

NSGEU campaigns against cuts and privatization!



NSGEU
THE 20-26 STAND

FALL 2015



President Jessome attends the Labour Day rally as NSGEU launches the McNeil's Movers campaign.

Dear members,

This summer has been a time for many of us to regroup, relax and spend time with family and friends after what has been a particularly grueling year on the labour front.

Together, we have fought off the attacks of the Liberal government, as they attempted to weaken your union with the flawed legislation of Bill 1. We have successfully pushed them back as they made a move to further contract out our home care services, and they quickly backed away from public statements suggesting the termination of the long service award.

We all needed a bit of a break from the unnecessary turmoil this government insists on creating for its public sector workers.

But it's now Fall, and with the Legislature set to open on November 12, I want you to know that we are busy preparing ourselves to take on whatever the government is going to throw at us.

That includes immersing ourselves in what is sure to be a very challenging round of negotiations.

A large number of collective agreements are expired, and while normally members may be anxious for us to get to the bargaining table to negotiate, we're hearing that you're all as concerned as we are that this government is not prepared to bargain in good faith.

In addition to comments made in the budget and to the media, hinting at a wage freeze, I was one of the union leaders invited to meet with Finance Minister Randy Delorey in August, where he informed us that government wants five-year contracts and the members would have to find operational savings in exchange for wage increases.

Most recently, the government took the highly unusual step of publicizing their initial offer to the Nova Scotia Teachers Union (which was first up at the table): a five-year agreement of 0, 0, 0, 1 and 1. CUPE Economist Toby Sanger says this "offer" actually constitutes a 7.2% wage CUT, when you factor in inflation.

If we weren't certain before that government was determined to try and cut its way to prosperity, we know now.

The Premier doesn't seem to understand that public sector workers play a vital role in supporting our provincial economy. The money you make is spent at local restaurants, stores, car dealerships, and more.

If he required evidence of this, he need look no further than his own fall fiscal update, which showed the province is \$25 million more in debt than expected due mainly to lower growth in provincial tax revenue.

Three years of zero wage increases for the entire public sector certainly won't help with that, now will it?

To top things off, the government is plowing forward with efforts to privatize many of our public services. They're planning to gradually privatize our hospital food services, and are currently in the midst of qualifying vendors to bid on a Request for Proposal to take over our public registries, which will lead to a massive loss of revenue that helps support other public services, like health care and education.

It has become abundantly clear that this Premier is not making decisions that are in the best interest of us all, but rather, decisions that are influenced by his friends, like his own campaign manager, who was a registered, paid lobbyist of one Ontario-based company interested in taking over our Land Registries.

We will be calling on you for your support and presence over the coming months, as we continue to battle with this government for fair wages and working conditions for all public sector workers.

In solidarity,

Joan Jessome,

President, NSGEU

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**together
FAIRNESS
WORKS**

The Union Stand is proudly produced by NSGEU with the help of members of the Unifor Union of Canada in Local 165.



Members take part in the Communications course at Week-Long School in October at NSGEU.

CONNECT WITH US!

We want to hear from our members. If you have thoughts on this issue of The Stand, or ongoing union issues, send us your feedback! You can email us at inquiry@nsgeu.ca or connect with us:

facebook.com/NSGEU

@NSGEU @PrezJoan

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NSGEU TWEETS

Twyla Wilband (@TwylaWilband)
@CTVAtlantic With the web poll, where is the option "Funny, entertaining and effective"? I bust a gut watching McNeil movers. Go @NSGEU

Kyle Buott (@KyleBuott)
@kevinlaceyCTF When you say reduce the cost of govt, what you mean is cut funding to hospitals & schools.
#nspoli @NSGEU

Sheldon MacLeod (@thesmaclodshow)
Chatting with Joan Jessome, President of @NSGEU, who is calling for openness and transparency in government

Diane Wilson (@phenobarbiidoll)
Registered to vote for 1st time! Thanks to @NSGEU & @prezjoan for getting me involved and to @DaveWilson2016 for making me a lifelong NDPer!

Anna Tea (@HoloHFX)
@McNeilsMovers is funny bcs its true. Another RN srlly considering moving 2 Ontario Its also sad bcs its true @NSGEU@MaureenMLA #FarewellINS

Leadership Symposium



The fall Leadership Symposium was held at the NSGEU Dartmouth office in September.

At our 2013 Convention, delegates voted to hold Leadership Symposiums each Fall in non-Convention years, to ensure that leaders from each sector across the province are kept up-to-date on key issues facing the union, and are able to have a say in what actions should be taken in response.

On September 24, 140 NSGEU members – including NSGEU Executive and Board of Directors, members, Local Presidents, Regional Council Chairpersons and Occupational Council Chairpersons – were invited to attend our second Leadership Symposium.

This year's symposium was chaired by NSGEU President Joan Jessome, and included presentations from NSGEU's legal counsel, our National body (the National Union of Public and General Employees), NSGEU's Executive Director, Directors of Negotiations and Servicing, and our Communications team. It also included break-off sessions for participants in the afternoon.

A LEGAL PERSPECTIVE

The day started with a stirring address from lawyer Ray Larkin, who summarized the very difficult two years the NSGEU has lived through under the McNeil government who took office in October 2013. He stressed that the next two years were sure to be as challenging, and that the key to our continued success lies with the leaders of this union, who must ensure they lead with necessary resolve to do what needs to be done.

Larkin reminded the delegates of the Liberals' failed Bill 1,

which was designed to diminish the bargaining strength of our union – or as he put it, to “really to drive a stake into the heart of NSGEU.” He explained that the Liberals continue to target us for two reasons:

- 1) The NSGEU is the biggest, most effective union, and has always used big bargaining units to push the envelope on establishing wage patterns that have been extended to entire public service.
- 2) Politically, they are using us as their “public opinion,” pitting non-union workers against public sector workers.

If Bill 1 had succeeded, government would have been able to put the NSGEU in a place where we could no longer lead in bargaining.

Ultimately, government was trying to impose something that was wrong, and because the membership refused to allow them to get away with it, they failed. We maintained the democratic principle that workers deserved to decide who would represent them, and ultimately prevailed against a majority government that was determined to bring us down.

Since then, the government has backed down on a number of fronts, including backing away from a decision to further privatize our home support services after home support workers mobilized and began informing the public of the dangers of their plan.

Now, they have turned their focus to the Civil Service, pitting the non-unionized against the unionized, asking questions like: “Why should you get a long service award when the

ordinary person doesn't even have a pension?” They have also pointed their anger at the job security provisions of the civil servants, refusing to abide by the Memorandum of Agreement in their contract that states that while government can reorganize as it pleases, it cannot discard workers.

Larkin points out that while we can fight all of these things in the legal system, these fights take a long time and workers suffer in the interim. Legal processes only succeed because of the political will of the members and a show of strength from their leaders. He stressed: “We can't simply leave matters to the chief negotiators and lawyers: workers have to mobilize!”

