2012	2011
	\$	\$
CASH PROVIDED BY (USED FOR):		
OPERATING		
Excess of revenue over expenses	513,015	599,656
Items not affecting cash		
Amortization	384,658	364,613
(Gain) loss on investments	(206,205)	198,753
	<u>691,468</u>	<u>1,163,022</u>
Changes in non-cash working capital items		
Accounts receivable	(230,158)	106,836
Prepays	(26,168)	5,774
Accounts payable	<u>2,187,782</u>	<u>185,422</u>
	<u>2,622,924</u>	<u>1,461,054</u>
FINANCING		
Increase in long-service obligation	94,490	38,919
Increase in post retirement benefits obligation	169,414	147,774
Increase in line of credit	<u>1,622,725</u>	<u>-</u>
	<u>1,886,629</u>	<u>186,693</u>
INVESTING		
Acquisition of capital assets	(7,072,987)	(332,933)
Acquisition of investments	(667,121)	(3,570,079)
Proceeds on disposal of investments	<u>2,800,049</u>	<u>1,837,906</u>
	<u>(4,940,059)</u>	<u>(2,065,106)</u>
CHANGE IN CASH	(430,506)	(417,359)
CASH - beginning of year	<u>430,506</u>	<u>847,865</u>
CASH - end of year	<u>-</u>	<u>430,506</u>

There's an author amongst us...

By Carol Anne Drake, Local 1

LOCAL
1

One of our own NSGEU members is now a published novelist! Hugh R. MacDonald is an Income Assistance Caseworker in North Sydney, Cape Breton, and a member of NSGEU Local 1. On his off time, Hugh enjoys the company of other writers. He has been fortunate to belong to a local writing group for years and attends workshops that include renowned Cape Breton and Canadian authors. His new book is set in a 1920s coal-mining town.

"Trapper Boy" is the story of 13-year-old JW Donaldson, a good student with a bright future. As school ended for the year in 1926, JW was looking forward to summer. Sure, he would have chores – feeding the horse and milking the goat, tending the garden, that kind of thing – but he would also have lots of time for fishing, building his cabin and reading. Lots of reading. But there is something worrying his parents.

His father works in the mine, and there is a lot of talk around town about the mines. JW doesn't know the details – adults had a lot to worry about, and he was in no hurry to become one. Slowly, JW's parents reveal the truth: his father's hours at the mine have been reduced and they face difficult decisions to try to make ends meet. One such decision will have a previously unimagined impact on the young man's life.



Congratulations to Hugh R. MacDonald on his success as an author!

For more information on "Trapper Boy," go to amazon.ca or connect with Hugh on Facebook.

— Carol Anne Drake is a fellow member of Local 1.

NSGEU members "go green"

We're impressed; more than 4,100 members have opted-out of the paper version of The Stand, deciding instead to receive the electronic version via email.

We've done the math: this means that, as a union, we are keeping approximately one standard ton (2,000 lbs) of paper out of landfills each year! That is remarkable.

As part of this "Go Green" promotion, we drew for twenty tablet computers, to encourage members to participate, and help make it easier to read The Stand electronically. Congratulations to the lucky winners!

We'd like to thank you all for doing your part to save the environment, even if it is just one magazine at a time!

Hopefully, you enjoy reading the e-version of The Stand as much as you loved the paper version! We thank you for taking action on this key environmental initiative.

If you haven't already signed up for the e-version, but would like to do so, please visit nsgeu.ca and click below the photo of this issue's cover!

WANT TO SHARE A STORY WITH YOUR FELLOW MEMBERS?

The NSGEU is always on the lookout for captivating stories about our members to include in upcoming issues of The Union Stand, or on our newly revamped website.

We know that NSGEU members provide valuable services through their day-to-day jobs, but we also believe that you are out there in your communities doing great things (like volunteering, coaching teams, and organizing fundraisers).

If you are one of these people, or know another NSGEU member who has done something remarkable for your community, we want to hear about it!

