

NSGEU

Winter 2013

THE NO-ZO-ON STAND



Together, we make a difference

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Reflections on 2013

Dear members,

Here we are again: headed into my favourite season! 2013 has been a very busy year for your union – these past 12 months have just flown by.

Between Convention held in the Spring, the move to our brand new members' building, the election of our Board and a new Provincial government, as well as many other exciting events in between, it has clearly been quite a time of transition for all of us.

Now, as we head into the height of the holiday season, I ask that we all take some time to reflect on our accomplishments and our goals for the coming year.

On a personal level, I am so proud of the public services our members provide in this province – the product of all your hard work, day in and day out. At the same time, so many of you have stepped up and gotten involved with your union: attending Fall training, weeklong school and many more meetings we held here at the NSGEU office. We are so grateful to you for making the time in your busy schedules to take an active role in your union. You are making a difference!

At the same time, I would like to encourage any member who is interested in getting involved with the NSGEU to start by simply attending your next local meeting, and go from there (in the New Year, we plan to start rolling out pages dedicated to your locals, where we will post all upcoming meetings and social events in one go-to spot you can bookmark in your internet browser! [For more on this, please see page 14](#)).

Heading into 2014, we are 30,000 members strong (and growing! [See story on page 14 to meet the latest NSGEU members](#)). With new leadership at our helm ([meet the new Board of Directors on pages 8 to 11](#)), coupled with a new base where we can mobilize and strategize, we are well-equipped to meet the challenges that are sure to lie ahead of us.

The holidays are truly a special time to spend enjoying what you work so hard for: your family. I hope you are able to enjoy as much time as possible with them, and wish you all a safe and happy holiday season!

In solidarity,



Joan Jessome, NSGEU President



NSGEU President Joan Jessome

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.



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together
FAIRNESS
WORKS

The Union Stand

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CELEBRATING WITH METRO C Members of the Metro C Social Committee hosted screenings of *The Muppet Christmas Carol* at the NSGEU office on Dec. 7 & 8. Approximately 250 members and their loved ones came out to watch the film. *Photo by Darren McPhee*



GIVING BACK The NSGEU cut two cheques for Christmas Daddies again this year, giving back to children in Nova Scotia on behalf of their members. **PAGE 4**



LABOUR ISSUES NSGEU Policy Analyst Ian Johnson takes a look at the escalation in the war against Labour in Canada. **PAGE 5**



SAFETY IN NUMBERS Your union has launched a new campaign that focuses on nursing and patient safety. Find out more on **PAGE 6 & 7**



GETTING EDUCATED Activists attended weeklong school at the new NSGEU building this Fall. **PAGES 12 & 13**



ELECTRIFYING ISSUE Union leaders from throughout Atlantic Canada stormed into N.S. Power headquarters. Find out why on **PAGE 14**

CONNECT WITH US!

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



On Twitter:
@NSGEU
@PrezJoan



On Facebook:
<http://www.facebook.com/nsgeu>



FEATURED TWEETS!



Bill Zebedee (@Bill_Zebedee)

proud of my union, @NSGEU, for donating \$10,000 to Christmas Daddies.

Carrie Campbell (@CarrieCampbell_)

Dec 11th we celebrate the 110th anniversary of @HalifaxLabour. Friends and allies are welcome to come! 7pm @NSGEU building. #nspoli

NSWDWMom (@NSWDWMom)

Extraordinary week @NSGEU week long school!

Trevor Sanipass (@TSanipass)

What a productive day @NSGEU and now the #Banquet dinner & skits. #Halifax #NSGEU #AwareAndPrepared

NUPGE (@NUPGE)

To find out what's happening on Community Social Services Appreciation Day follow #CSSW. Read about @NSGEU bit.ly/1arOvD0

Rick Wiseman (@rickw10)

At @NSGEU today with a group of new activists giving an introduction to our union and the labour movement.



UNION ELVES: NSGEU Executive (President Joan Jessome; Secretary-Treasurer Darren McPhee; 3rd Vice-President Dustin Rioux; and 1st Vice-President Jason MacLean) presented cheques at the Christmas Daddies Telethon taping in early December. Photo by Deedee Slye

YOUR UNION, GIVING BACK TO YOUR COMMUNITY

You may have noticed that the NSGEU isn't running ads over the holiday season. If you've wondered why, it's because we feel the money that normally goes into these advertising campaigns is better spent within the community.

