

Bill 148: Liberals Launch Latest Attack on Workers



NSGEU THE 20-26 STAND

WINTER 2016



President Jessome and members of the Women's Issues Committee take part in a flag raising ceremony honouring the National Day of Remembrance and Action on Violence Against Women at the NSGEU office in Burnside.

Dear members,

I hope this issue of The Union Stand finds you well rested and relaxed after enjoying the holiday season with your loved ones.

Here at the NSGEU office, we managed to take some time with our own families, though we were busy trying to navigate a very unique round of collective bargaining for the Civil Service. It's hard to even call it "collective bargaining," though, as the Liberal government did not allow for the representatives at the bargaining table to engage in the process in any meaningful way.

Instead, after tabling a proposal filled with takeaways and concessions, they offered a slightly improved offer along with a threat of legislation if we did not recommend it to the membership for acceptance. The Civil Service bargaining committee was faced with a very difficult decision, and ultimately, they chose to recommend an offer they found unacceptable because they were so worried that legislation would take away crucial job security provisions and lead to far worse for the membership.

However, before we took the tentative agreement back to the membership for a vote, thousands of teachers represented by the Nova Scotia Teachers' Union voted to reject the tentative agreement that was recommended to them by their bargaining committee and leadership. Their agreement was virtually identical to the agreement the Civil Service bargaining committee grudgingly recommended: it contained the same wage patterns,

and the discontinuance of the long-service award.

In light of the teachers' rejection of their agreement, and statements made by Premier Stephen McNeil in the media, publicly denying legislation was prepared, our bargaining committee ultimately decided it was necessary to meet face to face with members to explain what had happened and answer questions before asking the members to vote on the agreement.

Government clearly went a step too far in their interference in collective bargaining: not only did they intend to dictate the terms of your collective agreement, they also sent us a threatening letter, claiming that if we did not take the agreement to the membership for a vote before December 7th, they would rescind their offer.

We called their bluff, and they backed down.

But they weren't done. On Monday, December 15th, this Liberal government introduced Bill 148, the Public Service Sustainability Act. This legislation gives the government the ability to force a wage pattern on more than 75,000 public sector workers, should any union signal they would like to exercise their right to arbitration.

In my 20-plus years as a union activist, I have never seen a government take such an aggressive, disrespectful approach to collective bargaining. It is absolutely shameful.

Our members are rightfully outraged by the heavy-handed approach government has taken to negotiating with public sector workers.

And many have commented on the conflicting tone the newly elected federal Liberals have taken in comparison with our own government: while Prime Minister Justin Trudeau is calling to return pride to the public service by "respecting the labour rights of public servants" and rejecting austerity economics, our Premier has trampled workers' rights at every turn, all in the name of balancing his budget.

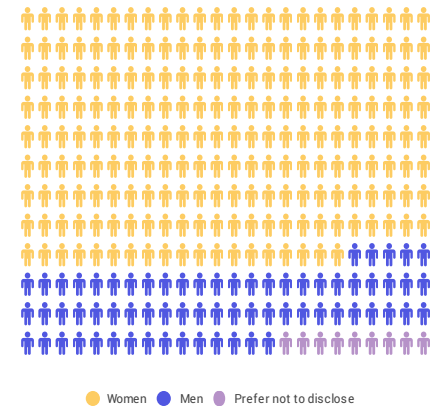
It's time our government showed a bit of respect for the work being done by public sector workers in this province, and stopped treating you like the cause of all our economic woes.

In solidarity,
Joan Jessome

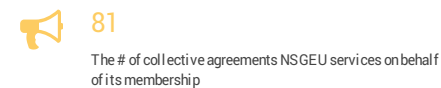
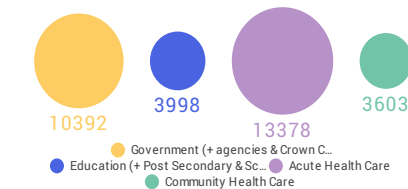
Joan Jessome
President, NSGEU

NSGEU

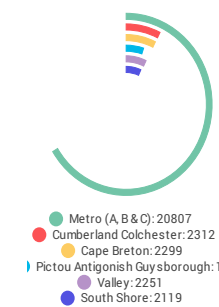
The largest public sector union in Nova Scotia, we represent 31,379 working women and men:



They work in four main sectors: Government, Education, Acute Health Care & Community Health Care



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



*Information is current as of December 8, 2015.

THE STAND

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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

NSGEU TWEETS

Jean Laroche (@larochecbc)
NSs largest union @NSGEU opposed to changes to Liquor Control Act. Bill 134 gives cabinet power to change rules unilaterally. #nspoli

Margaret Anne McHugh (@ma_mchugh)
@NSGEU #NSGEU flag raising -- new#stopviolenceagainstwomen flag. Too many women still experience violence! #MMIW

Amy Graham (@AmyGraham99)
I don't reward ultimatums @NSGEU @NSTeachersUnion #nspoli

Jennie Bovard (@UberBlonde)
WOW! Thanks @NSGEU 4 this vid of recent @CNIB #Atlantic#Rally4Equality! #NSPoli youtube.com/watch?v=QvmEkn...

Pat & Susie Doyle (@averycleverham)
@NSGEU Fury says gov will save money by outsourcing - rubbish! This will cost more and we'll lose control of IT Infrastructure. Big mistake

Triennial Convention

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

Convention is a very exciting time for the union! On May 11th, 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, 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 120 calendar days preceding any Convention (which is Tues. January 12th). Your Local's delegate entitlement is sent to your Local President from the Union office within two weeks of this date (by January 26th). 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 (before Wed. March 2nd).

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 per cent (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://nsgeu.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



Members at the 2014 Special Convention.



A member speaks at the podium during Special 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).

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 Pre-Convention issue of the Union Stand which will be emailed out to all members.