If you'd like to share a story to be considered for inclusion in this publication or our website, simply visit nsgeu.ca/contact-nsgeu and click the "Submit a story to NSGEU" button.

If we aren't able to feature your story on our website or magazine, we would encourage you to head to our Facebook page (facebook.com/nsgeu) to share your photos and stories with the membership!



NSGEU READIES TO MAKE A BIG MOVE!

By Darren McPhee

After many years of planning, preparation and construction, the NSGEU's new home on John Savage Drive is nearing completion!

If you've had the opportunity to drive past the building site recently to check out the progress, you've probably noticed that work seems to be moving along quickly, with curbs and much of the landscaping being completed. Paving and sidewalks have been completed.

On the interior of the building, a lot of progress has been made. Although the humidity levels and rain this spring slowed the progress of finishing the drywall

installation, the drywall taping and mudding will be finished shortly. The interior electrical power, lighting and system lines are nearly finished, as well as the ductwork and plumbing.

Our project schedule continues to be on target for completion in late July, and we plan to move all the contents and staff from our current home on Eileen Stubbs Avenue to the new building during the first weekend in August.

We will be hosting a special grand opening event to welcome our members and other friends of labour in to see our new home and workspace! Please see below for more details!

Save the date!

YOU'RE INVITED TO THE GRAND OPENING OF NSGEU'S OFFICE

At the corner of Wright Ave. & John Savage Dr., Burnside

SATURDAY, SEPTEMBER 7th

Please join us as we celebrate the completion of the NSGEU's new office: our new home for staff and members!

All NSGEU members are welcome to stop by for an afternoon tour of the building and enjoy some light refreshments and entertainment.

Stay tuned to our website, nsgeu.ca, for more information...



The NSGEU bid a very fond farewell to Director of Negotiations and Servicing, Neil McNeil, on Thursday, May 30.

Neil has been a steadfast and loyal friend of labour in Nova Scotia and to the NSGEU for 33 years. He was a member who worked in the liquor stores, then was elected to the executive and eventually took a position on staff. Now, he is retiring from the NSGEU and embarking on a new endeavour with the Federal Mediation and Conciliation Service as a conciliator.

We wish him all the best in his new endeavour, and will miss him immensely!

RETIRING?

NSGEU's Pension & Benefits Committee announces a new retiree package! Call the NSGEU for more information: 424-4063 or 1-877-556-7438.

Local 97 President, Rebecca Norris, presents member Stephanie Woodman with a \$750 bursary award from the NSGEU!



NSGEU's Local 42 President, Tracey Fisk, was selected as the recipient of the 2013 Excellence in Practice Award from the College of Licensed Practical Nurses of Nova Scotia. She was presented with the award on May 23, 2013.

She was nominated for the honour by RN Michele Haire, who wrote a letter to the CLPNNS singing Tracey's praises. Below is an excerpt from Michele's letter:

"Tracey exemplifies what it means to be an LPN functioning at full scope in today's healthcare setting. She is a nurse who takes great pride in all that she does. Tracey gives her patients quality patient-centred care. She always ensures that their morning care is completed on time so they can attend their therapy sessions. She has a wonderful bedside manner with patients and families and ensures she is respectful and kind to them." Congratulations, Tracey, on a job well done!

SCHOLARSHIP & BURSARY DEADLINE!

Just a reminder that the deadline to apply for member bursaries and member's dependent scholarships and bursaries is October 15th.

If you are interested in applying, please visit nsgeu.ca/education/scholarships-bursaries-awards for more information!

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



UPCOMING NSGEU COURSES & WORKSHOPS - Fall 2013

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

This schedule is correct as of June 2013, and all previously published schedules are replaced by this one.