So, for a fourth consecutive year, the NSGEU Board of Directors has decided to redirect the \$10,000 that would normally represent our advertising budget with CTV, and make a donation to Christmas Daddies instead.

"The holiday season can be a very difficult time for people. We want to lend a helping hand to parents who may have fallen on hard times, and ensure their children still have a memorable Christmas," says NSGEU President Joan Jessome.

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

provinces during the holidays. Their annual telethon has raised over \$27 million since its inception in 1964, and last year, \$485,000 went to children throughout Nova Scotia.

We realize that our members work very hard to try and improve the lives of Nova Scotians, and the NSGEU has similarly made a commitment to make a difference in communities throughout the province. In this spirit, the NSGEU's Executive presented two cheques – \$7,000 for mainland Nova Scotia and \$3,000 for Cape Breton – on behalf of the entire membership at the Christmas Daddies telethon on Sunday, December 1st.

We hope that you are proud of this gift, which will mean a great deal to families who are in need during the holiday season. For more information on Christmas Daddies, please visit www.christmasdaddies.org.

This winter, help the NSGEU... SOCK IT to poverty!

We are collecting donations of new warm weather clothing items (socks, scarves, hats & mitts) and distributing these items throughout your region to help those in need.

Last year, thousands of dollars worth of donations were collected!

If you'd like to make a donation or help with the campaign, contact your Local president or the NSGEU at 424-4063 or 1-877-556-7438.



GROWING ATTACK BECOMING UNDECLARED WAR ON LABOUR

By Ian Johnson

Less than a year ago, I wrote about the growing attack on labour that was happening nationally, provincially and even internationally.

Regrettably, this attack has escalated to an undeclared war, certainly by the federal Harper government.

As I said previously, this war is more than the all too frequent concessions being sought by governments and employers in negotiations, as bad as these moves are. It is aimed squarely at the rights and benefits of union members and the fundamental operations of unions.

This was most clearly expressed at the recent Federal Conservative Convention in early November in Calgary, at which no fewer than six anti-labour resolutions were passed. One called on the government to ensure public sector benefits and pensions are “comparable to those available to similar employees in the private sector,” or made comparable if they are not. A second one called on the government to switch its civil servants to defined contribution pension plans, rather than defined benefit pension plans, to “bring public sector pensions in line with Canadian norms.”

A third called for “full, transparent annual financial reporting” for unions for which dues are tax-deductible. The same motion also called on Ottawa to bring in a law requiring federal unions to “explicitly detail” what money it uses for political donations or activism, and allow members to opt out of paying dues to support political activism.

A fourth called on the government to “prevent mandatory dues collected by unions from being diverted to fund political causes unrelated to workplace needs.” A fifth amended party policy to state a belief that mandatory union membership – and mandatory dues – “limit the economic freedom of Canadians.” And a sixth would allow optional union membership, including optional membership in students’ unions.

The federal Treasury Board President Tony Clement spoke in favour of some of these resolutions, and has made it clear recently that he is ready to take on



the public service unions in his quest for budget savings: “You don’t level the playing field by saying public sector employees are given a bye on the state of the economy,” Clement said, “... That isn’t right, it isn’t just. It’s not conservative. It’s not in the public interest.”

That isn’t right, it isn’t just. It’s not conservative. It’s not in the public interest.”

Prior to this Convention in October, the Harper government introduced a second massive 300-page omnibus bill, known as Bill C-4, to help implement the federal budget introduced on March 21, 2013. If passed, this Bill would make sweeping changes to a number of labour laws, including the Canada Labour Code and the Public Service Labour Relations Act. This Bill was introduced without any stakeholder consultation by the government and only five days of debate were allowed before the government cut off the debate.

C-4 would allow the government to determine which services are “essential,” when this is something that is currently negotiated between the employer and the union. It would also make it illegal for those workers to strike. Furthermore, in situations where 80 per cent or more of the workers in a bargaining unit are designated “essential” the only dispute resolution method would be arbitration.