Privatization is yet another way this government is trying to hurt public sector and unions: they want to sell the right to operate the Land Registry, the Registry of Motor Vehicles, and the Registry of Joint Stocks. to companies that will have the right to operate them for a very long time. This one-time big cash payout will help them balance their budget in time for the next election. Ultimately, however, these companies end up raising fees, which is bad for the public. Larkin cautioned that if this government successfully privatizes our registries, they will look at selling off as many services as they can.

We need to make Liberal MLAs worry they will lose their seat in the next election, and show them that there is a price to be paid if they choose to support these harmful actions.

Our victories thus far show we can be successful against this government!

LABOUR RIGHTS ARE HUMAN RIGHTS

After Larkin's presentation, NUPGE's National Secretary-Treasurer Larry Brown spoke about the state of global labour relations.

He recalled coming to Halifax to be a part of our fight against Bill 1: “I remember saying, when the legislation was being passed, that people in the legislature might think the fight was over, but it was just beginning.”

He commended the membership for standing up against the McNeil government's major attack on labour rights in Nova Scotia, and explained that their proposed legislation basically said the workers didn't matter.

But NUPGE has always maintained that labour rights are human rights (they are enshrined in the United Nations' Universal Declaration of Human Rights and the Canadian

Charter of Rights & Freedoms). Brown pointed out that if you asked Canadians if they support human rights, almost all would say yes. But somehow, there is a breakdown when it comes to labour rights.

Today, we are facing greater income inequality than ever before. All gains have gone to the top 1% or top 0.1%, and even after the great recession, there have been no improvements: we see continued unfair taxation and mounting attacks on labour rights.

Even the International Monetary Fund (IMF) acknowledges there is a direct correlation between declining labour rights and rising income inequality.

Recently, the labour movement has won some significant victories on behalf of workers. Last year, for example, the Supreme Court of Canada ruled every Canadian worker has the right to strike.



Delegates take part in the Leadership Symposium, discussions.

Regardless, we are still seeing government passing legislation disregards this ruling, and making decisions to do things like privatize public services and give money to their friends, rather than make life better for all.

Brown reminded the delegation that when unions are fighting for better labour rights, we are actually fighting to improve society, and we should never apologize for

this. And while unions don't need their permission to exist, governments absolutely do need our permission to govern!

He also echoed Larkin's caution that there is a tendency to expect the President of the union to fix everything. But the President speaks for the members, and it is the members' responsibility to ensure government understands they are dealing with all 30,000 members of the NSGEU.

A WORD FROM THE PRESIDENT

President Jessome took the stage after Brother Brown to thank the delegates for supporting the NSGEU's efforts, and to remind them that it's not one person that leads the union, it's all of us!

She explained that because of resolutions passed at the 2014 Special Convention, she knew we had the power and resources to successfully take on this government. At that time, we had no way of knowing that we would be facing legislation like Bill 1, but we had an inkling that we were in for the fight of our lives.

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Leadership Symposium

It is critical that people are aware that we are member-driven, and that our public campaigns are actually supported by our members, through their representatives on the Board of Directors.

When there is an attack on the NSGEU, it's an attack on all of us! We're going to fight to keep services public. They're not selling our jobs, our services! It's not going to happen!

She has been told that when Premier McNeil is asked about our campaign, his only response is that he's sure members are upset their dues are being spent on ads against him. But he never actually addresses the message of the ads.

NEGOTIATIONS UPDATE

NSGEU's Executive Director, Robin MacLean, updated delegates on the status of negotiations.

She explained that we are in a somewhat unique situation: the vast majority of our contracts are open and we are preparing to begin negotiations against the most hostile government we've faced in 20 years.

MacLean added that while any government's natural inclination is the restrain wages, the McNeil government's approach comes down to outright union busting. She believes the members are very aware of what's at stake, adding that we normally would be inundated with calls from members wondering why negotiations have not started. This time, it's the reverse: the employers are most keen to get started! This is because they are under pressure from the Premier's office, which is bound and determined to balance the budget in time for next election, at any cost.

Political timing is driving their desire to get collective agreements negotiated with the public sector. MacLean explained that the public sector unions' meeting of August 18th with Finance Minister Randy Delorey solidified their focus is on wage restraint and their desire to reach five-year

agreements.

It is one thing to negotiate five-year agreements with substantial improvements for the members. But, in this case, we know government is planning to give little to nothing.

The NSGEU does not bargain concessions, so if government is seeking savings by reducing what our members already have, we won't be doing that.

She pointed out that this government has already walked back from some controversial positions, such as the hinted abolishment of the retirement allowance. Still, she anticipates that we are looking at an era of two-tier benefits, and the NSGEU will not negotiate less for our sons and daughters!

"I'm not one to talk tough publicly, but I've been through enough fights to know that with the methods we've developed and the support of the members, we will win," she said.

It's important that members not simply look at this round of negotiations through the lens of self-preservation. We need them to understand this isn't just about their individual circumstances: It's an issue of principle.

Weakened job security is another area of

vulnerability. This government has already refused to apply provisions of the collective agreement properly, and are further threatening our members' job security through privatization efforts.

MacLean explained that the long-term care, home support, group home and civil service bargaining committees met in mid-September, and a strategy has been developed for Civil Service bargaining. She cautioned that acute health care negotiations will be difficult because we have to deal with the government's essential service legislation and learn how to negotiate with the other unions through the new Council of Unions.

She asked that members continue to share information they



Union leaders update delegates on the status of negotiations.

learn in the workplace about potential cuts to programs, because that information is not being communicated to the union through the employer, and the information they give us helps us stay on top of what's really going on in the workplace.

HEALTH CARE

Shawn Fuller, Director of Negotiations & Servicing for the Health Care team, spoke about two of the most significant things happening on the acute health care side of the union currently: fulfilling the requirement for essential services and working cooperatively with other unions in the Council of Unions.

On the acute care side, Fuller explained that we have started to elect essential services committee, which will ensure we provide a certain level of service in the event there is a strike.

Developing the framework for essential services agreements needs to be done correctly, because it will be applied to other areas that are subject to the same legislation.

We've already had a number of areas of dispute with employers, who are pushing us to get to the table. We're pushing back, arguing essential services agreements need to be well underway before negotiations can begin

All unions have been working on draft bargaining proposals. The Health Care group – with NSGEU acting as lead – will go to the table first, using the former Local 42 collective agreement as a baseline in developing a new global collective agreement.

We expect to meet again in late October, and are optimistic that we will begin bargaining as early as December.

For our group home and home support sectors, we have decided to negotiate at common tables, rather than individually. These groups will likely return in October to proceed with bargaining preparations.

GOVERNMENT & EDUCATION

Grant Vaughan, Director of Negotiations & Servicing for the Government & Education team, began by explaining that our post-secondary Locals are currently in the midst of, completed or just starting negotiations, under the threat of Bill 100, as

well as facing ongoing reduced funding. These things could trigger layoffs at each of these institutions.