Union staff will copy, mail, and email 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 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 12th, 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 from this date (Jan. 26th)
- Wed. March 2nd, 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 11th, 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 11th, 2016 – Date by which all resolutions and reports which were submitted to Convention are forwarded to all delegates by NSGEU staff.
- Mon. May 9th, 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. 12th, 2016 – Deadline for the Appointment of a Nominations Receiving Committee by the Board of Directors.
- Fri. March 11th, 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 18th, 2016 – Deadline for all committee reports to Convention to be received by the Executive Director.
- Mon. April 11th, 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 2nd, 2016 – Deadline to be elected as a delegate to Convention (see above for more information).
- Fri. March 11th, 2016 – Deadline for photo and personal statement of no more than 600 words which will be included in the Pre-Convention issue of the Stand.
- Fri. March 18th, 2016 – Date that the list of delegates to Convention will be available to candidates for campaigning purposes only.
- Fri. May 13th, 2016 – Deadline to submit an "Intent to Seek Nomination" form.

Government Amends Bill 134

An Act to Amend Chapter 260 of the Revised Statutes, 1989, the Liquor Control Act

By Deedee Slye

You may not have heard, but the McNeil government introduced a piece of legislation on November 26 that would have made it legal for basically anyone with a liquor license to sell alcohol for consumption away from the premises, and would have allowed the government to amend the regulations to allow this to happen without having to get legislative approval. On November 27th, we sent a letter to the Minister of Service Nova Scotia outlining our concerns.

Although government claimed it wanted to allow for liquor sales where liquor is produced, the amendments were far too general and would have allowed bars, restaurants, and basically any facility that has a liquor license to sell alcohol for consumption away from the premises. The amendment read, *“authorizing, in respect of licenses or any class thereof or of any license, the sale of liquor, or any particular kind or quantity of liquor, for consumption away from the premises where the liquor is sold.”*

The Bill was challenged by the NSGEU along with a few other presenters at the Law Amendments Committee hearing on November 30th. Representatives from the NSGEU, Nicole McKim, Employee Relations Officer who services Local 470, and Ian Johnson, Policy Analyst/Service Coordinator presented our formal submission to the Committee.

In our submission we argued that currently, the NSLC structure and operations has a significant commitment to social responsibility. Our members who work in the stores are highly trained to ensure the responsible use of alcoholic products. Allowing more outlets to sell alcoholic products will have an impact on public safety and will involve costs to

individuals, families and their communities.

We noted that when the Liberals ran for election in 2013, they said: “A Liberal government will not privatize or sell off the NSLC, nor will we change the manner in which alcohol is regulated in Nova Scotia.” Where is that commitment now?

The NSGEU first heard of this Bill through the media. We wonder who was actually been consulted on this legislation.

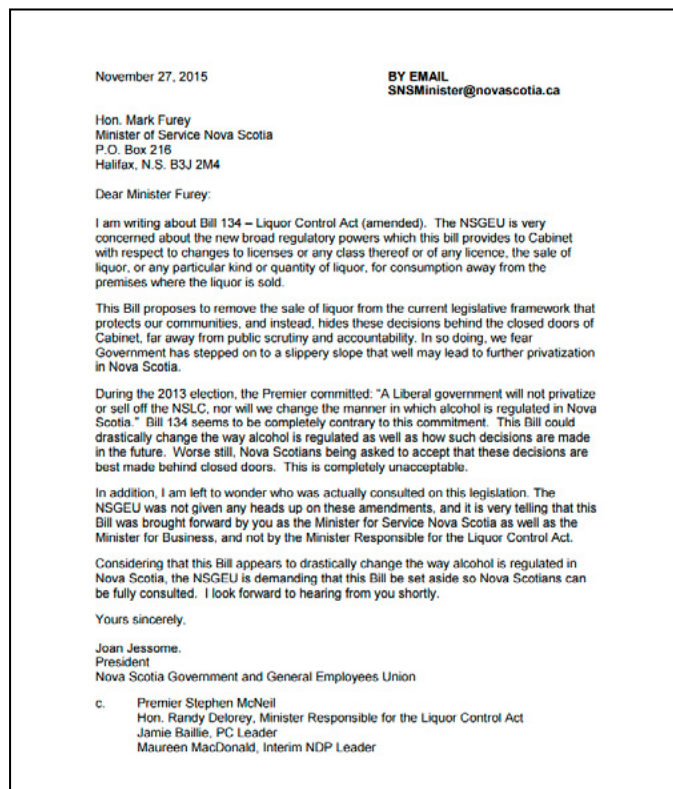
We asked that Bill 134 be set aside until all Nova Scotians are fully and extensively consulted on the types of changes being contemplated by this Bill. The Bill was sent back to the Department for review.

Two days later on December 2nd, the government introduced an amendment to allow the sale of liquor away from the premises where liquor is sold if the licensee is a liquor manufacturer.

On December 7th we received a letter from Minister Furey clarifying the intent of the Bill in writing.

While a partial victory for our concerns, unfortunately the legislation still allows broader

regulation-making powers and does not guarantee broad consultation on other changes which the government may want to make to the Act. You can read our submission to Law Amendments on this Bill here: <http://bit.ly/1SEcN75>



OPERATION: FOIPOP

Need to Know Info

By Holly Fraughton

The NSGEU has started receiving documents from various government departments in response to the “Operation FOIPOP” project that was started on September 14th.

We have been filing Freedom of Information applications in an effort to obtain information for upcoming rounds of negotiations, as Finance Minister Randy Delorey called upon unions to get “creative and innovative” within the government’s mandate of “net-zero” bargaining.

“In order for us to be ‘creative and innovative,’ we need a great deal more information than was presented to us at our meeting with Minister Delorey on August 18th,” explains NSGEU President Joan Jessome.

“So, we’re asking for information we need to reach those objectives. Unfortunately, the government is not only refusing to provide us with that information, they’re asking for thousands of dollars in order for us to see it.”

One of our first requests, asking for details of the government’s Program Review process, came back with a \$6,000 cost estimate.

“This lack of disclosure makes us wonder if the government truly is sincere when they say they want to work with unions to find cost savings,” says Jessome.

In addition, we received a one-page response which was entirely blanked out in response to another request for information on what government would expect unions to give up in exchange for wage increases.

We have, however, received a few interesting pieces of information that indicate the government and bureaucrats may need to refocus its cost-saving efforts on its own decision-making and spending habits:

- It’s committed to spending \$71,663.90 per month on former office space for the now-defunct Department of Economic

and Rural Development and Tourism until 2018. The total estimated cost is \$2.6 million.

- It has spent more than \$9 million on amalgamating the district health authorities: \$4.8 million went to severance for CEOs and vice-presidents and another \$3.3 million on an “SAP Enablement Project.”