This bill also makes major changes to the health and safety provisions in the Canada Labour Code, which applies to all federally regulated industries. As the Labour Code currently stands, health and safety officers, who are designated by the Minister of Labour, investigate workplaces and deem them dangerous if need be. If Bill C-4 passes, the Minister would be directly responsible for leading the investigations and the definition of “danger” would be “an imminent or serious threat to the life or health of a person exposed to it.” The current definition notes that danger only has to be a hazard or condition that could reasonably cause injury or illness.

Meanwhile, private member’s bill C-525, which was introduced in June, started to go through Second Reading debate in October. It would repeal the card-check system used to certify new unions and allow decertification of

existing unions on the votes of as few as 45 per cent of members.

And worse yet, we still have Bill C-377, which was a federal Private Member’s bill passed by the House of Commons in December 2012. It was surprisingly defeated by the Conservative-dominated Senate in June 2013, but is back on the order paper before the Senate for another round of debate.

If passed, it would require every union to file a detailed public information return with the Canada Revenue Agency on expenditures over \$5,000. It will also force them to detail the percentage of time employees dedicate to political and lobbying activities. It is clearly intended to undermine the rights of expression and assembly as well as the financial and institutional security of the labour movement.

The labour movement is not sitting idly by. At the NSGEU’s last Convention in May 2013, delegates approved 11 resolutions to help give direction to a broad-based campaign to oppose any provincial or national moves that would erode the rights of our members. Similar resolutions have been passed at the Nova Scotia Federation of Labour and the National Union Conventions. The Canadian Labour Congress has run a series of television ads, and mobilized thousands of Canadians to flood MPs with emails in opposition to the negative occupational health and safety changes in Bill C-4.

This struggle will most definitely continue to unfold. We will need the support and active participation of all members to protect and strengthen the labour movement in coming weeks and months, leading up to and including the next federal election campaign in 2015.



– Ian Johnson is NSGEU’s Servicing Coordinator/Policy Analyst.



Amber,
Peri-Operative

Christine,
Mental Health

Gregory,
Offender Health

Suzanne,
Mental Health &
Addictions

Donna,
ER & GI

NURSES: SAFETY IN NUMBERS

By Holly Fraughton

Ask just about any nurse in Nova Scotia to identify the biggest problems in their workplace, and they'll likely tell you: scheduling and staffing.

Which makes sense, seeing that these issues are so intertwined.

These days, there just aren't enough nurses to go around. In many areas of the hospital, it's unwritten policy that the first sick call won't be replaced, which means nurses are often forced to work short. What does that mean for patients? Ultimately, it results in less attention from nurses at the bedside, as they struggle to cope with heavier workloads and more and more paperwork.

And with best estimates saying that 3,000 members of the nursing workforce are eligible for retirement in the next five years, the situation isn't going to get any better.

This is an issue all Nova Scotians – and Canadians, for that matter – should be worried about.

Maureen MacEachern is just one NSGEU nurse who has noticed a shift in nursing workloads over the years. With 32 years of experience in the nursing

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field, she currently works in a very specialized area: ophthalmology. She works in the Operating Room, assisting with operations for patients with glaucoma, cataracts as well as retinal and orbital plastic surgeries.

During each operation, she has to first consider the patient's diagnosis, organize the operating room environment, instrumentation and the sophisticated machines that will be used during their operation.

"As the majority of our patients are awake during surgery, I must provide detailed instructions to the patient on what to expect during the operation," she explains, "During the surgery, nurses can have a number of important roles. We must ensure that the patient's needs are supported, not just medically but also psychologically ... We must provide comfort emotionally and physically while attending to their proper positioning for their operation."

At the same time, she has to administer the correct medications based on doctors' orders, help to operate the equipment during the surgery, pass the proper instruments, maintain the sterility of the environment, and ensure that everything done and all medications are recorded in patients' charts.

"The ultimate goal is to provide the best care possible in a safe and caring manner," she adds, "The challenge now is that the number of surgeries has increased to such a level that we must be vigilant to ensure we are fulfilling our mandate while providing the same quality of care and patient safety."

Maureen isn't alone with her concerns. Our own research shows that many nurses are worried about working short, and the affect it can have on patient safety:

- 72.8% of NSGEU nurses surveyed believe there is a nursing shortage in N.S.;
- 58.5% say the staffing level in their workplace is "unacceptable" & prevents them from doing their job effectively;
- Over a 12-month period, 94.5% report working short-staffed;
- 59.3% say the incidence of "working short" has actually increased over that same time period;
- 64.7% go home after a shift and worry about the patients they left behind;
- 95.7% believe "working short" adversely affects patient safety.