He told the delegation that the transfer of Nova Scotia Agricultural College employees to Dalhousie is finally complete, and reminded them that in these types of transfer situations, there is no requirement on the new employer to respect collective agreements.

Additionally, our Local 50 members (Sherbrooke Village) have ratified their new agreement.

He explained that we are still battling layoffs/reductions of employees, reorganizations, privatization and the creation of new crown corporations within the civil service. Vaughan explained that the government is not honouring certain collective agreement provisions, such as the job security memorandum, though we expect to have a decision on the job security arbitration by Halloween.

Civil service bargaining is scheduled to start in late October, with dates scheduled throughout November and December, as well.

AFTERNOON SESSION

Members of NSGEU's Communications Department, Ian Johnson and Holly Fraughton, gave a presentation to the delegation on the union's latest campaign, "McNeil's Movers," which aims to combat public service cuts

and privatization (for more information on this campaign, please see page 8).

Finally, after hearing a brief presentation from the NSGEU's Political Action Committee about the upcoming federal election, the delegation split off into working groups based on where they are located throughout the province. These regional committees proposed events to be held in their area over the coming weeks and months to help raise public awareness of the McNeil's Movers campaign and to continue our efforts to stop the downsizing and privatization of public services and members' jobs. ■



Delegates listened intently at the Leadership Symposium.

Meet McNeil's Movers!

People are leaving our province, because there are fewer and fewer opportunities to be found here. It's a very serious subject, not just for NSGEU members, but for all Nova Scotians.

We all know someone (most likely, many people) who have been forced to move away to find work in another province – even another country. Often, those people choose to build their lives in another province, and they don't come home.

Under the leadership of Stephen McNeil and his Liberal government, we're seeing even more good jobs and services being cut and put at risk.

"...We've seen just one after the other leave this province — and now the parents are leaving. The kids have gone, the parents with the good pension ... are selling their homes and then leaving," NSGEU President Joan Jessome said during a recent interview with the CBC.

"We are creating a zero tax base in the way that this government is addressing income inequality. We've got a government that's attacking people with jobs and not creating jobs ... They've attacked workers' rights, they've pitted the public against the public sector. They've tried looking at privatizing work with good paying jobs that keep these communities alive."

So far, they've closed seven satellite courthouses and 13 land registry offices in rural communities; eliminated jobs in Child Protection and closed Day Spring, a treatment centre for at-risk children; completely abolished the Department of Economic and Rural Development and Tourism, as well as Film and Creative Industries Nova Scotia; closed visitor information centres & cut jobs at our Provincial Parks; slashed funding to a wide range of non-profit and community groups; gutted the Film Tax Credit; eliminated the Graduate Retention Rebate, and removed the tuition cap for young Nova Scotians.

Next, they plan to privatize the Land Registry, Registry of Motor Vehicles and the Registry of Joint Stocks; contract out our home care services; privatize hospital food services; and unleash the newly-created "Department of Business" on whatever "non-core" public services are left, for further privatization... or outright elimination.

None of this is what they promised to do when they were campaigning, of course.

PROMISES, PROMISES

In the lead-up to the 2013 election, the NSGEU conducted a survey of all parties, asking them a series of questions about where they stood on issues of importance to our members.

In their response to us in September 2013, the Liberals stated that they: "... support collective bargaining and will respect agreements. As well ... we will also respect public services and, with civil servants, will see to it that Nova Scotians will not see reductions in direct service."

But once they took office on October 22, they rapidly moved in the opposite direction, interfering in and undermining the collective bargaining process and introducing five separate pieces of legislation that significantly diminish workers' rights.

We fully expect the Liberal's cuts and privatization attempts are just beginning. They've set the stage, and will pursue an agenda to privatize whatever public services they think the public will accept.

This puts our members' jobs on the line, and moreover, threatens the important public services that all Nova Scotians rely on.

UNDERSTANDING THE ISSUE

In order to help the public understand what's really at risk when public services are cut or privatized, the NSGEU Board of Directors voted to approve a public campaign.

This campaign included a research component, which included focus groups and polling of a wide range of people from

Our newest Mover, Deputy Minister of Finance, George McClellan, said:
Public sector retirement & health benefits are
"... the top of a problematic parfait."

HERE'S THE REAL "PROBLEMATIC PARFAIT":

- SLASHED FUNDING FOR NON-PROFITS
 - Gave Royal Bank \$22 million
 - Cut film tax credit
- \$20 MILLION (& COUNTING) FOR BLUENOSE RESTORATION
- Friends lobbying for privatization contracts (\$1.5 for temporary jobs)
- Removed tuition cap
- CUT JOBS IN PARKS & COMMUNITY SVCS.
- CLOSED VISITOR CENTRES, COURTHOUSES & LAND REGISTRY OFFICES
- \$45,000 severance for Fred (& re-hired) Commis Director
- Eliminated grad retention rebate

THE PROOF IS IN THE PUDDING.

throughout the province. We wanted to find out what they knew about privatization, and how they felt about it.

It turns out that most Nova Scotians already were quite familiar with privatization schemes (like Nova Scotia Power), and were opposed to privatizing our public services. They understood that these choices hurt communities, through lost jobs and opportunities, and lead to less money to be spent at local businesses and reduced services for families.

To help raise awareness of damaging cuts and privatization, we wanted to start a conversation with the public, NSGEU members, and hopefully, put pressure on the Liberal government to stop attacking our public sector.

NSGEU FIGHTS BACK

In September, we launched "McNeil's Movers," which takes a cheeky approach to a very serious subject.

The concept is simple: cuts & privatization are essentially shutting down communities, as Nova Scotians are driven to leave the province for work. "McNeil's Movers" is the moving company that is facilitating this – "driving you and your family out of Nova Scotia with every service and job privatized!"

Privatization means cuts. It means McNeil is shipping out the services and jobs that make Nova Scotia what it is.

Our television ads began airing on Labour Day for two weeks, and will air again in November, after the federal election has ended. The ad is also running online, as pre-roll for YouTube and other local news sites. It's been viewed by more than 42,000 on Facebook, and has had almost 15,000 views on YouTube.

The campaign also includes a website – McNeilsMovers.ca – that provides critical background information on what has been cut and privatized in Nova Scotia, so far, and what has happened elsewhere throughout Canada, where government has made similar decisions, to the detriment of the public. There's also an online petition, where people can send the Premier and their own MLA a message about privatization, and sign up to get campaign updates.

You can also share your own "moving stories" – stories about people you know who have had to move away – and if your story is selected to be featured on our website, you'll win a t-shirt! Or, you can upload your photo on our website, and our "I love N.S. & want to stay" message, and share the image with your own social networks.

Finally, there is a strong, active social media component to the campaign. People can follow us on Twitter ([@McNeilsMovers](https://twitter.com/McNeilsMovers)) and "like" us on Facebook (www.facebook.com/McNeilsMovers) for all the latest on the Liberals' attempts to cut and privatize our public services.