- It is adamantly exploring privatization of our registries and the creation of toll highways, despite the fact that prior Liberal projects from the 1990s, such as toll highways and P3 schools, have cost Nova Scotians hundreds of millions of dollars. Our registries generate more revenues than our lottery and casino corporation combined.

It is also worth noting that between November 2013 and November 2014, public sector workers submitted more than 400 ideas to the premier’s “suggestion box” on how to achieve cost savings and efficiencies. So it only makes us wonder: why hasn’t the government made these ideas public and worked with us to implement them, independently of the collective bargaining process?

We asked members to send in suggestions for us to FOIPOP, and you haven’t disappointed: much of the best information we’ve collected so far has come from the requests you have tipped us off to!

In the spirit of cooperation and the Premier’s proclaimed “Right to Know Week” at the end of September, we have submitted 55 FOIPOP applications to the Office of the Information & Privacy Commissioner. All of these requests, along with the responses we have received, are posted in full on our website: <http://nsgeu.ca/operation-foipop/>

“If this government truly is sincere when it says it wants to work with unions and frontline workers, it should start by learning to respect the collective bargaining process and providing the information unions need to work collaboratively with it,” says Jessome. ■

NSGEU Calls for Reconsideration of Bill 112

The NSGEU joined the call for government to take their time to ensure they get revisions to the Child and Family Services Act right.

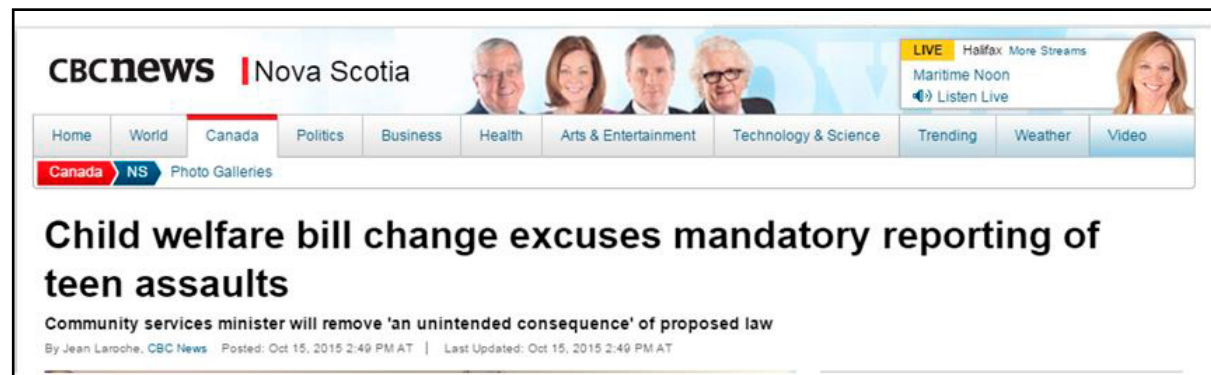
The NSGEU is well aware that child protection workers are already struggling with challenging and complex caseloads. And with higher caseloads, there is an increased risk that children will fall through the cracks in the system.

“This Liberal government already made workers’ jobs more difficult when they closed offices and eliminated child protection jobs in Guysborough and Barrington, forcing increased caseload and travel on the remaining workers,” President Joan Jessome said in a media release sent out in early December.

“These types of top-down political decisions have serious impacts on the front-line workers who are responsible for ensuring the safety and protection of at-risk children. Government needs to ensure the workers’ concerns are addressed in this legislation.”

We are urging government to take the necessary time when making revisions to legislation that has existed for decades, and ensure they hold meaningful consultations with all stakeholders.

Unfortunately, despite the many serious concerns raised about Bill 112 during the most recent legislative sitting, the Liberal government passed changes to the Act on December 11th.



Multiple media outlets (above) question the consultation process of Bill 112.

An Academic Opinion on Bill 112

By Rollie Thompson

By the time you read this, Bill 112, an act to amend the Children and Family Services Act, will likely have passed third reading in the legislature this afternoon. It will come into effect some time next year.

It's a badly flawed bill, as its critics have pointed out. The government has been forced to make amendments — more than 68 to a bill of 66 sections. For reasons that are not clear, Community Services Minister Joanne Bernard is determined to rush this bill into law.

She has repeated her reasons for the changes: the act needs to be brought “up to date” and it needs to permit “early intervention.”

First, the current act has been around since 1990, but it is basically the same as the modern statutes in other provinces like Ontario, B.C., Alberta, Saskatchewan and Newfoundland and Labrador. Minor amendments have been made from time to time since its inception, but nothing like these sweeping changes.

Second, there is no need to rewrite the act to provide services or to help families and children. All the minister has to do is properly fund services in the community, but we've not seen that.

When the minister talks about “early intervention,” she means intervening with the full power of the state: to investigate, to apprehend children, to get court orders, to put children in permanent care away from their parents.

Bill 112 gives increased powers to the department. It significantly restricts the oversight role of family court judges. It massively expands the ability of the department to intervene in families and to apprehend children, through broad and vague new definitions of “neglect,” “emotional harm” and “domestic violence.”

These definitions have not been seen in any other Canadian child protection statute. The bill significantly broadens the duty of professionals and those working with families to report those families to the department, on pain of prosecution.

Here, we're talking about doctors, nurses, day-care workers, teachers, transition house workers, family counsellors and the like.

The bill gives protection workers the power to interview children without court order or notice to parents. It makes it even harder for relatives to have contact with a child or to take part in proceedings. It shortens time limits for parents to resolve their problems, thus forcing courts to order more children into permanent care.

The bill even forces courts to order teenagers into permanent care when there is no reason to do so. It sets a cumulative time limit of 36 months on how long a child might be in temporary

care in a foster home over the course of his or her whole life from birth to age 19, again forcing more children into permanent care. It does not permit family court judges to order access for parents or siblings after a permanent care order.

There are some good changes in Bill 112. It goes some way toward recognizing the distinctive position of Mi'kmaq and aboriginal children and their families, but without adequate consultation. Thus the amendments are scattered and insufficient.