Sean,
Cardiac Critical Care

Tammy,
Family Medicine

Pam,
Burns & Plastic
Surgery

Alicia,
OR

Annette,
Mental Health &
Addictions

Over the past 10 years, there has been a wealth of research done both in Canada, the U.S. and internationally, that examines the link between nurse staffing and patient outcomes.

One such research paper, "Nursing Workload and Patient Care," written by Dr. Lois Berry of the University of Saskatchewan, states that there is "a clear relationship between inadequate nurse staffing and poor patient outcomes, including increases in mortality rates, hospital-acquired pneumonia, urinary tract infections, sepsis, hospital-acquired infections, pressure ulcers (bedsores), upper gastrointestinal bleeding, shock and cardiac arrest, medication errors, falls, failure to rescue and longer than expected length of hospital stay."

The time has come for Nova Scotians to stand up and demand more for our healthcare system. NSGEU nurses are leading the charge, with our campaign: **"Nurses Put Patient Safety First."**

We are campaigning for the introduction of nurse-to-patient ratios in our public healthcare system, which means that in most areas of the hospital, there would be one nurse responsible for a maximum of four patients at a time. In some areas where patients are in more serious condition, like the ICU, the ratio would be mandated at one nurse for one patient.

We believe nurse-to-patient ratios

are essential to providing a safe level of care. Our ratio plan guarantees minimum numbers only, but can be adjusted to meet higher patient acuity. It also allows for flexibility so nurses can use their professional judgment to determine appropriate levels of care.

How will this benefit you? With the introduction of nurse-to-patient ratios, Nova Scotians will get:

- Better, more efficient healthcare;
- Safer and more consistent nursing care;
- Increased confidence in our healthcare system;
- A healthier & more sustainable nursing workforce.

Most people will wonder: can we afford to make these changes? We think the better question is, can we afford NOT to? While hiring more nurses would cost money up-front, it would save our healthcare system money in the long-term. More importantly, it would save lives.

Dr. Berry's research shows "the cost of increased nurse staffing can be largely or even entirely recuperated at the institutional level. This follows from the proven link between increased nurse staffing and length of stay, readmission,

patient morbidity, medication error and nurse turnover. Looking beyond the walls of health facilities, the savings for society at large through increased productivity are much, much greater than increased staffing costs."

You may have already noticed our advertisements on the back of buses throughout HRM, or liked our Facebook campaign page. Over the next few months, we will be rolling out a series of videos with our own nurses talking about what it's like to work short while striving to deliver the best possible care to their patients. We ask that you take a few moments to watch these videos, and share them with your friends and family.

You can also write to our Premier and Health Minister to call on them to show support for our nurses and ultimately, the wellbeing of our health care system:

- Premier Stephen MacNeil (premier@gov.ns.ca)
- Health Minister Leo Glavine (health.minister@gov.ns.ca)

Remember, it's about the future of our healthcare system.

Follow our campaign on Facebook by visiting www.facebook.com/NursesPutPatientSafetyFirst & clicking the "like" button. Or, visit nsgeu.ca for campaign updates!

Meet your Board of Directors!

This Fall, a new Board of Directors (BoD) for the NSGEU was voted in for the current three-year term. Elections were held in September and 29 of your fellow members were elected to serve alongside your five-person Executive and help lead your union. Your new BoD includes:



Joan Jessome, NSGEU President

Administrative Assistant, Local 246 (Capital District Health Authority)

Why I got involved with my union: I wanted to make a difference in the workplace.

Jason MacLean, NSGEU 1st Vice-President

Correctional Officer, Local 480C (Department of Justice)

Why I got involved with my union: Seeing the strength and solidarity, I felt the union stood up for what was fair for everyone. At that time in my career as a Corrections Officer, I felt alone and the union changed that.



Kelly Murphy, NSGEU 2nd Vice-President

Community Residential Worker, Local 63 (Metro Community Living)

Why I got involved with my union: Because NSGEU fights for all workers' rights. There is so much work that needs to be done and I know we can truly make a difference.