Course	Dates	Location	By Local or By Sector	Eligibility & Description
New Activist	September 20 & 21	NSGEU Head Office		Eligibility : Members with no prior training. Recommended for New Stewards prior to Steward I. Description : Introduction to the NSGEU and the labour movement. Review of workers rights, union processes, grievances, mobilization and the importance of strong locals.
	October 23 & 24	NSGEU Head Office		
	November 15 & 16	NSGEU Head Office		
	November 18 & 19	NSGEU Head Office		
Steward I	October 16 & 17	NSGEU Head Office	Health Care Acute	Eligibility : Stewards with no prior training. Description : Introduction to roles and responsibilities of Steward. Introduction to grievance procedure and investigation.
	October 18 & 19	NSGEU Head Office	Health Care Community	
	October 25 & 26	NSGEU Head Office	Government & Education	
Steward II	September 27 & 28	NSGEU Head Office	Health Care including: Clerical, Support, Nurses, Institutional, Community, Group Homes and Home Support	Eligibility : Stewards with 6 months experience at Level I. Description : Indepth grievance investigation. Tools for dealing with management. Expanded roles and responsibilities of the Steward.
	November 22 & 23	NSGEU Head Office	Civil Service & Trade, Post Secondary, School Boards, Liquor Stores & TU General	
Week-Long School	November 3 - 8	NSGEU Head Office		
Pre-Retirement	October 26	Best Western, Liverpool (Val/SS)		Eligibility : Usually within 1-2 years of retirement. Description : Overview of pension politics in Nova Scotia. Presentation from CPP and your pension plan, i.e., NSAHO, PSSP, etc., retirement benefits. Benefit information varies according to location and Local members.
	November 16	NSGEU Auditorium (Metro)		

POST CONVENTION SESSIONS:

Regional Councils	September 9	NSGEU Head Office	Cape Breton, Pictou/ Antigonish/Guysborough, Valley & South Shore	Eligibility : Elected Regional Councillors.
	September 10	NSGEU Head Office	Metro A/B/C & Cumberland Colchester	
Occupational Councils	September 12	NSGEU Head Office	Health Care including: Clerical, Support, Nurses, Institutional, Community, Group Homes and Home Support	Eligibility : Elected Occupational Councillors.
	September 13	NSGEU Head Office	Civil Service & Trade, Post Secondary, School Boards, Liquor Stores & TU General	
Local Officer Workshops	September 17 & 18	NSGEU Head Office	Locals: 1, 2, 3, 4, 5, 6, 7, 8, 14, 16, 17, 25, 26, 44, 46, 47, 50, 55, 480	Eligibility : Elected (ALL) Local Officers (President, Vice-President(s), Secretary, Treasurer (or Secretary-Treasurer), Chief Steward.
	September 23 & 24	NSGEU Head Office	Locals: 23, 53, 59, 61, 62, 63, 63B, 64, 65, 66, 70, 71, 72, 73, 74, 78B, 80, 89, 90, 91, 246	
	October 1 & 2	NSGEU Head Office	Locals: 18, 45, 56, 57, 67, 68, 77, 79, 81, 82, 86, 87, 88, 92, 96, 99, 267	
	October 3 & 4	NSGEU Head Office	Locals: 19, 22, 24, 30, 31, 32, 33, 34, 35, 36, 37, 39, 40, 42, 43, 76, 83, 84, 85, 93, 94, 95, 97	
	October 7 & 8	NSGEU Head Office	Locals: 20, 27, 28, 29, 38, 41, 60, 60A, 470, 1670, 1995	

*As of August 1st, 2013, NSGEU's Dartmouth office is located at 255 John Savage Drive.

EVENTS CALENDAR

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

JULY

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Canada Day	2	3	4	5	6
7	8	9	10	11	12	13 NSGEU Annual Family Picnic Noon-4 pm Oakfield Park
14	15	16	17	18 Halifax Pride July 18 - 28	19	20
21	22	23	24	25	26 Human Rights Committee	27 Human Rights Committee 26th Annual Halifax Pride Parade 1-3 pm
28	29	30	31			

AUGUST

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9 Pride Cape Breton Festival Aug 9 - 18	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

*Don't forget Labour Day festivities coming up on September 2nd!