THE MOVERS ARE COMING TO YOU!

At the NSGEU's Leadership Symposium in September (see page 4 for more information), 140 of your peers and union leaders discussed the "McNeil's Movers" campaign, and took on the task of organizing "Moving Day Rallies" throughout the province.

The rallies kicked off on Saturday, October 3rd with an event at the final Chase the Ace event in Inverness, where organizers played a special "Chase the Joker" version of the game with passersby, gave out prizes, like t-shirts, M&Ms and stickers, and started some important conversations about the dangers of public service cuts and privatization.

That same day, activists held a rally at the Access Nova Scotia centre in Dartmouth, educating members

of the public about the impending privatization of our public registries: the Registry of Joint Stocks, Registry of Motor Vehicles, and Land Registry.

More rallies are planned toward the end of October. So if you see our moving crews out at an event in your community, please come by to say hello and learn a bit more about the campaign! Together, we can all help to stop McNeil's Movers as they try and move our vital public services and the people who do that important work out of our province. ■

McNEIL'S MOVERS MOVER OF THE WEEK!



Thanks to the Liberal government's cut-first, consult-later approach to governing, Nova Scotia's mental health resources have been significantly "streamlined." So far, we've closed the mental health unit at the Aberdeen Hospital AND cut funding to non-profit groups providing mental health support across the province.

Think of the money we've saved!

Since Leo Glavine is Minister of Health, he's earned the title of "Mover of the Week."

Thanks for all your hard work, Leo!

McNeilsMovers.ca
#McNeilsMovers





BUS DRIVERS

Every morning, Brooke is picked up from her neighbourhood bus stop and driven to school.

Darlene Maskell has helped students like Brooke get to school safely for 24 years.

Her day usually starts at around 6:30 a.m. with a “pre-trip” on the bus to ensure it’s in good working order. Then at 7:10 a.m., she starts picking up students, navigating through traffic and tricky winter weather conditions.

“It takes more than a Bus Licence to be a bus driver today: it takes patience and understanding, too,” Darlene points out.



She drives elementary students on the first run, junior high students on the second, and finally the high school students on the third. Mid-day, she may take students on field trips or shuttle buses to the office. Then, starting at 1:30 p.m., she picks students up from four different schools and drives them home.

“The most rewarding part of my job is knowing that all the students arrive safely to all their destinations and that I feel that I have done my job as a professional bus driver,” Darlene says, “It feels so good to get respect and love from my students and parents.”

ADMINISTRATIVE STAFF

Administrative Assistants like Lyn Smith and Heidi DeMille do much more than traditional office work like filing, managing emails and phone calls, typing newsletters and reception. Their job has evolved and expanded over the years, as they work closely with their principal and teachers to ensure everything runs smoothly for kids like Brooke.

“We are the first point of contact for most families new to the school system and share with them an in-depth knowledge of our school community,” Lyn says, “We are often ‘confidantes’ to our students: they often share information with us before others. I have often been called the school’s mother and I often feel like I am lucky enough to have 310 children, not including my own!”



“No two days are the same,” adds Heidi, “I am the ‘go to’ person when someone needs something and that something can vary between a photocopy, a bus note, an ice bag or a band aid. If you need to know something, it’s usually ‘ask Heidi.’ I’ve mended scraped knees, wiped runny noses, comforted the upset, pulled that wiggly tooth, removed countless splinters, held the vomit bucket, and have shared a lot of hugs. The everyday demands of the office get squeezed in along the way.”



SCHOOL SUPPORT STAFF: A critical link in your child’s education

The NSGEU proudly represents more than 1,800 women and men working at schools and school boards throughout our province.

To help promote the incredibly valuable work of these members, in August, we ran a feature in The Chronicle Herald’s special publication, “Family Matters,” which is delivered to homes throughout the province.

Brooke is a Grade Five student at a Nova Scotia elementary school. She loves to read, play soccer and watch cartoons on the weekend.

Here are just a few of the people who help ensure she receives the best possible educational experience:

EDUCATIONAL ASSISTANTS

Brooke is one of many children with special needs in Nova Scotia who benefits from the help of an Educational Assistant: she has dyslexia.

But Educational Assistants (*aide-enseignantes*) like Adèle LeBlanc and Nannette Doherty also help children with serious medical conditions, physical disabilities and behavioural issues. With a background as an LPN, Adèle wanted to make a difference in the lives of children living with special needs, and help give them a voice.



“Each child with particular needs has to be helped in their own special way and time,” Adèle explains, “As educational assistants, we have to adapt to how we will offer our help.”

Nannette has been working mainly with children who have autism, following an academic plan that is tailored to each student’s individual needs.

“We can be working on printing, letter and number recognition, coloring, counting, letter sounds, matching objects, or just sitting quietly and many other things,” Nannette explains, “This plan also includes how to deal with behaviours and aggression that the students have.”



They also work closely with the resource teacher and classroom teacher to best deliver the help needed for their assigned student(s), helping with everything from direct care – feeding, washing, toilet care and medical treatments – to helping students with exercises, physiotherapy, assistive devices and dressing, all while encouraging their independence, growth and well-being.

“The most rewarding part of my job would be seeing the progress and the smiles our students make when they finally get that ‘a-hah!’ moment,” Adèle says, “I also enjoy trying to figure out the students’ thoughts and trying to help find different ways to make learning easier for the student.”

IT SUPPORT

Daryl Budden offers IT support to staff and students like Brooke.

Daryl is an Information Technology Support Specialist who works in a variety of schools and school offices, and with the Nova Scotia Virtual School project. He has been in the IT industry for 20 years, spending the past nine working in Nova Scotia schools.

“I’ve always had an inquisitive nature towards electronic

equipment: the challenge of getting it to work, and the lack of fear others have for pushing buttons,” Daryl explains.



While he works mainly with staff most days, he says that as “BYOD” (Bring Your Own Device) mentality increases, so does his interaction with students.

During a typical day, he manages and processes work orders, checks the email system for infrastructure alerts, viruses and system compromises, addresses issues with the wireless internet and network issues, and helps ensure building security cameras and door card access systems are working properly. He works with school staff and staff from the school board office, and ensures all equipment is in good working order, and spends time teaching staff and students about new procedures and software applications. He enjoys solving problems for staff and students, and says the biggest challenge he faces is finding enough time in his work day to get everything done.

LIBRARY STAFF

Monica Nielsen is Library Technician, who works in multiple schools, helping connect students like Brooke with information, either from books or online resources.



“I always tell my students, no matter the question, just ask,” Monica says, “I may not have all of the answers, but I will help you find the answer.”

Each school is different, each class is different, each student is different, which means each day is different, too!

