

# THE NO-ON STAND

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

PRE-CONVENTION 2019

## NSGEU

United  
& Proud   
*building our future*



What delegates can expect at NSGEU's 2019 Triennial Convention p.4



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Dear members,

It's hard to believe that we are reaching the end of this three-year term already.

We have faced many challenges together over the past three years, and we've emerged from them stronger than ever.

After locking horns with Stephen McNeil's Liberal government countless times since their election in 2013, we've finally concluded a new collective agreement for our civil service and managed to navigate the challenges of negotiating as part of a Council of Unions at all four of our acute health care tables. We've been sounding the alarm on our province's dire health care crisis, and working with frontline workers to find ways to improve the system. We're advocating for home care to be treated as a meaningful part of our overall health care system, and for our tremendously overworked social workers to finally get the support they need to protect our most vulnerable citizens. We've been a driving force behind the introduction of domestic violence leave for the workers of Nova Scotia. We've been championing women's issues and taking employers to task when they refuse to address serious safety concerns in the workplace.

With your help, we've been doing all of this important work, and more.

And there's much more to be done.

We're getting ready to overhaul our members' education program, to ensure all of our members have the opportunity to learn more about Nova Scotia's labour movement and the role we play in it. We're planning to relaunch our website and create a new mobile app to make it easier for all NSGEU members to find the information they need quickly and easily. We hope to work with the government and employers to advance some key initiatives such as mental health support and diversity in the workplace. Finally, there's bargaining to be done, of course: we are at the table with many of our home care tables now, and we'll be back at it with both Civil Service in 2021 and Health Care in 2020.

I'm looking forward to all of the new ideas and priorities that are sure to come out of our Convention this May (see page 4 for more on this year's Convention theme and details). There's much work to be done, and with the united strength of our membership, local leaders and staff, I am confident that we will be successful in the term ahead.

In solidarity,

Jason  
Jason MacLean  
President, NSGEU

## CONNECT WITH US!

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

 [facebook.com/NSGEU](https://www.facebook.com/NSGEU)

 [@NSGEU](https://twitter.com/NSGEU) [@JMACL3AN](https://twitter.com/JMACL3AN)

## NSGEU TWEETS

[Living The Dream :\) @NurseHezz](#)

[Replying to @NSGEU @RandyDelorey](#)

One has to wonder how this makes any sense whatsoever? Are there not the same amount of nurses and the same amount of patients during the three other seasons? In other words, no vacations are approved until further notice

[Charlie MacPherson @CharlieMacPher2](#)

[Replying to @NSGEU @marklaventure @RandyDelorey](#)

Is @RandyDelorey aware that there are hospitals in rural Nova Scotia, and that they are closed most weekends due to staffing issues?

[Sheldon MacLeod @thesmacleodshow](#)

The @NSGEU says on Wednesday night the HFX Infirmary emerg dept reached a boiling point w/ nurses asking for a Code Orange (a special alert usually reserved for incidents with mass casualties) and were denied. #NSpoli @JMACL3AN joins us now

[Dr Christine Saulnier @cmysaul](#)

[Dr Christine Saulnier Retweeted martha paynter](#)

Happy international women's day! Thx to the NSFL @NSGEU @PSACAtlantic for a great event to kick off this day with @SenatorWanda & Magali Picard. Nevertheless, she persisted. #IWD2019

[Wanda Thomas Bernardt @SenatorWanda](#)

With Daniel Blacquiére @UWHalifax & Sandra Mullen @NSGEU with Tampon Tuesday a UW Campaign to support women in need. #IWD2019

[Emma Norton @dilemmanorton Mar 8](#)

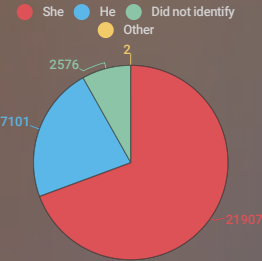
It's wonderful to be at the @NSGEU Women's Day Breakfast this morning. Especially wonderful to hear from Senator Wanda Thomas Bernardt about the incredible black women who have persisted and had such amazing impacts on their communities and the world. #IWD2019

# Meet your union!

The membership of the Nova Scotia Government & General Employees Union is incredibly diverse

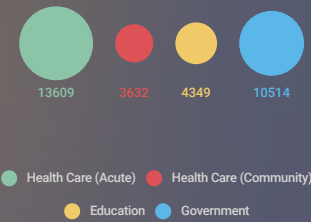
## Gender

Almost 70 per cent of NSGEU's membership identify as female. Our union has a very strong & active Women's Issues Committee to represent these members' issues.



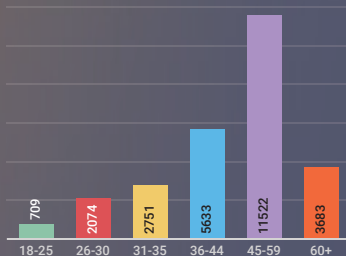
## Sectors

Our members work in a wide range of occupations, which fall under four main categories: Health Care (Acute), Health Care (Community), Government & Education.



## Ages

Our data shows that NSGEU members range in age from 18 to 60+ (some people did not disclose their age to us).

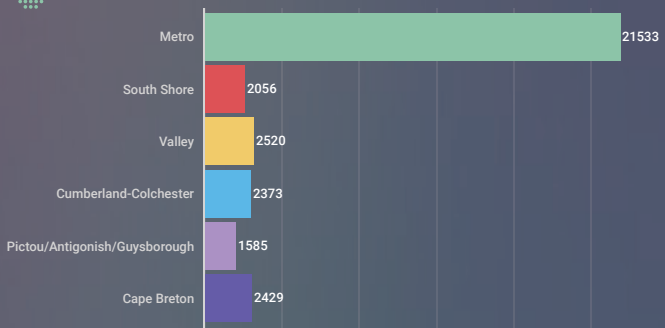


## Contracts

More than 60 full-time staff at the NSGEU help negotiate and service 87 separate collective agreements on behalf of our members.

## Where can you find us?

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



**NSGEU**

Made with Infogram

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## THE STAND

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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.