66 SHOWS SUPPORT: The bargaining committee for Local 66 joined ERO & Organizing Officer Lori Smith (left) and Chief Negotiator David Lawrence (standing, back) at NSGEU head office on May 29 to count their strike vote. Members of the bargaining committee include Tracey Best, Natalie Hillier, Sarah Hollahan and Mary Atwater. Ten years ago, Local 66 went on strike for 77 days – the longest strike in NSGEU history. On June 7, a tentative agreement was reached between the union and the employer.

BARGAINING UPDATES

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

Annapolis Valley Regional School Board, Local 73
Number of members: 391
Contract expiry date: March 31, 2012
Staff Negotiator: Dave Moore/Nicole McKim
 Talks continued on May 6 & 15.

Braeside Nursing Home, Local 28
Number of members: 28
Contract expiry date: Certified with NSGEU effective October 27, 2011
Staff Negotiator: Jo-Ann Bailey
 A tentative agreement has been reached. A ratification vote being held June 18.

Canadian Association for Community Living, Local 61
Number of members: 27
Contract expiry date: March 31, 2012
Staff Negotiator: Dave Lawrence
 Proposals were exchanged and talks held on May 27 & 28. The parties are scheduled to meet again on June 24 & 25 to continue negotiations.

Cape Breton University (MOS), Local 18
Number of members: 14
Contract expiry date: July 31, 2012
Staff Negotiator: Jim Gosse

A tentative agreement was reached on June 5. A package including information and voting session is being mailed out. Voting will take place at the information session.

Cape Breton University (Teachers), Local 18
Number of members: 25
Contract expiry date: October 31, 2012
Staff Negotiator: Jim Gosse
 The negotiator has held one meeting with the bargaining committee. Bargaining preparations will commence on June 18 and the parties hope to exchange proposals in late August or early September.

CDHA Clerical/Administrative Professionals, Local 246
Number of members: 1519
Contract expiry date: October 31, 2014
Staff Negotiator: Gina Boyd
 Members voted 57% in favour of acceptance of the tentative agreement. Retro paid to members May 2.

CDHA Nurses, Local 97
Number of members: 2554
Contract expiry date: October 31, 2012

Staff Negotiator: Robin MacLean/Lynette Johnson
 A bargaining survey was completed and preparation for negotiations is underway. Prep meeting will be held June 20.

Chisholm Services for Children, Local 62
Number of members: 14
Contract expiry date: March 31, 2012
Staff Negotiator: Dave Lawrence
 Bargaining committee has met and proposals have been completed. They will review the results of the bargaining survey on July 3.

Chignecto Central Regional School Board, Local 71
Number of members: 601
Contract expiry date: June 30, 2012
Staff Negotiator: Robin MacLean/Nicole McKim
 The union filed for conciliation on April 3 and talks continued on May 14 & 15 resulting in a tentative agreement being reached. A telephone town hall was held on June 3. Ratification vote is being held, and the voting deadline is June 14.

CONTINUED ON PAGE 26



1st CONTRACT (NO ARBITRATION REQUIRED!): Local 63B (Community Health Services) ratified their first collective agreement on May 29, 2013. Pictured are bargaining committee members Kelly Murphy, Dave Moore (Chief Negotiator), Shauna Ferrar and William Robinson.

CONTINUED FROM PAGE 25

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

Number of members: 8,096

Contract expiry date: March 31, 2012

Staff Negotiator: Keiren Tompkins

The employer has provided an updated offer to the union. BUNC is currently evaluating the latest offer and it is hoped that a tentative agreement will be achieved in the near future. Once that happens, an information package will be provided and a vote held.

Colchester Residential Services Society, Local 64

Number of members: 76

Contract expiry date: October 31, 2012

Staff Negotiator: Dave Lawrence

Talks continued on April 3 and May 6 & 7. The parties reached an impasse and the union filed for conciliation on May 8. A telephone town hall was held on May 29. Strike vote held on June 3 & 4. Conciliation talks are scheduled to continue on June 26 & 27.