Nothing in Bill 112 addresses the position of African Nova Scotian children. The bill appears to extend its coverage to children aged 16 to 18, but then does not oblige the department to provide them support or services, unlike children under 16 (so no real change). Some archaic language is removed from the adoption provisions — words like “legitimate child.”

It would have been better for all concerned if the minister had taken her time and consulted in an open-minded fashion with the broader community and those working on the front lines with Nova Scotian families and children. There has been no real consultation on the 68 amendments to the bill proposed by the minister in the past three weeks.

The Children and Family Services Act is one of the most important pieces of legislation in our province. Even if Bill 112 is finally passed by the legislature this week, maybe we should all take a deep breath, hold off on putting it into effect, and take another hard look in a more balanced, more thoughtful process.

Rollie Thompson is a professor at the Schulich School of Law, Dalhousie University, who specializes in family law and child protection law. This opinion piece was originally published in The Chronicle Herald on December 8th, and is reprinted with Mr. Thompson's permission.



Stock photo.

Bill 148: Liberals Launch Their

By Holly Fraughton

At this point, it's understandable if you're having a hard time keeping all of the numbers straight: after all, this Liberal government has introduced five significant pieces of anti-worker legislation since coming into power in October 2013.

First, they passed **Bill 30**, essential services legislation which forced NSGEU home support workers who were on strike seeking wage parity back to work. Just weeks later, they introduced a broader essential service bill, **Bill 37**, after NSGEU registered nurses prepared to go on strike over patient safety concerns. Our nurses' went out on strike regardless – first on a wildcat strike, then on a legal one-day strike – but government eventually passed the legislation, and the nurses were forced back to work.

The dust from fights around **Bills 30 and 37** had barely settled when government tabled Bill 1, the Health Authorities Act. This legislation would reassign health-care workers to unions of the government's choice, stripping up to 9,000 members from the NSGEU without giving workers a say. Unions and workers rallied at the legislature, but the Liberals used their majority to pass the worst piece of anti-worker legislation this province has seen since the Savage years, which then-Liberal Premier John Savage forced wage freezes and rollbacks on all public sector workers (see page 12) for how Stephen McNeil stacks up next to Savage!). A lengthy, costly arbitration eventually forced the government to climb down from their undemocratic position and reluctantly amend **Bill 1** to allow the unions to maintain their



NSGEU 1st Vice President Jason MacLean (above) protest with fellow union members.



membership and simply bargain together, in bargaining councils. **Bill 1** thus morphed into **Bill 69**.

This spring, after the government introduced their austerity-driven budget, they followed up with **Bill 100**, Universities Accountability and Sustainability Act, which gives government sweeping powers to trigger a so-called "revitalization period" by claiming it is facing a significant operating deficit in the next five years. During this revitalization period, which would last between 12 and 18 months, strikes would

be banned — as would new collective agreements.

Finally, during the cold, dark nights just ten days before Christmas, the Liberals launched their latest attack on workers: **Bill 148**, the Public Service Sustainability Act. This piece of legislation affects all 75,000 public sector workers in Nova Scotia, threatening to impose a wage pattern of three per cent over a four-year agreement, if any union signals that they would like to challenge the governments fiscal envelope through arbitration or strike.

The Bill will also, if proclaimed, end the accrual of long service awards for those members who have them effective April 1st, 2015, and these awards will be paid at 2014 wage rates and will not be offered to those members hired after April 1st, 2015. Workers from all unions rallied at the Legislature to protest the Liberals' latest piece of anti-worker legislation, and dozens signed up to speak against the Bill at Law Amendments. But

Latest Attack on Workers

once again, the Liberals refused to listen to the reasoned arguments of Nova Scotians, and used their majority to ram through another piece of legislation that will only further damage labour relations between this government and its own workers.

In just over a two-year period, this government has come after the rights of working people time and time again. Rather than trying to find new ways to generate revenues for the province, they've focused all of their energy on fighting with the unions. This government was not elected to dismantle the collective bargaining process, but that seems to be all they have achieved during their two years in office.

Furthermore, it's clear that the Premier has not been honest with public sector workers, and has clearly been planning to impose his will on them, no matter what.

This Finance Minister's own recent financial update shows that their austerity approach is just not working. Nova Scotia doesn't just have a structural deficit, we have a serious revenue problem, and freezing Nova Scotians' wages and selling off our profitable registries won't help that.

Nova Scotians deserve more from our government. ■



NSGEU members (above left and right) voice their frustrations during a Bill 148 protest at Province House in December.

An open letter to Nova Scotia Union Members:

The Nova Scotia Liberal Caucus believes in Workers' Rights

The Nova Scotia Liberal Caucus would like to clarify misinformation being circulated by email to NSGEU members from union leaders.

This email indicates the Nova Scotia Liberal Caucus is against the right to strike – this is absolutely false.

The Nova Scotia Liberal Caucus believes in:

- The collective bargaining process
- The right to strike
- Protecting workers' rights, both unionized and non-unionized

I ask that you please share this information with your family, friends and colleagues.

Stephen McNeil

Stephen McNeil
Leader, Nova Scotia Liberal Caucus
nsliberalcaucus.ca

Nova Scotia Liberal

Liberal Government pre-election ad (above)



McNeil vs. Savage

“Back to the Future” with McNeil Liberals

By David MacKenzie

This may sound like an understatement, but if one thing is for certain Stephen McNeil is not the Premier he promised to be while campaigning in the 2013 election. Stephen McNeil made a written commitment to workers in Nova Scotia on May 31st, 2013 saying that the Liberals believed in the collective bargaining process, the right to strike and protecting workers’ rights. Premier McNeil ran as a traditional Liberal, made no promises to balance the budget on the backs of workers.

But since being elected in October 2013, Premier Stephen McNeil has launched attack after attack on public sector workers. With Bill 30, McNeil all but removed the right to strike for Homecare workers, with Bill 37 the McNeil Liberals permanently took away any bargaining strength for all acute care and community care workers - including long-term care workers, home support workers, and group home workers.



Angry protesters demonstrate outside the Legislature in the fall on 1993.

As bad as these pieces of legislation may have seemed, Premier McNeil and his Liberal Government were just getting warmed up. Bill 1, introduced in the management and administration, was in fact an outright attack on the rights of 24,000 health care workers across Nova Scotia. It attempted to deprive HealthCare workers of the right to form and join a trade union of their choosing, and to have that union bargain collectively on their behalf. It's one of the worst pieces of labour legislation ever seen in Canada, and was a direct attack on the NSGEU – an attempt by McNeil to punish the NSGEU for its past bargaining success.