On any given day, Monica can be working with classes on scheduled visits, helping them to check out books or work on specific study areas. She also helps individual students who are looking for books for independent reading; collaborates with teachers and EAs who are looking for materials to support students; facilitates group programs over lunch breaks; reviews, sources and purchases materials for the library; catalogues books; delivers information on literacy programming for classes; promotes digital citizenship and ethical use of information; and may even help students troubleshoot technology, software or hardware.

“I also really enjoy working with ALL of the students in a school,” Monica adds, “Classroom teachers are limited to working with their individual classes. We are lucky enough to work with all of the students.”

OPERATION: FOIPOP

Union applies for “need to know” info!

On August 18, the Minister of Finance and Treasury Board met with public sector union leaders to outline the government’s new “Proposed Public Service Sustainability Mandate.” At that time, the Minister called for openness, engagement and innovation in the collective bargaining process.

The Union decided to take the Minister at his word. More specifically, we decided to request key pieces of information about this new bargaining approach, and about the programs and services being downsized and/or being considered for privatization. We believe that our members and all Nova Scotians deserve more than empty platitudes and generalities about sustainable public services, fairness to employees and affordability for taxpayers.

On September 11, President Jessome wrote to the Minister with our initial information requests and to inform him that we will also be filing Freedom of Information and Protection of Privacy (FOIPOP) applications. On September 14, we officially launched “Operation FOIPOP” with a media release, a dedicated website found at: nsgeu.ca/operation-foipop and social media announcements at #opFOIPOP

Since that date, the Union has been submitting a FOIPOP application on a daily basis to the government. These requests have included:

- Background information on the government’s new approach to bargaining in the public sector
- Compensation costs for unionized and non-union employees working with government
- Information on how much money has been set aside for wage and benefit increases
- Information on possible changes to public service and long-service awards
- Information on the government’s “Program Review” process
- A list of all persons or companies lobbying the government about privatizing provincial registries or services in any capacity

- Background information about the government’s approach to “net zero bargaining.”

We are tweeting and posting all our FOIPOP requests in full on our dedicated website. Any responses we receive will also be posted on this website and on our Facebook account.

On September 30, we opened a “Suggestion Box” to invite NSGEU members and members of the public to suggest topics and issues that we should further investigate using the FOIPOP process. We have had an overwhelming response to this call to suggestions. Please send us your suggestions at: <http://bit.ly/1ZXZjWR>

In September 2013 on the eve of the last provincial election, then Liberal Leader Stephen McNeil publicly committed to reviewing access to information laws and to making Nova Scotia “the most open and transparent province in Canada.”

This September, Premier McNeil issued a proclamation for Right to Know Week (September 28 to October 3, 2015). But surely that is not enough. As reported by the Centre for Law and Democracy, Nova Scotia has fallen in its RTI (Right to Information) rating from 46th in 2013 to 50th in 2015. On the other hand, the Government of Newfoundland and Labrador has taken some ground-breaking steps to overhaul and dramatically improve their access to information legislation and their overall approach to having an open government. That province is now 15th in the RTI, light years ahead of Nova Scotia.

1st Vice-President Jason MacLean has written to the Premier on October 1 to urge his government to take bold action to bring our access to information laws and policies into the 21st Century. To our knowledge, the last major review of these laws and policies with broad public consultation was done in 2004.

We invite all members to help us continue Operation FOIPOP, and to help us put pressure on the McNeil government to do much more to advance access to information in this province.



President Jessome and local union leaders rally at the annual Labour Day parade.



Members post McNeil’s Movers posters up along the parade route.

Tremendous turnout for Labour Day celebrations!

It was an overwhelming sight, as hundreds of workers waving bright flags marched under sunny skies from Victoria Park and rounded the corner to the Halifax Commons.

They were from just about every walk of life, but all were there to celebrate our collective accomplishments as workers.

Labour leaders from across the province stood arm-in-arm, with NSGEU President Joan Jessome helping to lead the charge, proudly carrying a banner from the Canadian Labour Congress that declared “Time for Change!”

Some people were surprised at the sea of red t-shirts in the crowd, assuming these were Liberals who had come out to celebrate workers. On the contrary: these red shirts were worn by none other than our own “McNeil’s Movers.”

The NSGEU officially kicked off our anti-privatization

campaign, “McNeil’s Movers,” on Labour Day, launching television ads, a website, and social media accounts to raise awareness of the harmful cuts and privatization agenda of the

Liberal government. At the Labour Day festivities, we had a special tent set up, where we asked attendees to sign our online petition, and handed out M&Ms, buttons and posters.

Members of the public and union activists who had come out to celebrate and enjoy a day of fun in the sun, with barbecue and live music, seemed eager to learn more about the campaign, and to talk about what we have planned

next to help stop these movers from moving even more jobs and services out of our province! ■



Members and union staff rally at the annual Labour Day parade in Halifax.

Bully-Free Workplaces- Call for Facilitators!

By Susan Coldwell

The NSGEU has continued to support bully-free programs for our members and their employers for over five years. We have delivered the program to 14,250 individuals (both members and non-members) in Nova Scotia. We also have trained trainers to deliver the NSGEU program in PEI and Newfoundland.

Training, or would like to explore a longer session, or one of the other courses we offer, please give the NSGEU a call. You can find a description of all of the courses we offer online at nsgeu.ca

Our program is constantly evolving, and incorporates the newest research and feedback we receive through our participant evaluations. In response to

for Mental Health in the Workplace (referred to as "the Standard.") The program co-ordinator Susan Coldwell has recently completed the "Mindful Manager Train-the-Trainer" program, sponsored by the Canadian Mental Health Association. This is an intensive program designed as an anti-stigma workplace mental health program.

We are in the process of initiating a call out to train facilitators from various areas of the province to deliver the Bully-Free Workplaces: Shifting Culture program in various formats. If you're interested in becoming a facilitator, you will need:

- A high level of commitment with awareness and concern about this issue;
- An acceptance of the program philosophy: that workplace bullying affects everyone and has significant physical and mental health consequences for all;
- A flexible and understanding work environment that allows you the ongoing ability to receive training to maintain program competency;
- A demonstrated ability to present to varied groups of individuals.

Being a facilitator is a challenging role in terms of content knowledge, workshop delivery, and time demands. Following your four days of initial training, you will need to commit to approximately two days per month, nine months out of the year, for facilitation, as well as approximately three to four days per year for



The Working Toward Bully-Free Workplaces Program committee.

As the program evolves, so does our title, and our new name for the program is "Bully-Free Workplaces: Shifting Culture." We offer course modules in Bully-Free Workplaces, Leadership Training, Train-the-Trainer, Restorative Practices, and an EMPATHIC program. These are offered to NSGEU members and employers of NSGEU members free of charge and on a cost recovery basis for all others.

If you haven't had NSGEU Bully-Free

the need for greater flexibility, we now offer our full-day bully-free program in four, two-hour modules. This allows for learning and skills practice between sessions and may be an option better suited for your workplace.