[unionsyeah.ca](http://unionsyeah.ca)

**#ALL Together NOW**

**together FAIRNESS WORKS**

The Union Stand is proudly produced by NSGEU with the help of members of IAMAW Local 2797.

**NSGEU**



# What delegates can expect at NSGEU

**T**riennial Convention is undoubtedly the most significant – and exciting – event the NSGEU organizes and hosts. Every three years, people from a cross-section

of our membership are elected to represent their local, and they gather for a four-day conference held in downtown Halifax. There, the future of your union is shaped through a series of resolutions that are introduced and debated, and the election of a new leadership team.

Since the NSGEU's founding Convention was held in 1958, this event has established the direction and core principles of our union, which proudly represents more than 30,000 women and men delivering valuable public services throughout Nova Scotia. This year's Convention,

which will be held from May 8th to 11th at the new Halifax Convention Centre, promises to be the largest we've held to-date, including 349 voting delegates! The theme of the 2019 Convention is: "United

& Proud: Building Our Future." Over the course of the four days of Convention, elected delegates will have the rare opportunity to step outside of the workplace and their daily lives to discover the true spirit of solidarity. They will

have input into a range of causes that are at the heart of NSGEU's commitment to the community, as well as a range of key initiatives and issues that matter to all of us.

Convention can, of course, seem a bit overwhelming at first, especially to new attendees. Rest assured, however, there are "rules of order" that govern



# GEU's 2019 Triennial Convention



when people can speak and what they can speak about. These rules are in place to ensure fair, safe and open debate. To help first-time delegates get familiar with these rules, the NSGEU hosts a New Delegate Seminar on the first day of Convention (Wednesday, May 8th from 3 to 5 p.m.). It is highly recommended that new delegates attend this seminar.

We are confident that anyone who attends 2019 Convention will find it to be an empowering experience: one where new friendships are forged, connections are made, and our members are able to make a meaningful contribution to the future of the NSGEU.

We look forward to seeing you at Convention!

## Schedule of events:

Wednesday, May 8th – Constitutional Amendments begin on Wednesday night and may continue Thursday morning, if necessary; hospitality night.

Thursday, May 9th – President's Report, Executive Director's Report and Financial Report are presented; General Resolutions begin.

Friday, May 10th – General Resolutions continue; reports from the Provincial standing committees are presented; Banquet held in the evening.

Saturday, May 11th – Continuation of General Resolutions and Committee reports are presented; election of NSGEU Executive Committee is held.



# Executive Comm

The 300-plus delegates who attend this year's Triennial Convention will help to determine the NSGEU's priorities and those priorities and directions are followed. The Executive Committee is elected by Convention delegates on the spot and seek nomination. So far, 7 people have announced they are seeking election for the Executive Committee. On th

## Presidential Candidate: *Jason MacLean*



Sisters and Brothers,

Thank you for giving me the privilege to be your President for the last three years.

A lot has happened in that time.

Working with our Board, our Locals and our 30,000 hard-working members we fought for the things that matter most to you, your families and our province.

Stephen McNeil and his Liberal government tried to break our Union. It was the ultimate test of solidarity and collectively we never backed down.

The Council of Unions is one example of how the labour movement in this province is stronger and more united than ever.

McNeil thought he could divide us but he underestimated the power of solidarity and unity of fighting for what we believe in.

Regardless of flag colour, we came together and fought for what is right, for what is fair and what is in the best interest of you and your families.

I believe the job of President is about much more than tough negotiations. It's about you, the people who make up our Union. It's about advocating for the values that you care about, its about celebrating your successes and standing with you.

I spent the last three years travelling our province to meet as many of you as possible, to see you in action where you live and work. It was an awesome experience.

From Yarmouth to Cape Breton and all points in between you go to work and deliver the services and supports that Nova Scotians count on. Your dedication and passion inspires me to be the best President I can be for you and your family.

But let me be clear: Our work is far from done. There is still much more we need to do.

I have also spent the past three years learning about our employers. In some cases, working with them. In others, taking them on. We've earned respect from not only employers but the public as well. This has been a successful three years for us and with your vote; I plan to build on that success.

Today, because of your commitment, the NSGEU is strong. As a result, the McNeil Liberals appear less focused on attacking working people and instead want to find ways we can work together.

We must continue to show solidarity and use our collective strength to accomplish things that you tell us are priorities to you, like workplace safety, the crisis in health care, understaffing, and the ability to get time off.

However, when they try to manipulate our collective agreements, like they did with the IWK and Nova Scotia Health Authority bargaining units overtime rates, we must use our solidarity to stand tall and push back.

We must continue to show strength and solidarity in the face of adversity. Which is why I am asking for the privilege to serve another term as your President.

You are the Union.

Unions protect worker safety, help provide fair wages and good benefits and by any measure, Unions are good for Nova Scotia.

As President, the next three years will be about you, your children and your families. We will work to make sure the next generation of young people have good jobs, in safe workplaces, with decent wages and benefits right here at home in Nova Scotia.

Sisters and Brothers, our Union is strong because of you. Together we will continue to stand up for the values that have been at the heart of our Union for decades.

It has been an honour to serve you and I ask for the chance to build on what we have accomplished together.

Solidarity.

# Executive Committee Elections

and direction for the next three-year term. But it's up to the NSGEU's five-person Executive Committee to ensure the final day of Convention (May 11<sup>th</sup>). Any Convention delegate can run for a position, and has until May 10th to see the following pages, they introduce themselves to you.

## Presidential Candidate: *Shawna Boudreau*



Hello NSGEU members!

My name is Shawna Boudreau. I am running for President of NSGEU, our Union, strong and proud. It's an honour to be an NSGEU member for over 22yrs.

Our Union has a proud history in the Labour Movement in Nova Scotia and across Canada. We are recognized for fighting back on regressive pieces of legislation. For example, Bill 68 Healthcare in 2001, Bill 30 Home Support, Bill 37 Essential Services, Bill 1 Health Authorities Act, Bill 100 Education and Bill 148 Public Services Sustainability Act. I walked the line with Union members in rain, snow, sleet, hail and sunshine. No matter whether the issues were Healthcare, Education, Homecare, Civil Service or anything else that impacted our members, I was there and will continue to be there. I've spoken at Law Amendments many times and spent hours listening to our members tell their heart wrenching stories, giving passionate pleas to a government that wasn't listening. That's what we do, we are the NSGEU!