Dustin Rioux, NSGEU 3rd Vice-President

Deputy Sheriff, Local 3 (Department of Justice)

Why I got involved with my union: To ensure all members are fairly represented and have a voice.



Darren McPhee, NSGEU Secretary-Treasurer

Care Coordinator, Local 8 (Department of Community Services)

Why I got involved with my union: To gain knowledge to represent the interests of workers with our employers.

Adrienne Le Blanc, Occupational Council, Health Care Institutional

Recreation Therapist, CTRS (Local 42, Capital District Health Authority)

Why I got involved with my union: To learn, to be engaged, to support social justice, to contribute.



Anne McCrate, Occupational Council, Trade Union School Boards

Secretary, Local 53 (Halifax Regional School Board)

Why I got involved with my union: I got involved because I want to help make a difference in Nova Scotia.

Cathy Peori, Occupational Council, Trade Union Home Support

Continuing Care Assistance, Local 76 (City Homemakers Service Society)

Why I got involved with my union: To give voice for truth, justice, and respect because to remain silent is to be guilty of complicity.





Claire Williams, Occupational Council, Trade Union General

School Bus Driver/Trainer, Local 78B (Stock Transportation)

Why I got involved with my union: To make a difference.



D.J. MacLean, Occupational Council, Civil Service Clerical

Clerk IV, Senior CSR, Local 3 (Service Nova Scotia & Municipal Relations)

Why I got involved with my union: I believe in creating better workplaces and the union has been an integral part in achieving this through support, guidance, education, and resources.



Darryl Warren, Occupational Council, Trade Union Post-Secondary Education

Malware Technologist, Local 77 (Dalhousie University)

Why I got involved with my union: I saw the efforts of local activists and thought I could help.



Dawn Ferris, Regional Council, Metro C

Administrative Support, Local 77 (Dalhousie University)

Why I got involved with my union: I have always enjoyed being a part of something for the greater good. I love helping members and I learned the more I did the more I could do!



Don Goss, Regional Council, Metro A

Cataloguer, Local 6 (Department of Communities, Culture & Heritage)

Why I got involved with my union: To work toward fairness in our workplaces.



Edie Fraser, Regional Council, Cumberland Colchester

Home Support Worker, Local 35 (Victorian Order of Nurses Canada)

Why I got involved with my union: To have a voice for my sisters and brothers in my workplace at present and for the future.



Glenn Kennedy, Occupational Council, Civil Service Technical

Gaming Analyst, Local 6 (Service Nova Scotia & Municipal Relations)

Why I got involved with my union: To seek and learn what the NSGEU does.



Heather Tucker, Occupational Council, Trade Union Clerical

Clerk, Local 246 (Capital District Health Authority)

Why I got involved with my union: I didn't have any idea what being unionized meant. The more I became involved I knew I had rights as an employee that had been violated for years. I needed to become more educated to protect my co-workers and myself and haven't looked back.



Holly Renaud, Regional Council, South Shore

Community Support Worker, Local 65 (Shelburne Association Supporting Inclusion)

Why I got involved with my union: I believed our local deserved fair and informed representation and have flowed from there.

James MacCormack, Regional Council, Metro B

Income Assistance Caseworker, Local 8 (Department of Community Services)

Why I got involved with my union: My family have always been supporters of the labour movement, so I was born into it. I still believe that the labour movement and NSGEU represent one of the best ways to work toward fairness in society as a whole.



Hugh Gillis, Occupational Council, Civil Service Technical

Correctional Officer, Local 480C (Department of Justice)

Why I got involved with my union: I wanted to take an active role in helping our members.

Karen Ferguson, Occupational Council, Trade Union Nursing

Community Mental Health Nurse, Local 97 (Capital District Health Authority)

Why I got involved with my union: The union is the agency that promotes fairness, upholds rights, has a social conscience, values health and safety, speaks up, and promotes involvement. I have a responsibility to make this work!



Jim Ross, Occupational Council, Trade Union Liquor Stores

Clerk (Local 470, Nova Scotia Liquor Corporation)

Why I got involved with my union: To carry on the work of the union.