At the time President Jessome warned: “If you are not a health care worker, you should still be very worried about this government’s dishonest tactics, and the effect this legislation will have on your union and Nova Scotia’s labour movement as a whole. This government has made it clear that they

are coming after civil service workers, next: they’re already talking about wage restraint, layoffs, and longer contracts.” Unfortunately her predictions turned out to be true.

With Bill 100, McNeil took his attack on Labour to the University sector. The McNeil Liberals promoted the bill as a means to make universities more accountable. However, the bill contained a stealthy section, which gave unprecedented power to the universities to take away workers’ rights and dictate their own terms.

And then with just 11 days left before Christmas and everyone thinking the 2015 Fall session of the Nova Scotia Legislature was wrapping; the Liberals followed a morning Economic Update with a surprise briefing for Bill 148 the Public Service Sustainability Act, which will impose a four year wage pattern of 0%, 0%, 1%, 1.5%, and 0.5% (on the last day of the contract) on thousands

of members working in virtually all sectors represented by the NSGEU. The bill will also, if proclaimed, end the accrual of long service awards for those members who have them effective April 1, 2015, and these awards will be paid at 2014 wage rates. This after reaching a tentative agreement with NSGEU Civil Servants less than three weeks before and without allowing NSGEU Civil Servants the opportunity to get the information they are requesting before they vote.

Along with these legislative tools Premier McNeil has been very busy outside the Legislature – automating Provincial Parks and reducing staff, closing and privatising Visitor Information Centres, closing rural Department of Community Services Offices and Land Titles Offices – attacking good paying jobs where they are most needed in rural Nova Scotia. The McNeil government has started the process of privatizing restaurant services in the Capital Region of the Nova Scotia Health

Authority with the understanding that this will be moved out throughout the province putting all food services at risk.

Premier McNeil is also looking to privatize all or some of Nova Scotia’s registries – Registry of Motor Vehicles, Joint Registry of Stocks and Property Online. All important Public Services this government seems intent on selling off to make a quick buck to present a balanced budget. Liberals are also looking to create more toll highways and bridges, more Public Private partnerships for vital infrastructure like a replacement of the Victoria General Hospital.

None of this was contained in the Liberal Platform, but it seems like from Day 1, Premier McNeil and his government have launched attack after attack on workers in Nova Scotia and we are just two years into an at least four year mandate. Definitely not the Government Premier McNeil promised in 2013.

Now, people can be forgiven if, after reading the above, they feel like the first two years of Nova Scotia’s Liberal Government under Stephen McNeil is a bit like a Nova Scotian version of Back to the Future. With media headlines of the government attacking unionised government employees, wage freezes, privatization, healthcare mergers, legislated collective agreement it feel just like the 1990’s and as if Stephen McNeil is some kind of “Marty McFly” version of Premier Savage and Jim off “Taxi” has the wheel.

In 1993 John Savage campaigned as a traditional Liberal but quickly turned into a tough fiscal Conservative. Like McNeil he too made BIG promises to respect Public Servants, saying before the elction – “We know that the solution to reform is not cut backs and downsizing. I am not interested

in slashing public servants and the public service.” But just like McNeil has, Savage did a 180-degree turn claiming the province was in economic crisis, claiming he was allowing collective bargaining and that the decisions impacting the Public Service were fully justified due to the economic crisis.

Under his term as Premier Savage amalgamated hospitals with Bill 47 throwing healthcare in to turmoil and chaos while ignoring front line issues. Under Savage thousands of acute care workers were “offered” early retirement, there was a three year wage freeze on Public Sector Workers and unpaid Savage Days were imposed.

The Savage Government than introduced P3’s to build schools and Nova Scotia’s first toll Highway as a sly means of keeping the costs

off the books and building a balanced budget by stealth.

The similarities between Savage and McNeil are uncanny. Both campaigned on true Liberal principles, but once in power both govern(ed) from an austerity approach where Public Servants are vilified. Premier McNeil promised to be different, but with two years under his belt we seem to be headed back to the future.



Protesters gather outside the legislature in fall of 1993 (below) and protesters gather on John Savage Ave in Burnside (above)



NSGEU Standing Committees

The NSGEU has Standing Committees of the Board, which each include representatives from the eight regions, a Board of Directors' member, and a Provincial Executive Committee liaison. These committees all fall under the direction and mandate of the Board of Directors and follow approved terms of reference.

These ten committees are the:

- Constitution & By-Laws Committee
- Resolutions Committee
- Finance Committee
- Health, Safety and Environment (HSE) Committee
- Human Rights Committee
- Political Action Committee
- Education Committee
- Women's Issues Committee
- Social/Recreation Committee
- Ad Hoc Committees of the Board

If you are interested in joining one of these committees, you must first be elected by your local to the NSGEU Committee Pool. These elections are held at the end of the month following the NSGEU Triennial Convention (so the next Committee Pool elections will be held in the early summer of 2016). To be elected, you must be a member in good standing and have attended at least 40 per cent of your local meetings in the 12 months preceding the election.

After the locals have elected members to the Committee Pool, the NSGEU Provincial Executive Committee assigns Committee Pool members to the various committees, ensuring that each committee is regionally diverse. The Board of Directors must then ratify the assignments.

We will be featuring these committees in issues of The Union Stand, starting with the Human Rights & Women's Issues committees, to help raise awareness of the work they do and the larger role they play within your union.

THE HUMAN RIGHTS COMMITTEE:

This committee works on bringing human rights issues to the Provincial Executive Committee and Board of Directors, promoting human rights in collective bargaining, and leads the effort to educate members on human rights issues.

This year, the committee hosted a conference entitled Human Rights 101 in the NSGEU at the NSGEU Conference Centre on November 27th and 28th. They also coordinate the union's annual

Sock It To Poverty drive, collecting donations of warm winter items and distributing to families in need throughout the province.

The Chair of this committee is Tammy Gillis and the Executive Committee Liaison is NSGEU 2nd Vice-President Jason MacLean.