Our facilitators are current or prior members, who have undergone training, and keep the program current and up-to-date through regular input and review. Facilitators are also trained in the National Standard for Canada

Continued on page 15

Continued from page 14

ongoing professional development. If you are interested in applying, it is advised that you discuss operational requirements in your workplace and ensure you have the support of your employer beforehand. While we are looking for a combination of skills and experience, consideration of diversity, areas of employment and provincial geographical area are also factors in the selection process.

If you are interested, please watch your email and the website for the formal call out for new facilitators. You can

also call the NSGEU at any time to ask for more information.

Our facilitators and employers have told us that more in depth education is needed for supervisors, managers, human resources and occupational health and safety personnel. In response to this, we have developed a Leadership Training module for employer representatives. This provides more information and guidance to those people who make decisions regarding policy, investigation, creating cultural change, etc.

Please visit our website to find out more, we may have a relevant and timely program for you! ■

Expanding Canada Pension Plan Benefits or A Voluntary Supplement?

By Corinne Carey

In September, NSGEU participated in a Federal consultation process on the addition of a Voluntary Supplement to the Canada Pension Plan.

The Voluntary Supplement to the CPP is being proposed by the Federal Government as another alternative retirement savings arrangement for Canadians. The Voluntary Supplement would be in addition to the CPP retirement benefit you currently participate in today. The Voluntary Supplement is intended for those Canadians who do not have access to a workplace pension plan. To be clear, this program is similar to a defined contribution pension plan or RRSP and not a defined benefit pension plan. Further, there is no requirement for Employers to contribute to this program.

The consultation process sought views on the ability for employees to voluntarily participate, the flexibility on the amount employees contribute, the ability to move the amounts contributed across jurisdictions and

between employers, the role of Employers in the program, and how the money contributed would be invested.

The main theme of our response to the Federal Government was that they should look at expanding the Canada Pension Plan. The CPP is a defined benefit pension plan. It is designed to provide you with indexed monthly income upon your retirement. The CPP also provides benefits upon disability or death. It is cost shared between yourself and your employer.



Corinne Carey is the NSGEU Pensions & Benefits Officer.

The expansion of the CPP is part of the Retirement Security campaign from the Canadian Labour Congress. The CLC has proposed doubling the retirement benefit you receive from the CPP. This will allow more Canadians the ability to retire with dignity and security.

For more information on their campaign, please visit their website at: canadianlabour.ca/ ■

Progress on Home Support Talks

In June, President Joan Jessome; Executive Director Robin MacLean; Director of Negotiations and Servicing, Shawn Fuller; and ERO Corry MacKinnon attended a meeting with management from the Victorian Order of Nurses (VON), which employs approximately 130 of our members as schedulers and 700 of our members as home support workers.

At that meeting, we were informed of a plan to further contract-out home support services in the Valley and Pictou in order to deal with a large waitlist, which equated to approximately 6,000 hours of work.

We were reminded that their current contract with government allows for the VON to contract out in order to clear a wait list. After we steadfastly refused to support the contracting-out of our members' work, the meeting didn't last very long and we parted ways.

In early July, President Jessome attended a meeting we had requested with the Department of Health and Wellness (DHW) to find out the status of the Home Support Request for Proposals (RFP). We met with Carolyn Maxwell, Chair CCA Program, DHW; and Ruby Knowles, Executive Director of Continuing Care, DHW. At this meeting, we discussed our earlier meeting with the VON and their plan to further contract out the waitlisted hours.

The DHW representatives were shocked we were not supporting the contracting out of our members' hours and were willing to risk the VON losing their contract altogether. We explained our opposition is a principled one, and there are no exceptions. If the risk is that the VON loses their contract – so be it. They asked us if we would be willing to work with the employer to find a different solution if they extended the VON's deadline eliminating the waitlist, and we agreed.

After that meeting, we scheduled meetings with Jo-Anne Poirier, the CEO of VON Canada, and other VON management, as well as representatives from the Nova Scotia Health Authority (NSHA), to sit down with us and discuss this issue further.

It quickly became clear that here is a lack of communication between the home support workers, schedulers, care coordinators, and the employer.

At this point, we began setting up meetings with our home support workers and care coordinators in the Valley and in Pictou, so President Jessome could hear about their different roles and concerns. She was able to take the information she gathered at these meetings into subsequent meetings with the VON and NSHA.

On August 24, the NSGEU held a special workshop with representatives from all the parties involved in the funding and delivery of VON home support services. The employer brought Nurse Managers and their Human Resource staff, who worked alongside our schedulers, home support workers and care coordinators, and representatives from the DHW and NSHA. Together at the same table, we worked together to try and identify key issues and problems that affect



President Jessome and union staff attend a special workshop on VON home support services.

the waitlist, as well as some possible solutions.

Coming out of this meeting, we agreed to help develop a survey for VON home support workers and continuing care workers, province-wide. We are now in the process of scheduling our next meeting with the VON, where we will review the results of the survey, continue our discussions of the waitlist, and develop an action plan.

In the meantime, the DHW has continued to do research into waitlists and has come to find out that the waitlists are not as large as we were originally told because of the way hours were being reported. The waitlists are no longer considered to be in crisis.

We are hopeful that our work with the NSHA and VON, a major employer in home support, will yield some solutions that we can share with other home support employers and help improve working conditions for all. ■

NSGEU

Gives Back!

Between 2010 & 2014 the NSGEU has given back to the community in excess of **\$340,000** in the form of donations to Nova Scotia charities and disaster relief efforts, approved by your Board of Directors.

FEED NS: \$86,000 | CHRISTMAS DADDIES: \$46,000 |
AIDS COALITION OF NS: \$27,000 |
MENTAL HEALTH COALITION OF NS: \$37,500 |
BEACON SOCIAL JUSTICE LITERACY AWARD: \$2,000 |
HAITI/OXFAM DISASTER RELIEF: \$10,000 |
NSGEU CANCER SUPPORT FUND (FUND T826) \$20,000 |
KIDS HELP LINE \$33,000 | NUPGE'S SOCIAL JUSTICE SOLIDARITY FUND \$13,400 |
NUPGE'S INTERNATIONAL SOCIAL JUSTICE SOLIDARITY FUND \$8,200 |
TRANSITION HOUSES ASSOCIATION OF NS \$50,000 |
MAYWORKS \$5,000 |



Triennial Convention

Wednesday, May 11th to Saturday, May 14th, 2016!

Convention is a very exciting time for the union! On May 11, delegates will come together in Halifax from every corner of the province and over the next four days they will make decisions and pass resolutions that will govern the union for the next three years. They will also elect the next NSGEU Executive Committee who will help the union meet these goals and challenges.

Convention is an empowering experience for everyone involved. It is a time for hearing about our accomplishments and our challenges. It is a time that people share stories and strategize about the future. It is a time for solidarity, sharing, and support.