NSGEU has been recognized as a leader on all fronts in the Labour movement. We have a proud track record on Bargaining, fighting privatization and supporting all workers in Nova Scotia. We stand tall on our Health and Safety, Mental Health, and Bully Free Workplace programs. We are strong defenders of the services we deliver and have always been outspoken.

We need to be leaders/visionaries in the workplaces of today and tomorrow. For the first time in history, our workplaces are grappling with five generations.

We have to find effective and creative ways to inspire and motivate our members to address the changing needs in their evolving workplaces.

The following list is a mere sample of mobilizing topics that must be addressed:

- Bargaining for gains not losses or status quo
- Reduce the casualization of the workforce
- Staff shortages, consequences to our members

and the public.

- Staff burnout
- Mandatory overtime
- Minimum of every second weekend off
- Leaves of absences being approved in a timely manner
- Educating our members on their contracts, using all tools available

### **Together! We can lead & inspire to make change happen.**

My vision for our workplaces of tomorrow:

**Investing in our members** - Knowledge is power!

**Health and Safety** - Ensure we all go home from work every day mentally and physically intact.

**Communication** - YOU are the union. Members have to be part of the conversations and decisions that impact their work lives. Our strength is our collective voice and actions.

### **#more voices more power!**

**"Feet to the street"** - We must be vocal and visible in our workplaces and in the public on issues that matter to our members, our families and communities. Whether it is ER closures, dismantling of public services or the continued erosion of our contracts and benefits. We have to show up!

### **Well-behaved union members seldom make history!!**

I have held many leadership positions at all levels of NSGEU including President of my Local and Chair of the Bargaining committee, Board of Directors and 2nd Vice President. I live in HRM with my husband and we are proud parents of two adult children.

I bring integrity, strength, transparency and optimism to the table and look forward to working together with the Executive, Board of Directors and YOU the members to be leaders in our workplaces today and into the future.

I humbly ask that you put your trust in me and elect me as your President. Let's make history together, as we always have. I won't let you down.

I look forward to speaking with you.

In Solidarity

Shawna Boudreau, sboudreaunsgeu@gmail.com

## 1<sup>st</sup> Vice-President Candidate: *Sandra Mullen*



Sisters, Brothers,  
Friends

I would like to announce my intention to re-offer for the Executive Committee for the upcoming term in the role of 1st Vice President. I was humbled

to serve as your 1st Vice-President during the 2016-19 term.

It has been an extremely busy and exciting time to serve you since our last Convention. As a member of the Executive, I have continued to work hard on your behalf. Every decision at the board table impacts all members and I take that responsibility seriously. I have participated in all the of the actions taken by NSGEU on behalf of our members and all unionized workers under the Nova Scotia Federation of Labour (NSFL). From our workshops, conferences, strike votes, rallies, protests and working with local leaders, we continue to stand strong.

I work as a licensing officer with the Department of Community Services. As part of local 16, I have served both as President and Vice President, promoting opportunity for others. Mentorship in the local is a vital responsibility to ensure the strength of our union at the local level. I served on Occupational Bargaining Council as well as Provincial Womens Issues Committee, 2nd VP and Board member. Director, National Executive Board for our National Union (NUPGE) and the NUPGE Womens' Advisory Council. I have completed and facilitated in NSGEU Weeklong school, attended conventions of NSFL, NUPGE and Canadian Labour Congress. Honored to serve as Executive Liaison for our Womens' Issues, Constitution Committee, Nurses Council as well as South Shore and Valley Regional Councils. I will continue to bring those issues to the Executive as we do our best to serve you, the members.

We have made it a priority under the leadership of President Maclean to show Nova Scotians who our members are, featuring the invaluable work that we all do. I have worked with organizations on your behalf as

we strive to be a good corporate partner, such as Feed Nova Scotia, United Way, Cancer NS and the CCPA to name a few. This continues to show that we are a positive partner that people respect. To see NSGEU in a positive light means they will respect you, the membership.

The decisions made at the executive table affect all members and are often made quickly; this requires strong leadership skills with good insight and the ability to multi task. My experiences from my work and volunteering have provided me with those skills. Like many of you, I have a busy life. I live-in small-town NS. I work and have a family with all the joys and stresses it brings.

I have served on many organizations and Boards from Kiwanis, Lions, Minor Hockey and Girl Guides. Married, with our two adult children and aging family members, like many of you, we all depend on our services to ensure the wellbeing of our families and communities.

Whether it's Homecare for seniors, healthcare, or processing a government ID, the work that you do matters. As tax payers, we all have a vested interest in services we provide and work hard at making this the best province to raise our families.

I would like to thank the President Maclean, the Executive, Board of Directors, the members, my local and family for their tremendous support during this past term and for allowing me such rewarding opportunities. You have invested in me and I know I have much more to offer.

As we prepare for Convention 2019, I look forward to speaking with you to hear your concerns and to share my ideas.

In Solidarity

Sandra Mullen



# 1<sup>st</sup> Vice-President Candidate: *Sarah Ross*



Hello NSGEU members,  
My name is Sarah Ross. I'm honored to announce to you that I am running for 1st Vice President of NSGEU. I believe my advocacy experience,

passion for public services and dedicated commitment to NSGEU members provides me with the skills to proudly represent you as the NSGEU 1st Vice President.

I work for Public Health Services as a registered dietitian. In my role, I utilize the skills required to be an effective leader in the NSGEU. I have extensive experience working with community groups and the public as a facilitator. I advocate for people living in poverty who have problems accessing food including women, children, seniors, racial minorities, the homeless population and those with physical and mental health issues.