Kim Jenkins, Occupational Council, Trade Union Clerical

Administrative Assistant & Utility Worker (Local 19 & 23, Capital District Health Authority & IWK Health Centre)

Why I got involved with my union: To improve and enhance the union/labour movement in the workplace



Lois MacDougall, Regional Council, Cape Breton

Secretary II, Local 94 (Cape Breton, Guys, Antigonish, Strait, Richmond Health Authority)

Why I got involved with my union: I was tired of seeing people treated unfairly after a major shift in the District Health Authority.

Krista Caldwell, Trade Union Health Care Community

Personal Care Worker (Local 86, Mountain Lea Lodge)



Michael McKenzie, Regional Council, Pictou, Antigonish, Guysborough

Building Inspector, Local 60 (Municipality of Pictou County)

Why I got involved with my union: To try and make a difference in my workplace between staff and management, and promote workers' rights.

Michael A. Gillis, Occupational Council, Trade Union Support

2nd Class Power Engineer (Local 19, Capital District Health Authority)

Why I got involved with my union: To work for fair treatment for myself and co-workers.



Monika Harvey, Occupational Council, Trade Union Health Care Community

Continuing Care Coordinator (Local 93, Pictou Co, Cumberland & Colchester East Hants Health Authority)

Why I got involved with my union: I believe that unions have played a vital role in positively influencing the lives of their members and society as a whole. It is because of the unions that we have our pensions and our benefits. I became involved with our union through negotiations with our employer as a member of the negotiating committee and continued on to other positions and responsibilities.

Rebecca Norris, Occupational Council, Trade Union Nursing

Registered Nurse, Local 97 (Capital District Health Authority)

Why I got involved with my union: I love the social justice support the NSGEU practices. I also want strong representation for RNs in NSGEU.



Sandra Mullen, Occupational Council, Civil Service Professional

Licensing Officer (Local 16, Department of Community Services)

Why I got involved with my union: I got involved with my union to be able to get the information and be able to share it with my co-workers. The best way to get information is to go to the source yourself!



Sarah Hollahan, Occupational Council, Trade Union Group Homes

Counsellor Assistant, Local 66 (Residential Regional Services Society)

Why I got involved with my union: I wanted to know more about my rights as a member and a worker. I love the empowerment I feel being part of NSGEU.



Steve Newson, Occupational Council, Civil Service Professional

Policy Advisor (Local 8, Transportation & Infrastructure Renewal)

Why I got involved with my union: Concern for how members were being treated in the workplace.



Tammy Gillis, Occupational Council, Civil Service Clerical

Tourism Supervisor, Local 2 (Economic & Rural Development & Tourism)

Why I got involved with my union: After Casual conversion, our workplace had many questions and issues but no place to turn. In 2009 when our local started having meetings again, I felt I had to get involved for myself and for my co-workers' benefit.



Tammy Zinck, Occupational Council, Post-Secondary Education

Network Technologist (Local 77, Dalhousie University)

Why I got involved with my union: Together we are stronger, working for fairness for all.



Tracey Fisk, Occupational Council, Health Care Institutional

Licensed Practical Nurse, Local 42 (Capital District Health Authority)

Why I got involved with my union: I can't make a difference if I'm not involved. I want to be part of the solution.





EDUCATED & ACTIVE:
(Clockwise, from left) Participants of the Advanced Steward training receive their certificates with ERO Mike Conrad (back left) and President Joan Jessome (front right); Lana MacKay and Ray Theriault participate in a training game during the Communications course; members of the Communications training course form a human knot as part of a training game.

Photos by Deedee Slye

WEEKLONG SCHOOL WRAPS UP!

By Margaret Anne McHugh

A whole new world of possibility opened to NSGEU members as our Weeklong School was held in our own building for the first time this November!

While everyone stayed at the Holiday Inn Harbourview, we still managed to stay together, literally and figuratively, for the whole week. All classes and plenary sessions were held at the NSGEU building, as was the final night banquet, class presentations and dance. The pride of members in their own building and the feeling that they were “at home, right away” was often mentioned.

We had a smaller group than usual, (owing to the amount of union activity this Fall and the difficulty some members had getting MORE time off work). But it was one of the mightiest groups we have had yet!

This year there were four courses – **Advanced Steward** for Chief Stewards who have completed Steward II; **Leadership** – for those who currently hold a leadership position in the union; **Communications** – public speaking for activists who want to hone their public speaking skills and can outline the way that they need to speak publicly for

the union; and a new course, **Member to Member** – to help expand the knowledge base of activists who want to be advocates for the union in this time of attacks on labour, and promote fair taxes and public services as ways to reduce inequality in Canada.