Your Local at Convention

The Local is the building block of the union – its foundation. The number of delegates your Local can send to Convention is set out in the NSGEU Constitution and is calculated based on the total number of members on the membership list is 120 calendar days preceding any Convention (which is Tues. January 12). Your Local's delegate entitlement is sent to your Local President from the Union office within two weeks of this date (by January 26). The next step is for your Local Executive to hold elections to fill the delegate positions at a special or regular meeting at least 70 days prior to Convention (prior to Wed. March 2).

Interested in Becoming a Convention Delegate?

To be eligible for nomination as a delegate or alternate to convention, a member shall have attended at least forty percent (40%) of the members Local meetings in the twelve (12) month period preceding the date of nominations. Please note that members shall be deemed to have attended the local meetings if they are unable to attend due to attending to union business or scheduled to work at the time of the Local meeting and have notified the Secretary of the Local in writing. If a Local has not elected its full complement of delegates or alternates to Convention, then a member in good standing shall be considered eligible for nomination for the remaining delegate seats or as an alternate.

Submitting Resolutions to Convention

Your local can also submit resolutions to Convention. Resolutions

are very important! They are ideas that set the union's direction in between conventions. Find out more about resolutions and how to write them - visit our on-line resolutions tutorial at <http://nsg.eu.ca/resolutionstutorial/>.

NSGEU's Executive Committee Elections

NSGEU's Triennial 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.

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.
- Have attended at least 40% of your local meetings over the past 12 months before nominations;
- Or, over the past six years, have 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 councilor.

Once elected as a convention delegate, eligible candidates must then fill out the "Intent to Seek Nomination" form, which is available from either your Local President, the Nominations Receiving Committee, the NSGEU office, or from your Convention binder (which you will receive 10 days before convention).

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 itself. 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 13, 2016).



Members at the 2014 Special Convention.

NSGEU Campaign Policy

NSGEU policy allows for all declared candidates to 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.

Candidates have an opportunity to have a photo and personal statement in the spring issue of the Union Stand which will be emailed out to all members.

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 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 Union Stand and the one-page leaflet, the Union (or anybody from the Union, like a Local or committee) will not offer donations, materials or assistance in-kind from outside sources also will not be allowed.

Except for copying, standing 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.

Important Dates for the Local

- Tues. January 12, 2016 – Date on which your delegate entitlement is calculated. The number of delegates each Local may elect will be communicated to each Local President within

two weeks.

- Wed. March 2, 2016 – Date by which all delegates must have been elected. 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 does not permit exceptions to this article.

- Fri. March 11, 2016 – Date by which NSGEU's Executive Director must have received the following information from each Local's Secretary: 1. the names of the Local's elected delegates and alternates for convention; 2. Resolutions or constitutional amendments which were approved at a Local meeting, and certified by the Local President and Secretary.

- Mon. April 11, 2016 – Date by which all resolutions and reports which were submitted to Convention are forwarded to all delegates by NSGEU staff.

- Mon. May 9, 2016 – Date by which credential forms for each delegate have been received by the Executive Director. The credential forms are completed and submitted by the Local Secretary or Secretary-Treasurer.

Important Dates for Committees:

- Tues. Jan. 12, 2016 – Deadline for the Appointment of a Nominations Receiving Committee by the Board of Directors.

- Fri. March 11, 2016 – Deadline for committee chairs to submit any resolutions they would like to be considered at Convention to the Executive Director.

- March meeting of the Board of Directors – At this meeting, the Board will consider and vote on which committee resolutions will be addressed at Convention.

- Fri. March 18, 2016 – Deadline for all committee reports to Convention to be received by the Executive Director.

- Mon. April 11, 2016 – This is the deadline for the Resolutions Committee to submit their report to Convention.

Important Dates if you wish to run for the Provincial Executive

- Wed. March 2, 2016 – Deadline to be elected as a delegate to Convention (see above for more information).

- Fri. March 11, 2016 – Deadline for photo and personal statement of no more than 600 words which will be included in the spring 2016 issue of the Stand.

- Fri. March 18, 2016 – Date that the list of delegates to Convention will be available to candidates for campaigning purposes only.

- Fri. May 13, 2016 – Deadline to submit an "Intent to Seek Nomination" form. ■



A member speaks at the podium during Special Convention.

McNeil Government Demands Concessions at Meeting in August: Expect Legislation in the Fall



President Jessome speaks with reporters outside a meeting with Minister of Finance and Treasury Board in August.

On August 18, the NSGEU, represented by President Joan Jessome and Executive Director Robin MacLean, along with 11 other unions were summoned to meet with the Minister of Finance and Treasury Board Randy Delorey. At this meeting, the Minister laid out his government's plan for all public sector negotiations, called the "Proposed Public Sector Sustainability Model." The full text of the Minister's statement can be found at: <http://bit.ly/1XiazLz>

He outlined their fiscal mandate (effectively meaning no new money) and their demands for a five year deal with all public sector workers. If public sector workers want wage increases, he told us, unions must identify savings (presumably out of our benefits packages). He suggested we approach this challenge in an "innovative and creative" way. An interview with President Jessome was taped directly following this meeting and is available on the NSGEU website: <http://bit.ly/1W3VLDb>

In her interview, President Jessome indicated her concerns about how this "five year net zero mandate" will affect the membership. Workers don't want to stay in positions if their wages are declining, which gives people more reasons to leave. She also said it could pit older workers against younger workers by demanding that unions trade benefits for salaries (something the NSGEU will not do, because we have a no concession bargaining policy). It undermines the value of public services by trying to cut the wages and benefits of the workers who provide them.

Following the meeting with Delorey, it was decided we needed more information from the government about how they arrived at their fiscal mandate and their approach to bargaining. This led to our "Operation FOIPOP" (see article on Operation FOIPOP

on page 10). We have also been meeting with other public sector unions to develop a common approach to this round of bargaining.

Since coming to office in October 2013, the McNeil government's past practice has been to pass legislation that takes away workers' rights in an attempt to get the type of agreement they want. They have not indicated a respect for, or an understanding of the role free collective bargaining plays in arriving at fair collective agreements for both sides. They have stripped workers of their bargaining power with Bill 30 and Bill 37 in the spring of 2014. This is essential services legislation for Home Support, Health and Community Services workers which requires unions to reach agreement on what essential services will be provided if there is a strike or job action. They introduced Bill 1 in the fall of 2014, which was a failed attempt to reduce the bargaining power of the NSGEU by taking away thousands of our members and handing them over to other unions. They have also passed Bill 100 in the spring of 2015, which gives unprecedented power to the Universities to suspend the collective bargaining rights of workers at their university if they are able to say they are facing a "a significant operating deficiency."

The Fall Sitting of the Legislature begins on November 12. Given the government's clear demands to all public sector unions, we are expecting they will be ready with new legislation to impose what they will not be able to negotiate. Members should be ready to speak out against this if necessary and stand up for the free collective bargaining process. It is the best and only way to achieve a fair agreement. The government's approach is not only bad for workers; it will make public services "unsustainable."