Poverty and mental health are key issues for the labour movement. Our members who deliver quality public services are affected by these issues in their workplace, home, and community every day. The cost of living and the lack of available services is increasing in Nova Scotia and many people including our members are struggling to make ends meet and to find a doctor. Mental health issues are also an important issue for our membership, particularly in our Health Care system that's rapidly deteriorating. As your first vice, I'm excited to use my experience, advocacy skills, community connections, and passion to raise the bar for all for our members, their families and all Nova Scotians.

I've been a community advocate for the last fourteen years, and in recent years, I've had the privilege of being the President for Local 104 which encompasses members who work for the NSHA from Sydney to Antigonish. I've held many positions in the Union including serving as the Chair for the Labour Management Committee, and as a representative for the Occupational Health Care Council and Cape Breton District Labour Council. I've had many experiences as an advocate for the Union including:

- Marching at the Legislature and speaking at Law Amendments regarding proposed cuts and legislation for health care
- Participating in many local protests including rallies at MLAs offices
- Protesting against the privatization of home support
- Speaking out against the cuts to Mental Health, Addictions, and Health Care in general

I continue to provide leadership for my local using my extensive knowledge of the collective agreement as a steward. I've taken steward and leadership training.

As your 1st Vice President, I look forward to continuing to provide strong leadership with a focus on:

- Protecting our jobs and public services
- Improving servicing and support for our membership
- Improving Occupational Health and Safety
- Ensuring Bully Free workplaces
- Enhancing Union Education to empower stewards in the workplace
- Providing leadership in labour rights and human rights
- Impacting broader issues in Nova Scotia including poverty and mental health

I'm a proud Cape Bretoner, born and raised in Sydney where I reside with my husband and children. I look forward to working with the Executive and Board of Directors to address the many concerns facing our members. My commitment to the membership is to lead with fairness, professionalism, honesty, integrity and respect. As a true trade unionist, I believe that unions contribute positively to workplace health and make life better. I also firmly believe that every member in our union should have a say and every voice should be heard. No voice should ever be silenced. I look forward to hearing from you about your issues, concerns and suggestions.

I would be honoured to have your support in electing me as your 1st Vice President .See you at Convention!

In Solidarity,  
Sarah Ross

## 2<sup>nd</sup> Vice-President Candidate: *Kim Jenkins*



Hello Sisters & Brothers;

I would like to take this opportunity to announce my intention to reoffer for the NSGEU Provincial Executive Committee as 2nd Vice President.

During the last NSGEU Convention I put my name forward to run for the position of 3rd Vice President and was successful. Within a year of Convention I had the opportunity to move up to 2nd Vice President and I have held this role for the remainder of the term. I would like to thank those that believed in me and have supported me along the way as I certainly could not have been successful without you, together we are stronger!

I have been working in the Healthcare Sector for the past 22 years and I am in both the Administrative Professionals and Support Bargaining units. I have been a trade union activist for the majority of these years. Throughout my various roles with NSGEU, it has given me the confidence and drive I have today.

Here's a quick review of my role over the past 3-year term (2016-2019):

- 2nd Vice President (from 3rd VP)
- Liaison for:
  - Regional Council Metro "A" & "B"
  - Young Workers Committee
  - Social Recreation Committee
  - Health, Safety & Environment Committee
  - Executive contact for Local Secretary training
- Board of Directors, Nova Scotia Health Coalition
- NUPGE Leadership school
- 2018 Administrative Professionals Conference planning committee

My Union activism history prior to being 2nd VP:

- Attended four past conventions
- Board of Directors (7 years)
- NSGEU Social Recreation Committee Chair, NSGEU Education Committee Chair
- Local 423 & 119 Executive Team (10 years) (Past President and Secretary)
- Occupational Council (10 years) (Past Secretary)
- Metro "C" Regional Council (Past Secretary)
- Numerous rallies and social events
- Weeklong school (Communications, Leadership, and Mobilizing the Members)
- Administrative Professionals Bargaining Team
- Various Conferences: NSFL, CLC and NUPGE

It certainly has been a busy term and I am very proud of my accomplishments. I have spent a lot of time making sure all members, Local Executives, Committees, and Councils feel connected and supported within their roles.

If elected as your 2nd Vice President, I will continue to work for you. I am always a text, email or Facebook message away – please just message me!

All of the work you do, no matter how big or small, all makes a difference. I believe if we are all connected and support one another we can grow our union and push back against the attacks we have seen from Government. Knowledge is power. Never Stronger Growing Everyone United!

I look forward to the upcoming 2019 NSGEU Convention and I am committed to continue working and making OUR union more united and stronger. It will be a pleasure to meet the first time delegates and to see the returning delegates at Convention. Please feel free to contact me with any of your needs. I look forward to working for you and with you.

Please elect me to be your 2nd Vice President! Thank you for your consideration.

In Solidarity;  
Kim Jenkins

## 3<sup>rd</sup> Vice-President Candidate: *Tammy Gillis*



Hello to all the members of our great union!

It is with much excitement, coupled with a few nerves, that I announce my intent to re-offer for the position

of NSGEU 3rd Vice President at our upcoming triennial convention.

I have been a proud member of NSGEU since 2008, when casual employees across a number of departments were converted to permanent bargaining unit status. At that time, I was a tourism supervisor working for Economic and Rural Development & Tourism. I can't quite recall if becoming a unionized employee excited me more because of the improved pay and benefits, and not having to wonder from one year to the next if I would be hired back by my employer, or because I was now a part of an organization that I knew advocated for fairness for workers. Today, as a result of layoffs in 2015 that eliminated my job and the jobs of many of my Tourism colleagues, I work in the Department of Justice, Court Services, in Pictou. Were it not for the job security language that my union bargained into my contract, I likely would not be a member today.

My activism in our union over the last 11 years has also allowed me to grow and learn continuously. I have been active locally, regionally and provincially. I have served on my local executive and am a workplace steward; and I have represented my local in bargaining since 2013. I have been a member of my regional council since 2012, and served as the region's representative on the Social Recreation Committee for two terms. I also served a term on the Ad Hoc Health Care Committee, and sat on the last two Ad Hoc Administrative Professionals Conference Planning Committees. At the provincial

level, I am just wrapping up two years as your 3rd Vice President, and my second term on the Board of Directors. Being involved with the decision-making the board does between conventions has been fascinating; I really enjoy the debate around the table, where points from various perspectives are brought forth in an effort to make the best decisions for our members.