THE WOMEN'S ISSUES COMMITTEE:

This committee deals with the issues facing women in our union. It sponsors an annual women's conference, promotes International Women's Day (March 8), International Day for the Eradication of Poverty (October), and the National Day of Remembrance and Action on Violence Against Women (December 6th).

Three-quarters of NSGEU's members are women. Each year since 1999, this committee has hosted a women's conference, normally in April. This conference provides an opportunity for women to identify workplace issues and concerns and strategize about how to improve their working lives.

In recent years, this committee has also held a flag-raising ceremony in honour of the National Day of Remembrance and Action on Violence Against Women and helped create the NSGEU Cancer Support Fund.

The Chair of this committee is Tammy Zinck, and the Executive Committee Liaison is NSGEU 3rd Vice-President Sandra Mullen.



The NSGEU Women's Committee participated in a community breakfast on October 17th in recognition of Eradication of Poverty Day.

Defined Benefit Pension Plan Funding

By Corinne Carey

If you participate in defined benefit pension plan, you should be aware of the financial position or funded status of your Plan.

The Nova Scotia Pension Benefits Act requires that defined benefit pension plans prepare an actuarial valuation report every three years. The Act further requires plans that aren't sufficiently funded (less than 85%) to prepare an actuarial report annually.

An actuary will provide his their view on the financial condition of the plan under two different scenarios:

- the Plan will continue to operate into the future; this is called a going concern valuation, and;
- the Plan will stop operating on the valuation date; this is called a solvency valuation.

The solvency valuation is intended to test whether the Plan has sufficient assets to pay all the benefits earned by the members of the Plan on the valuation date.

The purpose of a going concern valuation is to recommend appropriate funding to ensure there will be sufficient assets to pay for the future benefits as they are earned by Plan members.

More recent changes to the Nova Scotia Pension Benefits Act exempt certain specified pension plans from solvency funding. The groups that are exempt are: Municipality pension plans, University pension plans and Specified multi-employer pension plans.

For those members who participate in the Nova Scotia Public Service Superannuation Plan, the PSSP is not governed by the Nova Scotia Pension Benefits Act, but instead has its own Act and Regulations. The Plan conducts a yearly actuarial valuation, the results of which are found in a report posted on the Plan's website at: <http://bit.ly/1Zb8no1>

The Nova Scotia Health Employee's Pension Plan recently announced that the Base Year is being improved from 2013 to 2014 effective December 31st, 2015. Further, the retired members of the Plan will see an increase in their pension of 1% effective January 2016. Retirees, who started their pension part way through 2014, will receive a prorated increase. This Plan is currently funded at 126%.

The Nova Scotia Public Service Superannuation Plan recently completed its first five-year funding review of the Plan and announced that there would be an increase for retired members of 0.85% for each year starting January 2016 to January 2020. Retirees who started their pension part way through a year, will receive a prorated increase the January following. This Plan is funded at 102% as of December 31st, 2014. More details on this review can be found at: <http://bit.ly/1MXKZU8>



Corinne Carey is the NSGEU Pensions & Benefits Officer.

Worker's Compensation Board Panel

On November 9th President Jessome participated on a WCB Panel, called Leadership Matters 2015: A Workplace Safety CEO Summit that focused on the role of leadership in creating a culture of safety in the workplace.

President Jessome was pleased to be able to lead the discussion on the importance of mental health in the workplace and about the active leadership role NSGEU plays and continue to play in this area.

An excerpt from her presentation:

"I have been in this job for 17 years and have come across heart-wrenching stories including people losing their partners and children to suicide. People come to work and are not really there.

Workplace mental health is a tsunami.

We [the NSGEU] are an employer and are participating in a case study for the National Standard for Psychological Health & Safety in the Workplace. We have also developed an internationally recognized Bully-Free Workplace Program which we offer to workers and employers throughout the Maritimes.

If you want to talk today about health & safety is not only about the boots on the feet and the hat on the head – it's about everything in between."

If you would like information about our Bully-free Workplace Program please call the NSGEU or email us at inquiry@nsgeu.ca. To view a video of the November 9th panel, or for more information about this Summit, please visit: <http://bit.ly/1K3bkjE>

A Few Important Things For You To Know: From Robert Tupper, Local 7

The NSGEU as an organization has taken action over the years to eliminate barriers for participation in union activities. Our goal is to make the union and union activities as inclusive as possible for the membership.

One of the ways we do this is by working with our members with disabilities. The union has paid to help members move their aids (like scooters) so that they can attend education sessions and weeklong school, provided comfortable chairs at meetings for those with back issues, and regularly provides interpreters for the deaf at any meeting where it is requested.

One of our deaf members, Robert Tupper, is Vice President of his Local, a Labour Council delegate in Halifax, on Metro C Regional Council and BUNC, and is often seen at union events with his service dog Blossom. He would like to share a few important things about deaf people and their needs with fellow members:

When someone has a service dog (e.g. Canine Vision Dog, Special Skill Dog, Hearing Ear Dog, Autism Assistance Dog, Seizure response Dog and Diabetic Alert Dog) do not feed, talk to, pet or even make eye contact with the dog. They are working. A service dog for the deaf alerts an owner to doorbells, door knocking, kitchen timer, phone, smoke alarm, someone calling their name, and more.

When you see a deaf person at our events please speak to them, but if you are speaking through the interpreter remember to look at and respond to the deaf person and not the interpreter. The deaf and people with other disabilities often feel left out, so please engage. Do not be afraid to talk to them and say hello. Make sure they know we are an inclusive union!

Lip reading can be difficult for the deaf. Please make sure you face the deaf or hard of hearing person and speak slowly. The best way to speak to them is when they have an interpreter. They enjoy that the most, too.

Members, especially those who became deaf later in life, may not know American Sign Language.

They may speak very clearly but need to use computer assisted devices for listening and typing out the words.

Being different is never easy – so please welcome all of our union brothers and sisters regardless of the ways they may be different from you. ■



Robert Tupper and his guide dog Blossom take part in the 2014 Labour Day march in Halifax.

The 411 on 211

We've all heard of 911: you call it during an emergency. Many of us have called 311 when we need to get information from HRM: like if you need to find out when your garbage is going to be picked up. And more recently, you simply dial 811 and speak with a nurse if you have health concerns or questions.

But many of us haven't heard about the latest resource available at the other end of the phone: 211.