Community Health Services, Local 63B

Number of members: 55

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

Staff Negotiator: Dave Moore /Dave Lawrence

Proposals were exchanged on May 10, 2012 and talks continued on 22 dates from May 2012 to

April 2013, when a tentative agreement was reached. The agreement was ratified 100% by members on May 29.

Conseil Scolaire Acadien Provincial, Local 72

Number of members: 152

Contract expiry date: March 31, 2015

Negotiator: Nicole McKim

A tentative agreement has been reached. The agreement was ratified by members in April.

Crothall Laundry Services, Local 24

Number of members: 62

Contract expiry date: July 7, 2015

Staff Negotiator: Bill McKiggan

Members voted in favour of acceptance of the tentative agreement which provides for a 7.5% wage increase over a three-year contract. Contract currently being signed.

Dalhousie/NSAC Faculty, Local 96

Number of members: 63

Contract expiry date: March 31, 2012

Staff Negotiator: Grant Vaughan

The union met with the employer and the Dalhousie Faculty Association on March 20.

Dalhousie/NSAC Non-Faculty, Local 92

Number of members: 199

Contract expiry date:

Staff Negotiator: Keiren Tompkins/Tina Webber

Prep meetings held on April 26 & 30.

Negotiations took place May 1 & 2 and June 3 & 5. Other dates are scheduled throughout the summer.

District Health Authorities – Clerical Bargaining Units, Locals 89, 90 & 91

Number of members: 615

Contract expiry date: March 31, 2012

Staff Negotiator: Tony Bremner

Talks continued on March 7 and May 13 & 15, resulting in a tentative agreement being reached. Mail-in ratification vote is scheduled – votes to be counted on June 15.

District Health Authorities –Public Health/ Drug Dependency, Continuing Care, Locals 93, 94 & 95

Number of members: 998

Contract expiry date: March 31, 2012

Staff Negotiator: Donnie MacNeil

Bargaining committee meetings were held on May 28 & 29 with another date set for June 27.

Evergreen Home for Special Care, Local 27

Number of members: 146

Contract expiry date: October 31, 2015

Staff Negotiator: Jo-Ann Bailey

A tentative agreement was reached after 4 days of negotiations. Members voted 81% in favour of the tentative agreement at the ratification vote held on March 25.

Halifax Regional School Board, Local 53

Number of members: 219**Contract expiry date: September 30, 2011****Staff Negotiator: Nicole McKim**

A bargaining conference was held on January 24 & 25 with a subsequent meeting held on March 28, 2012. Proposals exchanged with the employer on December 5 and talks continued on December 11 & 12, 2012. Dates continued on April 29, May 27, & 30 and a further date is set for June 17.

IWK - Healthcare, Local 22**Number of members: 807****Contract expiry date: October 31, 2014****Staff Negotiator: Neil McNeil/Corry MacKinnon**

Talks were held on four dates in March & April resulting in a tentative agreement being reached on April 3. A town hall with members was held on April 4. An information session was held on April 29. Members have voted 98% in favour of acceptance of the tentative agreement. Contract will be signed in June.

IWK - Clerical, Local 23**Number of members: 558****Contract expiry date: October 31, 2011****Staff Negotiator: Gina Boyd**

Talks continued on April 15 resulting in a tentative agreement being reached. Information session and ratification vote was held on May 6. Contract was ratified.

Laing House, Local 57**Number of members: 12****Contract Expiry Date: Newly Certified – effective February 24, 2012****Staff Negotiator: Grant Vaughan/Lori Smith**

Talks continued on April 3, 18 & 19. Dates are being scheduled to continue talks.

Metro Community Living, Local 26**Number of members: 31****Contract expiry date: October 31, , 2012****Staff Negotiator: Dave Lawrence**

Bargaining committee met with the negotiator on May 15 to begin prep.

Metropolitan Regional Housing Authority, Local 47**Number of members: 33****Contract expiry date: March 31, 2012****Staff Negotiator: Art Beaver/Nicole McKim**

Preparations are underway for negotiations to begin.