All facilitators reported the calibre of the participants was very high and the smaller class sizes helped ensure they were able to provide skill and attention to each member.

The school opened with an optional Sunday afternoon seminar with a fascinating presentation by member participant Trevor Sanipass, who spoke about Mi’kmaq Culture and dispelled many of the myths about First Nation’s people in general, and those of the Mi’kmaq confederacy in particular.

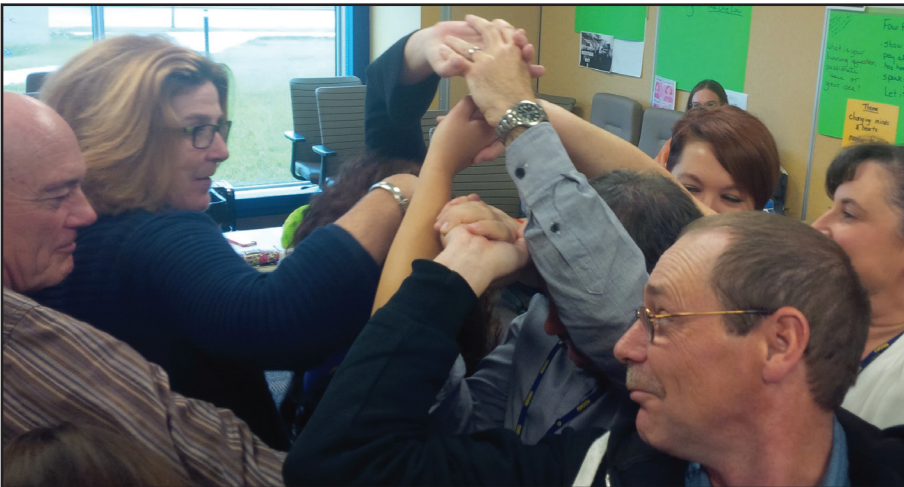
After an opening Texas barbecue with chicken and ribs, participants headed into the first plenary to receive an outline of the week, as well as the rules and expectations of participants. Jason MacLean, NSGEU First Vice President, welcomed participants and made a few remarks, and Larry Brown, Secretary-Treasurer of NUPGE, offered some inspirational words about the attack on Labour by the federal and provincial governments, and how Labour is responding.

Bright and early Monday morning we met at the NSGEU office for breakfast – in fact, all meals were served in our own building, and there was plenty of variety.

Later that day, we had a second plenary, a talk by President Joan Jessome, which included her personal story of how she got involved in activism and the union, as well as information about bargaining and the direction of the union for the next year. Again, people left the evening session feeling an intense degree of pride in their union and its’ leadership.

Overall, members reported that they got to know each other early in the week because people had to stay around the building and could not easily retire to their own rooms. We also had the ability to alter the catering to suit the participants’ tastes, arrange the rooms the way we wanted, and be a bit noisy (within reason!). Next year, we plan to make arrangements for a space for those that need a little relaxation and quiet, the one thing people mentioned was missing.

Closing night was truly spectacular – the songs and skits were highly political and left us rolling in the aisle with the laughs at the expense of those we love to hate: Rob Ford, Stephen Harper and



a bunch of overspending Senators. We had singing, acting and even a little dancing, and for those in attendance, in-jokes about garbage and recycling! The bartender, Dylan, was a young energetic NSGEU member, the drinks were affordable, and the DJ, Dave Rossetti, was a (unionized!) wonder who kept most of us dancing until after 1 a.m.

Friday morning we convened a little later than usual, looking a little the worse for wear, for class pictures and the certificate ceremony. It was a time when new friends and old friends, as well as new ideas and established solidarities, were shared. Participants, now truly feeling like brothers and sisters, did not want to leave each other, and many sad lunches were held while people figured out how to get together soon, help each other with their issues at work, and promote the union and union education to more members!

Just a note if you hope to attend next year: the competition is fierce, with many more participants applying than there is space to accommodate,

so please pay attention to the pre-requisites and make sure that you address them in your application, or explain why you do not need them. In 2014, there will be a pre-requisite that you must have attended some previous union education in order to qualify for Weeklong School. So, if you are hoping to attend next year, please register for a New Activist course this Spring!