211 is a new, free and confidential service that was launched here in Nova Scotia in February 2013.

The service helps ensure people can find the social and community services they need, including non-profit and all government services, 24 hours a day, seven days a week. So, for example, if you are a new mother who needs to find a local parenting class, or even a pharmacy that is open 24-7, you can call 211 at any time and they'll help you find the information and resource you're looking for! It can be used to find information about services for seniors, mental health and addictions, child care, recreational programs, counseling, or transportation. You can call to find help for a friend or family member who may be suicidal, seeking home care support for a senior citizen, a teenager looking for job-seeking skills, a recent immigrant needing

language and employment training, a person with disabilities determining which local or government services are available in their community, or a family looking to put their kids in team sports in their community.

"We talk to people," says Executive Director Michael Myette. "If someone calls to find out about homecare for an aging parent, we will ask them if they know about the Caregiver Benefit or

respite options. Having a broader conversation is important and many of the inquiries we receive on a daily basis can be challenging, particularly if you are not familiar with the nature of the program or service being sought."

The service is funded by the provincial government and the United Way, and they are a

registered non-profit organization.

In 2014 alone, 211 took 20,000 calls from the public and their website (ns.211.ca) received 49,000 visits during the same time period.

211 also tracks unmet needs, so if they receive an inquiry from the public and a service does not exist to meet that need, they keep a record of this (so far, housing issues represent the biggest unmet need in the province). ■



When you don't know where to turn.

Unions make a difference in our lives.

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

Do you know of a group of non-unionized workers who might be interested in joining the NSGEU? Please contact:

Lori Smith, Organizing Officer 902-456-6531 or 1-877-556-7438 or lsmith@nsgeu.ca

NSGEU

Fall 2015 Member Bursary Winners

NSGEU believes in supporting members who are continuing their education. Every year, the union offers 14 member bursaries in March. They are awarded based on financial need at the discretion of the NSGEU Education Committee. The Education Committee is now accepting applications for NSGEU Member Bursaries. The deadline for this is March 15, 2016. To apply please visit the NSGEU website at <http://bit.ly/1PECxPf> for the Member Bursaries application and guidelines.

Member Bursaries of \$750 each Member Dependant Bursaries of \$1000

Name	Local	Name	Award	Local	Member
Douglas McCarthy	17	Kristena Daley	Westray Memorial	53	Carol Ann Daley
James Whittier	89	Erika Daley	Brian Langille Memorial	53	Carol Ann Daley
Neill Gillis	100, 119, 1246	Laura Mercer	Irving Deale Memorial	1995	Lloyd Mercer
Kimberlee Wigginton	100	Brent McCarthy	Gordon Burnham Memorial	17	Douglas McCarthy
Joshua Freeman	6	Claire Hawksworth	John Rossiter Memorial	100	Claire Hawksworth
David Demetre	193	Emily Seymour	Unknown	70	Sharon Jewer
Sherma Boudreau	267D	Emily West	Unknown	191	Jacqueline West
Kristina Murphy	119	Zhengyuan Wang	Unknown	66	Qingua Lin
James Chant	119	Adrienne Weaver	Unknown	72	Rita Weaver
Emily Beauchamp	77	David Bouzane	Unknown	88	Susan Beson
Laura Lin	8	Candace Boudreau	Unknown	267D	Sherma Boudreau
Samual Baker	119	Eric Boudreau	Unknown	267D	Sherma Boudreau
Matthew Morris	23	Kaitlin Pierce	Unknown	1	Charlene Campbell
Christina Elgee	101	Carmen Swain	Unknown	53	Irene Swain
William Harnett	77	Joshua Swain	Unknown	53	Irene Swain
Dolores Gaudet	4				
Dawn Peters	193				
Cory Alders	119				
Laura Boone	1				

Member Dependant Scholarships

Name	Award	Local	Member	Amount
Sophie Gaube	Adrian Timmons Memorial	122	Keinz Gaube	\$ 2500
Brett Hartlen	Alex Buchanan Memorial	1246	Kathy Harlin	\$1500
Ian Palmeter	Aubrey Stevens Memorial	1246	Charlotte Palmeter	\$1500
Aaron Kelly	Greg Blanchard	18A	Lillian Kelly	\$1500
Jenna McNutt	David Peters	8	Karen McNutt	\$ 1500
Conor McLaughlin	Unknown	100	Elizabeth McLaughlin	\$ 1000
Bruke Yehayes	Unknown	55	Elfinesh Zewde	\$ 1000
Sarah Shaw	Unknown	6	Lawrence Shaw	\$ 1000
Madison Acker	Unknown	5	Maureen Acker	\$ 1000
Luke Burke	Unknown	100	Heather Currie	\$ 1000

Weeklong School 2015

NSGEU's popular Week-long School was held October 13 – 18. Week-long School is an inspiring and educational experience where members can learn more about the union, themselves, the larger labour movement, and about becoming stronger stewards and union members. There were 68 people at this year's Week-long School and they participated in one of four courses: Leadership, Advanced steward, Communications (Public speaking), and Mobilizing Through the Generations

The school had a bit of an "arts" theme



Members of the mobilization class take part in Weeklong School in October at the NSGEU office.

this year and opened with a Theatre Workshop for all participants. The guest speaker was Larry Brown, Secretary/Treasurer for the National Union of Public and General Employees (NUPGE), who spoke about the privatization of public services happening across the country as well as the impact of Free Trade deals. Weeklong School continues to be a place where people learn about and practice solidarity while having fun and making new friends.

NSGEU EDUCATION COURSES 2016

New Activist

March 22&23
NSGEU Office,
Dartmouth
Metro A, B, & C Region

April 5&6
Old Orchard Inn,
Wolfville
South Shore & Valley

April 18&19
NSGEU Offices, Truro
Cumberland/Colchester
Pictou/Antigonish/
Guysborough

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

Steward I

May 26&27
NSGEU Office, Yarmouth
South Shore & Valley

June 3&4
NSGEU Office
Dartmouth
Metro A, B, & C and
Cumberland/Colchester

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

April 7&8
Old Orchard Inn,
Wolfville
South Shore & Valley

May 4&5
NSGEU Office, Sydney
Cape Breton &
Pictou/Antigonish/
Guysborough

Eligibility: Stewards with no prior training.