NSGEU EDUCATION COURSES FALL 2015

New Activist

November 16 & 17
NSGEU Office,
Dartmouth
Metro A, B, & C Region

November 30 & December 1
NSGEU Office,
Dartmouth
Metro A, B, & C Region & Colchester/ Cumberland

Eligibility: Members with no prior training. Recommended for New Stewards prior to Steward 1.

Pre-Retirement

November 14
NSGEU Office,
Dartmouth
Metro A, B, & C Region

Eligibility: Usually within one to two 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.

Steward I

November 19 & 20
Best Western, Liverpool
South Shore & Valley
Region

November 24 & 25
NSGEU Office,
Dartmouth
Metro A, B & C

Eligibility: Stewards with no prior training.

Steward II

November 2 & 3
NSGEU Office, Sydney
Cape Breton & Pictou/Antigonish/ Guysborough

November 6 & 7
NSGEU Office,
Dartmouth
Metro A, B, C & Colchester/Cumberland & South Shore & Valley

Eligibility: Stewards with six months experience at Level 1. Description: In-depth grievance investigation. tools for dealing with management. Expanded roles and responsibilities of the Steward.

If you're interested in participating in any of the courses or workshops listed here, the NSGEU can help make it happen! We cover your transportation and child/eldercare costs (as defined by the NSGEU Board policies) and will also help arrange for your time off work. For more information contact us by calling 902-424-4063 (toll-free 1-877-556-7438) or emailing: inquiry@nsgeu.ca.

Spring 2015 Member Bursary Winners

The committee awarded the following 10 members' for the Spring selection of Members Bursaries of \$750 each:

Name	
Heather Mullett	Local 66
Karren Fader	Local 100 formerly 42
Monika Thompson	Local 193 formerly 93
Ashley Highfield	Local 123 formerly 23
Chantell Cleversey	Local 19
Jolene Comeau	Local 16
Erica Reynolds	Local 100 formerly 42
Kaylee Proux	Local 470C
Colleen Smith	Local 72
Diane Adams	Local 100 formerly 42

The NSGEU Education Committee would like to extend a sincere "Thank You" to all applicants who applied for the Fall NSGEU Member Bursaries, NSGEU Dependent Members' Scholarships and the NSGEU Dependent Members' Bursaries. The recipients of these awards have not yet been determined. A list will be published on the NSGEU web site once selected and posted in the next copy of the NSGEU Union Stand. Only the successful applicants will be notified directly. The Education Committee offers 10 Members' Dependent Scholarships, 15 Members' Dependent Bursaries, and 15 Members' Bursaries for an October 15 deadline of every year.

The Education Committee will now be accepting applications for the Spring NSGEU Member Bursaries. The NSGEU Member Bursaries deadline is March 15 of every year. There are 14 Awards for this deadline.

Please check out the NSGEU website for further details on applying for the NSGEU Scholarships and Bursaries. <http://bit.ly/1PECxPf> ■

Employer Charged under Westray Bill for the first time in Nova Scotia

On Saturday, September 21, 2013, 58-year-old Peter Kempton of Dartmouth was killed in a workplace accident. He was one of 22 workplace fatalities in Nova Scotia that year.

has the authority, to direct how another person does work or performs a task is under a legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task."

On September 10, 2015, a Dartmouth auto shop owner, Elie Hoyeck, was charged under what is known as the Westray Act, or Bill C-45, for the first time in Nova Scotia. Provincial Health and Safety Officers with the Department of Labour also laid numerous charges under the province's Occupational Health and Safety Act. Among them, he's accused of failing to ensure the health of people at or near the workplace, and failing to provide and maintain equipment, machines and materials that are properly equipped with safety devices.

Bill C-45 establishes new legal duties for workplace health and safety, and imposes serious penalties for violations that result in injuries or death. It provides new rules for attributing criminal liability to organizations, including corporations, their representatives and those who direct the work of others.

Bill C-45 added Section 217.1 to the Criminal Code in March 31, 2004 which reads: "217.1 Every one who undertakes, or



to deter this type of accident from happening to another worker in Nova Scotia. ■

The Bill was developed after the Westray coal mining disaster of May 9, 1992 in which 26 miners were killed as a result of a methane explosion and no conviction was secured against the company or three of its managers for causing this tragedy. The Royal Commission of Inquiry which investigated this disaster recommended this type of legislation but it has rarely been used.

These charges under C-45 send a strong message to employers that they have a responsibility to rigorously assess workplace hazards and put measures in place to prevent accidents – in this case it includes safety equipment and training.

We commend the Occupational Health & Safety Officers and Investigators involved for laying the appropriate charges

UNION THREADS

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



\$15.00- Jacket micro fleece



\$20.00- Sweatshirt



\$60.00- Jacket with hood



\$25.00- Umbrella



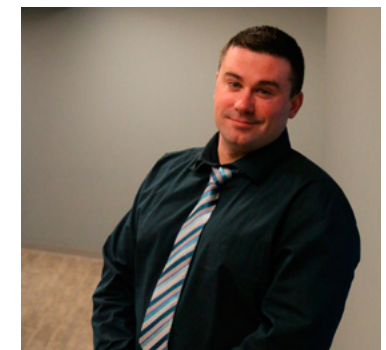
\$3.00- Water bottle

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

NSGEU WELCOMES NEW HIRES

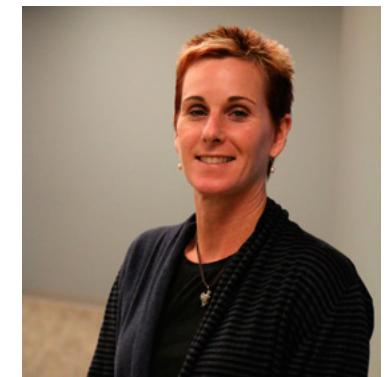
David Leddicote, Employee Relations Officer (term position)

David is a Correctional Officer, and was the provincial President of Local 480 (Adult Corrections, NS Department of Justice) as well as the President and Chief Steward of Local 480F (CNSCF – Burnside). He also has a background in safety and played professional hockey. David has been a very active in assisting NSGEU members and has also been a member of BUNC and the NSGEU Political Action Committee.



Donna Bigger, General Assistant

Donna came to the NSGEU after working as a cleaner for 11 years at the Dartmouth General, East Coast Forensics, and the Nova Scotia Hospital. She has experience working in the ICU, in emergency rooms and other hospital settings and heard great things about the NSGEU and decided to apply. She is enjoying working at the NSGEU which she describes as a "different" experience.



Trish MacDonald, Employee Relations Officer (term position)

Trish is an RN, and has been an active member in Local 101 (Nursing – NS Health Authority). She is a member of the Local 101 Bargaining Committee, a very active Steward and an alternate to the NSGEU Board of Directors.



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

Wednesday, November 11

Remembrance Day

NSGEU

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