I have also extended my involvement in the broader labour movement. From working the 2013 NUPGE Fairness Campaign, travelling to communities across the province to speak to Nova Scotians about issues like income inequality, to attending & graduating from the NUPGE Leadership Development School in 2018, I have learned from our colleagues across the country that we often struggle with the same challenges and can rely on one another for ideas and support. That broader involvement has also included serving two terms with the Nova Scotia Federation of Labour as an executive member representing NSGEU, where I have learned much of the workings of the Canadian Labour Congress and about the components here in Nova Scotia that are affiliates of that body.

But the best part of serving as your 3rd Vice President is the opportunity I've been given to get out to meetings of locals, councils and committees. Whether it be supporting a new local trying to get off the ground and electing an executive, or answering questions and providing tools to assist a new local secretary, or assisting a local with electing convention delegates and answering questions about what happens at convention; it is these simple actions that will help engage members and perhaps encourage them to step forward as leaders some day.

It is this work I find most satisfying; I ask for your support to continue doing this work and to continue on as your 3rd Vice President.

## Secretary-Treasurer Candidate: *Darren McPhee*



NSGEU Members,  
 It has been a privilege to represent you as NSGEU Secretary Treasurer for my 7th term. I convey my intention to re-offer for the position of your Secretary/Treasurer for the coming term and state that I would welcome the opportunity to represent you again with the same energy and pride I have felt since being elected at

my first convention.

This past term, I felt confident at every moment NSGEU could finance all necessary campaigns, job actions and challenges we faced. As a union, we stood firm against the opposition on the other side of the table, until we successfully attained the contracts necessary to protect the rights of our members. We forged ahead into this term with new leadership but also a continued strength and healthy financial position. This continued stability ensures NSGEU will maintain the means to fight any threats to erode our members rights in the years ahead.

I am fair, honest and approachable and believe all financial matters are sensitive and important issues. I have used these beliefs over the past 16 years to help guide recommendations that continue to strengthen our Union as your Secretary Treasurer. I have consistently demonstrated my abilities as both a leader and team member within the NSGEU Executive, Board and all roles held in NSGEU. As well as being your Chief Financial Officer, I am also proud of leading many initiatives over the years on your behalf such as;

- Leading NSGEU's Strategic Planning again this term with the Board of Directors.
- Project Managing the NSGEU Building construction from inception to move in Aug 2013. I have seen firsthand that this Building continues

to provide a solid location for our members to meet and conduct the business for NSGEU to continue to thrive.

I would like to thank my family – Allana, Lachlan and Kieran once again for their continued support and understanding while I worked on your behalf within the Trade Union movement. It is this support which has allowed me to continue with confidence to fulfill my obligations to you.

I would like to thank the NSGEU membership, Executive, Board of Directors, and the staff for their support and guidance. This term we faced many new challenges which pushed our union on many new fronts, but it is with pride and satisfaction I say:

We Continue to Stand Together, United and Proud in Solidarity as NSGEU Brothers and Sisters, and We Will Continue to Build A Better Future for Our Members!!!

It has been amazing to complete another successful term together with you. We continue to position NSGEU as one of the Strongest Union voices in Atlantic Canada.

It is on this foundation and with a continued passion and pride representing you, I ask for your support in offering once again for the position of NSGEU Secretary Treasurer.

Thank You,  
 In Solidarity,  
 Darren McPhee

# Preparing for Convention

The Constitution & By-Laws Committee and the Resolutions Committee met at the NSGEU office on Thursday, March 14 and Friday, March 15 to review submitted resolutions and constitutional amendments in preparation for convention.

## Constitution & By-Laws Committee



Back Row L-R: Sandra Mullen, Local 16; Oliver Bourque, Local 59A; Amy Graham, Local 1; Colin Sutton, Chair, Local 79

Front Row L-R: Cindy Smith-MacDonald, Local 100; Maureen Bennett, Local 61; Dawn Delaney, Local 170; Uta Berthold-Brush, Local 195; Rocky Beals, Local 8

## Resolutions Committee



Back Row L-R: Gary Slaunwhite, Local 124; Kimberley Matheson, Local 34; Paul Hagen, Chair, Local 8; Lynette Hayward-Byrd, Local 190; Christina Warren, Local 82; Audrey Oliver, Local 31

Front Row L-R: Tammy Gillis, Local 2; Rosie Weiman, Local 98; Sheri Cunningham, Local 193; Sandra Starratt, Local 35

# Preparing for Convention



The NSGEU offered Resolution Writing Workshops throughout the month of January 2019 to help locals and members prepare resolutions to convention as well as constitutional amendments.

The Chair of the Constitution & By-Laws Committee, Colin Sutton, and the Chair of the Resolutions Committee, Paul Hagan, made themselves available to answer questions and lend their expertise.

Top: Colin Sutton and Paul Hagen

Middle: A member asking questions at the Metro workshop on January 14

Bottom: Members at the Metro workshop on January 14



# In Memoriam: Dave Peters

## April 8, 1945 to January 21, 2019



OFFICE OF THE PRESIDENT

www.nsg.eu.ca  
nsgeu@nsg.eu.ca

March 15, 2019

Secretary of the Order of Nova Scotia  
One Government Place, Barrington Level  
1700 Granville Street  
Halifax, Nova Scotia B3J 1X5

To the Secretary of the Order of Nova Scotia,

On behalf of our 30,000 members the Nova Scotia Government and General Employees Union (NSGEU) is proud to nominate Past President David Peters for the Order of Nova Scotia.

As a small business owner, operating David's Short Stop Convenience store in Westville, and a dedicated civil servant who worked 34 years for the provincial government, David understood the value of the public service. David raised through the ranks of the labour movement and ultimately served multiple terms as NSGEU President in 1975-78 and 1994-1999.

David's personal values are reflected in his daily pursuit of dignity, justice and fairness for the working people he represented across the province. His efforts helped increase wages for thousands of families, made work places safer, addressed staff shortages and made sure more people received benefits and pensions. The Union grew and became a significant stakeholder in the province.