Steward II

May 6&7
NSGEU Office, Sydney
Cape Breton &
Pictou/Antigonish/
Guysborough

May 30&31
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.

Flag raising ceremony

By Sandra Mullen

NSGEU Women's Issue Committee met in October to determine the budget for the upcoming year. We participated in a community breakfast October 17th in recognition of the Eradication of Poverty. The WIC members helped serve breakfast at a metro area church and protest march to the legislature.

This year we designed and purchased flags to honor December 6th, the National Day of Remembrance and Action on Violence Against Women. The flag was raised at the NSGEU building with President Joan on November 27th and will fly each year during this time.

It was honoured to represent NSGEU at the NUPGE Advisory Committee on Women's Issues in Ottawa on November 30th. Women in the Labour movement share similar concerns across this country and it was very informative and I look forward to sharing with the committee.

As Liaison to the WIC I attended the Yarmouth area vigil which was sponsored by the South West Labour group. I was proud to have one of our new flags at the event and we did not go unnoticed. We will purchase more in the next budget year in hope that members can attend local events with our NSGEU flag.

As we prepare for our upcoming events, we will meet in early 2016 to plan for International Women's Day event, Spring Conference (to be in conjunction with NSFL Women's Committee) and of course our NSGEU convention in May. ■



The Women's Committee and NSGEU staff take part in a flag raising ceremony in support of The National Day of Remembrance and Action on Violence Against Women in December 2015.

RETIRING STAFF MEMBERS

In 2015, six valued members of the NSGEU staff retired.

Bill McKiggan retired in April, after working for the NSGEU for 16 years as an Employee Relations Officer. Before coming to the NSGEU, he worked as a Councillor for Local 66, the Regional Residential Services Society (RRSS), where he served as Chief Steward for years.

Linda Keizer, an Administrative Assistant, also retired in April. Linda came to the NSGEU in 2006 from Local 7, where she worked as a Justice Officer III.

Rose De Villers began working for the NSGEU in 2003 as an Administrative Assistant before transitioning to the role of Employee Relations Officer in 2009. She came to the union from Local 7, where she was active in her local.

Art Beaver most recently served as Servicing Coordinator for the Government & Education side of the union, though he worked for the NSGEU for 26 years. He originally joined the NSGEU as an Employee Relations Officer in 1989, coming from the Amalgamated Transit Union, where he worked as a Business Agent and was involved in mobilizing with his union.

Mike Conrad retired in December, after working for the NSGEU for 15 years, both as an Employee Relations Officer and a member of the Labour Resource Centre. Mike came from Local 4, where he worked as a Youth Worker at the Nova Scotia Youth Centre and served as a Steward, Chief Steward and member of the bargaining committee, before joining the NSGEU in 2000.

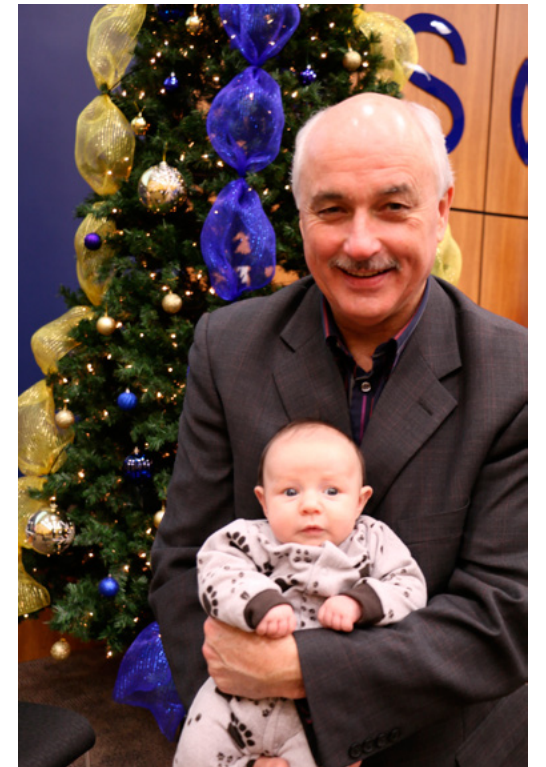
Ian Johnson was an employee of the NSGEU for more than 20 years, servicing as Policy Analyst/Researcher & Servicing Coordinator throughout the years. However, well before joining the NSGEU as staff in 1995, Ian was an active member of Local 8, where he worked as a Policy Analyst/Researcher for the Provincial Health Council.

Finally, our Executive Director, Keiren Tompkins, officially retired this year, as well. Keiren was a Public Health Inspector and active member of Local 8 before coming to work at the union as an Employee Relations Officer in 1993. He eventually served as Servicing Coordinator and Director of Negotiations and Servicing before becoming the Executive Director in 2009.

Together, the decades of experience, tireless advocacy and dedication these individuals brought to their jobs will be missed by members and staff. We wish them well in their retirement! ■



Ian Johnson poses for photos during his retirement party in December.



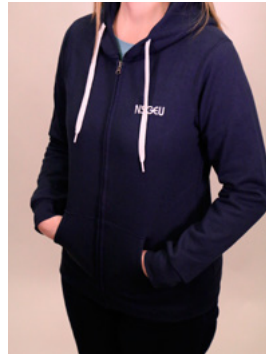
Keiren Tompkins attends the annual staff children's Christmas party with his grandson in December 2014.

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 winter wardrobe!

Tremendous turnout for Family Fun Day!

The annual Cumberland Colchester Regional Council (CCRC) Family Fun Day was held at River Breeze Corn Maze on September 27th, 2015. A record number of 1,500 NSGEU members and their families enjoyed a beautiful fall afternoon of fun at this special event hosted by the CCRC. The many activities included the corn maze, petting zoo, bouncy pad, mini excavators, cow train, BBQ and wagon rides to the pumpkin patch. The Cumberland Colchester Regional Council wants to thank the many members and their families who came out to make the day a great success. ■



Members and their children participate in Family Fun Day and support our McNeil's Movers anti-privatization campaign at Riverbreeze Farm in September 2015.

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 |





Convention 2016

May 11 to May 14

Please check nsgeu.ca for information about about our 2016 Convention.



Nova Scotia Government and General Employees Union
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