Municipal Admin-Pictou County, Local 60**Number of members: 17****Contract expiry date: March 31, 2013****Staff Negotiator: Jim Gosse**

Proposals were exchanged on May 14 and talks continued on May 15 resulting in a tentative agreement being reached.

NS Hearing & Speech Centres, Local 20**Number of members: 138****Contract expiry date: March 31, 2012****Staff Negotiator: Jo-ann Bailey**

Bargaining prep meetings were held on April 8 & 26. Waiting for further dates from the employer.

NS Pension Services Corporation, Local 48**Number of members:****Contract expiry date:****Staff Negotiator: Nicole McKim**

Members will remain covered by the provisions of the Civil Service Master Agreement up to the conclusion of the next agreement and then a new separate agreement will be negotiated.

NSCAD, College of Art & Design**Number of members: 40****Contract expiry date: June 30, 2013****Staff Negotiator: Tina Webber**

The union will shortly be sending notice to bargain to the employer.

Nova Scotia Community College, Local 267**Number of members: 582****Contract expiry date: March 31, 2012****Staff Negotiator: Jim Gosse**

Proposals were exchanged with employer on May 23. Talks are scheduled to continue on July 23 & 25, August 20 & 21, September 19, 20, 25 & 26.

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**

A tentative agreement was reached on February 15 after nine (9) days of negotiations. A mail-in ballot was conducted and contract was ratified on March 20.

Nova Scotia Liquor Corporation, Local 1670**Number of members: 150****Contract expiry date: March 31, 2015****Staff Negotiator: Art Beaver**

Members voted 95% in favour of ratification on April 2.

Parkland at the Lakes, Local 87**Number of members: 37****Contract expiry date: Members newly certified effective March 19, 2012****Staff Negotiator: Grant Vaughan/Lori Smith**

The union filed for conciliation on March 25 and talks were held on April 2.

Pictou County Shared Services Authority, Local 60A**Number of members: 13****Contract expiry date: March 31, 2013****Staff Negotiator: Jim Gosse**

Bargaining preparations began on May 14 and the parties are working to secure dates to start bargaining.

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

A tentative agreement was reached on June 7. A package containing full details of tentative agreement and voting session is being mailed to members and voting will take place at information session.

Shelburne Association Supporting Inclusion, Local 65**Number of members: 20****Contract expiry date: March 31, 2012****Staff Negotiator: Dave Lawrence**

Proposals are scheduled to be exchanged on June 20.

South Shore Regional School Board, Local 70**Number of members: 68****Contract expiry date: March 31, 2012****Staff Negotiator: Dave Moore/Nicole McKim**

Proposals exchanged with the employer on January 8 and talks continued on April 3, 23, 24, 25 and May 1.

St. Francis Xavier University, Local 88**Number of members: 136****Contract expiry date: June 30, 2015****Staff Negotiator: Tina Webber**

An information meeting and rejection vote was held on March 8 resulting in acceptance of the tentative agreement.

Tri County Regional School Board, Local 74**Number of members: 50****Contract expiry date: March 31, 2012****Staff Negotiator: Dave Moore/Nicole McKim**

Talks continued on April 11, 12 and 24.

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

Proposals were exchanged on February 22, talks continued on March 8 and April 26. The union has applied for conciliation and is awaiting a response from conciliation services.

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

After eight days of talks, the bargaining committee concluded a tentative collective agreement. Details of the package and the voting process are forthcoming. The bargaining committee is recommending acceptance.

Yarmouth Association for Community Residential Options, Local 59**Number of members: 159****Contract expiry date: October 31, 2012****Staff Negotiator: Grant Vaughan**

Negotiations were held on April 4 & 5 and continued on May 13 & 14.

Happy Labour Day!

Monday, September 2nd

Celebrate the valuable work you do, and the achievements of workers around the world, with your family and friends at one of five great events being held in Halifax, Kentville, Sydney, Port Hawkesbury and Yarmouth!

Please check our website, nsgeu.ca, for more information on the upcoming Labour Day festivities!

NSGEU

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