As a strong advocate for public service and a tireless voice for working people his work went beyond Nova Scotia and the NSGEU. He served as Vice President of the Federation of Labour, Director of the National Union of Public and General Employees (NUPGE) and was a member of the Board of Trustees for the Public Services Superannuation Plan.

In a life dedicated to the labour movement in Nova Scotia David's legacy lives on in the commitment and dedication of today's union members, as they deliver the services and supports that people count on. David is remembered as a brilliant and fair-minded negotiator. Someone who was always willing to listen to opposing views but equally able to articulate and advance the needs of his members.

David was a dedicated family man and a fighter for those unable to fight for themselves.

David Peters represented the working people of Nova Scotia and it would be an honour to see him inducted into the Order of Nova Scotia.

Sincerely,

Jason Macdonald  
President, NSGEU

230 John Savage Avenue, Dartmouth, Nova Scotia, Canada B3B 3J1 T: 902-424-4000 Toll Free: 1-877-999-7438 F: 902-484-6333  
Component of the National Union of Public and General Employees affiliated to the C.T.C.

March 15, 2019

Via Email

Secretary of the Order of Nova Scotia  
One Government Place, Barrington Level  
1700 Granville Street  
Halifax, Nova Scotia B3J 1X5

Dear Secretary:

David Peters - Order of Nova Scotia

I am writing in support of awarding the Order of Nova Scotia posthumously to David Peters for his outstanding contribution to Nova Scotia as a labour leader.

Mr. Peters was President of the Nova Scotia Government and General Employees Union during the tumultuous times resulting from the merger of the Halifax hospitals to create the Queen Elizabeth II Health Sciences Center. His unique talents and effective leadership played a critical role in a negotiation of major health services that benefit all Nova Scotians, while preserving the rights and the benefits of the healthcare employees who provided those services.

The merger of the Halifax hospitals created huge uncertainty for the employees and generated a series of mass meetings in which employees affected by the merger expressed their concerns and protested the changes. Mr. Peters' calm and effective approach responding to his members' concerns combined with negotiations to preserve employees' rights and benefits is a model of labour leadership in the process of major workplace change.

Mr. Peters' inspiring leadership of NSGEU resulted in close to doubling its membership while he was President. NSGEU has gone on to be the largest trade union in Nova Scotia and its members deliver a wide range of services to the public, confident in having decent wages, benefits and working conditions.

Throughout the challenges he faced as a labour leader, Mr. Peters always conducted himself with integrity, with decency and civility. He was liked and respected not only by his members but by the employers and the political leaders he worked with to resolve issues.

In my opinion, David Peters is the outstanding labour leader of his generation.

Yours very truly,

Raymond J. Larkin, QC  
rlarkin@pinklarkin.com

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WWW.PINKLARKIN.COM



Nova Scotia Federation of Labour, CLC

March 14, 2019

Secretary of the Order of Nova Scotia  
One Government Place, Barrington Level  
1700 Granville Street  
Halifax, Nova Scotia  
B3J 1X5

As President of the Nova Scotia Federation of Labour and on behalf of our over 80,000 members, I wish to posthumously nominate David Peters for the 2019 Order of Nova Scotia. As a friend and colleague of Labour in Nova Scotia for more than four decades, Dave's dedication to workers and the public services they provide to Nova Scotians everyday remains second to none.

As a labour leader, Dave helped lead his members and the labour movement through some very difficult periods. As the President of the Nova Scotia Government and General Employees Union, Dave was instrumental in standing up for the rights of his members and as well as defending the public services his members provided across Nova Scotia.

As a labour leader, Dave always worked in the best interest of his members in almost every sector to jointly address issues of poor wages, inadequate working conditions, staff shortages, casualty/workloads, staff shortages, and major barriers to improving the quality of care. As well, during his tenure Dave was successful in growing the ranks of the NSGEU to over 20,000 members across numerous sectors of government.

In closing, I would be honoured to see Dave Peters inducted into the Order of Nova Scotia. It would be a wonderful way to honour his contribution to Nova Scotia and his legacy.

Sincerely,

Danny Cavanagh  
President, Nova Scotia Federation of Labour

3700 Kent Rd., Suite 225, Halifax, N.S. B3K 63K  
phone 902-454-6735 fax 902-454-7871 email president@nsflabour.ca website www.nsflabour.ca

The NSGEU Board of Directors (pictured above) observed a moment of silence in memory of past President Dave Peters, who recently passed away. His portrait will be displayed in our offices as a reminder of the important work he did on behalf of all NSGEU members - and all workers in this province.

The NSGEU has nominated Dave for the Order of Nova Scotia. You can view the letters above at (<http://nsg.eu.ca/wp-content/uploads/2019/03/NSGEU-PL-NSFL-letters.pdf>)

Right photo: Dave Peters circa 1993



# Looking Out for our Child Welfare Social Workers

**C**hronic understaffing and caseload overload, coupled with new administrative responsibilities that are a result of legislative changes, have created a situation that is making many of our social worker members sick and putting the families, children and youth they serve at risk.

In 2015, Stephen McNeil's government cut child

welfare in rural Nova Scotia. The Department of Community Services cut five child welfare positions in Barrington and six in Guysborough. Government had already shuttered an Office in Sheet Harbour. Since 2016, President Jason MacLean and staff have repeatedly met with the Department of Community Services on behalf of our Child Welfare Social Workers to discuss their



In 2017, we presented a list of proposals to improve life for workers at offices across the province with some particular recommendations for certain offices. There was some commitment and some action, but unfortunately, these changes haven't been adequate.

Our members need more administrative support and more social workers in the system.

There were over 80 amendments made to the Children and Family Services Act in 2017, including an expanded definition of a child in need of protective services to include youth between the ages of 16 and 19, and tightened

court timelines.

Social workers and community organizations reported their concerns with the legislative changes prior to implementation. Our concerns included increased caseloads, the readiness of staff and community organizations to implement the changes and the ability of families to make necessary changes given the tightened court timelines. We are calling for additional staff to handle the additional responsibility downloaded by this Act onto the social workers who must uphold it.

Enough is enough.

We are pleased to be working with Alec Stratford, the Executive Director of the Nova Scotia College of Social Workers, on a joint public campaign on behalf of our social workers.

You may have seen our ads on the side of buses or on social media: we are directing the public to visit the website [www.childwelfareonthebrink.org](http://www.childwelfareonthebrink.org) and asking them to send a letter to the Premier asking him to increase funding to public services like Child Welfare in the next budget – April 2019.

Please take a moment to visit the website and send a message to our Premier!





## Home Care = Health Care

**N**SGEU's home care workers play a critical role in our health care system: helping to ensure Nova Scotians can stay in the comfort of their own homes even when they need assistance with their day-to-day routine. The work they do is deeply appreciated by clients, their loved ones, and by the union.

Now, we are working to ensure this government shows their appreciation for the services our home care workers provide, as well.

There's no doubt: Nova Scotia's health care system is in crisis, and one major part of that system is home care. While our provincial government has said "home care is the future of health care," there are serious problems in home care that must be addressed.

In an effort to elevate the value of home care and our members' work and put pressure on government to make changes in the sector (increase funding, improve working conditions, and hire more home care workers), we launched an online campaign. This video featured three people whose lives are primarily impacted by home care: those receiving care, family members of those receiving care, and the workers who deliver it. The ad played on a variety of websites and social media channels for six weeks and received a great deal of positive feedback from the public.

After lobbying the Minister of Health and Wellness, NSGEU staff and members have been participating in a provincial government working group on home care. The purpose of the group – which consists of union stakeholders, Health Association Nova Scotia (HANS), and government representatives – is for government to obtain the unions' perspective on

the state of our home care system in Nova Scotia. As part of this process, we tabled a number of proposals that are focused on getting government to recognize home care as health care. We are now eagerly awaiting a response from the Minister.

The NSGEU represents home care workers from 11 different agencies, working from one end of this province to the other. All of our home care collective agreements are expired and we are working diligently to bargain new, stronger language at all of our Home Care tables.

Thank you for the work you do!



# Committee Profiles:

## *ad hoc* Young Workers Committee



Back Row L-R: Shawn Johnson, Chair, Local 73; Nadine Leadbeater, Local 29; Janelle Bishop, Local 8, Taryn Cook, Local 470A; Neil Isenor, Local 77

Front Row L-R: David Watts, Local 38; Kim Jenkins, Local 423

Not pictured: Adelle MacCarthy, Local 7; James Spray, Local 77

We asked the committee members some basic questions about themselves and their jobs. Here's how Neil Isenor, Taryn Cook, and Janelle Bishop responded:

### 1. What is your name, age, workplace, and job description?

**Neil Isenor.** 36 years old. I work at the Dalhousie University Registrar's Office as a Systems Support Specialist. In short, I fix computers and administer department specific servers and applications.

My name is **Taryn Cook** and I'm 29 years old and I work for the Nova Scotia Liquor Corporation.

**Janelle Bishop,** I am 33. I work for the Department of Education and Early Childhood Development. I am a Caseworker for the Child Care Subsidy Program.

### 2. How long have you worked there and what drew you to the work?

**Neil:** I have been at Dalhousie for two months now, but I was previously in a different NSGEU local in a similar position for the CCRCE. I was drawn to this work by a passion for technology. I've been passionate about computers and electronics since I was a young child. I've always been asking and trying to get answers to all of the questions no one bothers to ask, like: "How does the computer tell the monitor what to show?" and "What happens to the data when it leaves my computer and goes to the internet?" I think I have a bit of an addiction to real world puzzle solving.

**Taryn:** I've been working for the NSLC since 2015. I began shortly after I had my son, working as a casual which provided flexible hours. I really grew to enjoy my job and quickly advanced to a full time position.

**Janelle:** I've been working with people in the Social Service area since first joining the Government in February 2016. I enjoy working with people and helping families, this program is the perfect opportunity to put my interest into my work.



### 3. Do you like your job? What do you like best about it?

**Neil:** My job is fantastic. I've been really enjoying the challenges that have been presented to me lately. I feel very accomplished with some scripts I've made and a new method of automating inventory I completed.

**Taryn:** I love my job! I love the interaction with our customers and the product knowledge I've gained over the last few years. I've learned great leadership qualities and team building skills and I look forward to developing new skills as I advance my career with the corporation.

**Janelle:** I really like my job and I consider myself very fortunate to do what I do. Although, days are not always peachy, the majority of time I am giving families the best news to support them with affordable child care; families are so appreciated of the support.

### 4. Do you face and struggles as a young worker, or did you when you first started there?

**Neil:** The struggles I faced as a Young Worker were that it takes a bit of extra work to get respect from people who have been around for a long time, and in that same vein, when I first got out of school, it was nearly impossible to get work right away since I didn't have years of experience like most job postings ask for.

**Taryn:** I found a lot of people who worked with the corporation had an older school mentality to the way they did things. As a whole, we've had to adapt to all the new and exciting changes the NSLC is experiencing and I love how it's revamping to a more modern mentality.

**Janelle:** I am blessed with the colleagues and supervisors that have all supported my career goals. I am very well recognized in regards to my education and talent, so that answer would be no, they are very warming and welcoming to help me transition in future career goals.

### 5. What should the public know about your work that might surprise them?

**Neil:** Honestly, I think the thing I find most people should know is that you don't need to be afraid of technology. If you read the prompts and follow things logically, you're unlikely to break much if you try it out yourself!

**Taryn:** There's a lot more work that goes on behind the scenes. Both our beverage alcohol staff and cannabis staff are well versed with their products and there's a lot of effort both through work and outside that the staff attribute to their product knowledge.

**Janelle:** We offer a Child Care Subsidy. Detailed information can be found here: <https://www.ednet.ns.ca/earlyyears/families/childcaresubsidy.shtml>

# Committee Profiles: *ad hoc* Disabilities Committee

## Disabilities in the Workplace

In the 2016 Convention, two Resolutions tasked a new Ad Hoc Disabilities Committee with two things: Education and awareness of issues of harassment and discrimination that our members with disabilities face in the workplace, and; development of a policy that guides the NSGEU on making consistent and reasonable decisions regarding requests for accommodation.

The Committee was formed of members with strong backgrounds in issues around disabilities and human rights, and worked through the term on developing the policy. I am pleased to announce that the policy has been submitted for review and approval, and should be adopted shortly.

The Committee found an excellent resource from Stats Canada that in a nutshell showed us that with a better education a worker has more options to take jobs where they would be less likely to experience harassment and discrimination related to their disability.



L-R Chair Colin Sutton (Local 79), assisted by co-chair Vienna (service dog to member Shelly Jones, Local 2) and Kathleen MacKinnon (Local 1)

From this, the Committee has enhanced the NSGEU's Education program by ensuring that at least one of the annual bursaries awarded would be sure to assist a member with a disability, or their dependent.

We then sent out a survey to our members, asking for their experiences around harassment and discrimination in the workplace involving a disability.

The education and awareness campaign would focus on issues found in the survey results.

Well over 1200 members responded in the first 24 hours after the survey opened. I think it's fair to say we were surprised. Several themes surfaced, such as awareness of invisible disabilities, better understanding of mental health and mental illness, issues faced by hearing impaired members, service animals, and more. We are currently preparing a presentation for this year's Convention that we plan to make available as a resource afterward, which will also form the focus of a panel discussion event at Convention 2019.

# Committee Profiles: Women's Issues Committee

## Tampon Tuesday



L-R: Zi Lou and Sarah White (United Way), Debbie Bowie, Loretta Simmons, Amanda MacDonald (United Way), Sandra Mullen, Christine Rushton, Natalie Hillier, Karen Grandy, Michelle Jardine, Tracy Groves

The Women's Issues Committee partnered with the United Way in their Tampon Tuesday campaign and gathered donations of more than 51,000 items from across the province! Thank you to all who donated!



**TAMPON TUESDAY.**

Supporting women in need, PERIOD.

Collecting menstrual hygiene products until  
**March 5**

For low-income or homeless women, menstrual products can pose a monthly financial burden. Donated menstrual products will be distributed to local agencies that support women in our city.

Please drop off donation to:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**United Way**  
Halifax

[unitedwayhalifax.ca](http://unitedwayhalifax.ca)

**NSGEU**

# Views from the Skybox!

## Meet our Union Matters Podcast Contest Winners



Over the winter, we held a contest for the members, asking them to listen to the weekly podcast and answer a related question to be entered into a draw for tickets to our skybox for a Mooseheads game. Eight members were randomly selected to attend, and President MacLean had a chance to meet these members and their guests. The winners were Rosemary Mills, Local 24, Krista Farr, Local 1246, Heather Chiasson, Local 4, Ashleigh Schnare, Local 189, Shaelee Newman, Local 190, Catherine MacPhail, Local 100, Brenda MacIsaac, Local 100, Heather MacLeod, Local 100.



## Congratulations to our Communications Survey Contest Winner!

In mid-February, the Communications department at the NSGEU launched a member survey, looking to find out how our members are currently receiving information from us, and how they would like to be communicated with in the future.

We are very pleased to report that almost 5,000 NSGEU members completed the survey! Below is a snapshot of some of the survey's findings.

As an incentive to participate in the survey, we offered a prize of an iPad. The lucky winner, who was selected by random draw, was Kelly Underwood, a member of Local 77 (Dalhousie University). Congratulations, Kelly! And thank you to everyone who took the time to complete the survey and enter the contest.



### 2019 Communications Survey Highlights!



**4,873 members responded.**

**73% of respondents say email is their preferred way to receive information from the union.**



**A whopping 83% of members who responded have a personal smart phone.**

**Only 408 respondents don't use some form of social media.**



The most popular social media platform is Facebook, with 3,729 respondents using it.

# Kick A\$\$ Pad Party!

NSGEU Women's Issues Committee Chair Tracy Groves poses with the donations brought by attendees



Above: Joan Helson leads a self-defense class

Right: Shelley Baccardax, Local 102, guides attendees through a meditation session

The Women's Committees of the NSFL, NSGEU, and IAMAW Local 2797 joined together to host a Pad Party in support of Dignity. Period on March 7, 2019. As you can see, it was a rousing success!







NSGEU President Jason MacLean poses with Senator Wanda Thomas Bernard

International Women's Day  
March 8



The NSFL Women's Committee hosted the 4th Annual International Women's Day Breakfast on Friday, March 8 at 7:30 am at the NSGEU Building

Guest speakers:

Canadian Senator Wanda Thomas Bernard - highly regarded social worker, educator, researcher, community activist and advocate of social change

Magali Picard - the National Executive Vice-President for the Public Service Alliance of Canada. Organizer, educator, political and social activist



SEIU Vice-President Jacqueline Swaine with NSGEU 1st Vice-President Sandra Mullen

## Coming Full Circle: NUPGE Connecting the Generations Conference Feb 20-22, 2019



L-R: Sandra Mullen, Janelle Bishop, Christine Rushton, Tracy Groves, Natalie Hillier, Kim Jenkins, Taryn Cook

Members from the ad Hoc Young Workers Committee and the Women's Issues Committee attended the NUPGE Women's Conference at the Fairmont Chateau Laurier in Ottawa earlier this year.

"The conference was packed with insights from the National Union's research into issues facing women workers in Canada. These issues ranged from pay equity, job security, pensions, child care, caregiving and gender-based violence." according to the article posted on NUPGE's web site.

Go to <https://nupge.ca/content/coming-full-circle-connecting-generations-nupge-womens-conference> to learn more.



# **We remember**

those who died, or were injured  
or made ill, from their work

# **We commit**

to protecting workers and preventing  
further workplace tragedies



**APRIL**  
**28**  
**Day of Mourning**



Wednesday, April 24<sup>th</sup>

*Celebrating*

# Administrative Professionals' Day

Administrative Professionals' Week April 21-27

*Thank you for the work you do*

**NSGEU**

Nova Scotia Government and General Employees Union  
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