– Margaret Anne McHugh is NSGEU's Education Officer

WHAT PARTICIPANTS SAID:

When the decision was made to hold Weeklong School at the new NSGEU office, I was dubious; but am happy to be wrong. The sense of a community seemed to be built quicker by participants this year than previous years. The team in the Advanced Steward (where I was) seemed to meld after one day. Good move to hold at the NSGEU office.

– Bill Zebedee, Local 246

Weeklong School was very busy, extremely informative and a great opportunity to meet and communicate with a wide variety of people. It was wonderful to actually visualize being a part of a larger group which extends into so many different walks of life but having one thing in common... we all are a part of NSGEU and want to make a difference! The education I received and the ability to communicate and roleplay different scenarios within the Advanced Steward course was a confidence-building experience as well as an excellent training opportunity. All the education and good times wrapped up into one package was simply superb! I will take any opportunity I can get to learn from the wealth of knowledge within NSGEU and the excellent training opportunities they provide! Thank you brothers and sisters for an exhilarating week and also for the beautiful new building where we enjoyed this experience.

– Kim Nichols, Local 267L

I loved the Communications course: I always learn so much and enjoy taking what I learn and applying it to my positions in my local as well as sharing with members what I learn and how I grow as an activist. You meet new friends and feel the solidarity all around. It's a lot of work, but fun!

– Sarah Hollahan, Local 66



MARCH ON:
Delegates at the NSFL Convention held at the Westin at the end of October marched to N.S. Power headquarters to protest outsourcing. Photo by Dustin Rioux

The **POWER** of the people!

By Holly Fraughton

At the end of October, unions in Nova Scotia made the evening news for storming the ritzy new headquarters of Nova Scotia Power in protest.

What were they so upset about?

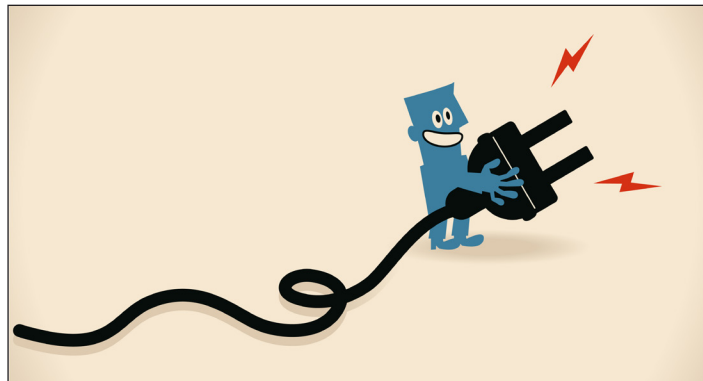
Well, our province's sole utility company is thinking about outsourcing some very good union jobs in a bid to line their pockets with even more profits. This move would put at least 250 women and men out of work.

According to media reports, Nova Scotia Power has already eliminated 80 positions this year, as part of a two-year plan approved by the Nova Scotia Utility and Review Board to find savings of \$27.5 million.

Now, they are examining whether it would be cheaper to hire outside companies to operate and maintain the Tufts Cove generating station, maintain other power plants, and do line work and meter reading. They plan to make their final decision about outsourcing these services in 2014.

Unionized workers, represented by the Halifax International Brotherhood of Electrical Workers Union (IBEW), were understandably upset with the announcement.

So, at the Nova Scotia Federation of Labour's Convention at the end of October, they raised their concerns about Nova Scotia Power talking about contracting out with their union brothers and sisters. In turn, union leaders and activists decided to make their collective opinion on the issue known: they headed straight for Nova Scotia Power headquarters and



stormed the lobby, chanting, "Hey Emera, rich and rude, we don't like your attitude!"

NSGEU's 2nd Vice President, Kelly Murphy, was at the NSFL Convention and part of the crowd that visited Nova Scotia Power.

Everyone that went down was very excited and very pumped from Convention. The people at Nova Scotia Power Security, they were less than pleased that we were there," Murphy

laughed. "But the thing with Nova Scotia Power is that it affects everyone – every single person in this province."

"Outsourcing the work is not going to change the cost of power for the public, it's just going to help line the pockets of the CEOs of Emera," she explains, adding that outsourcing is a huge concern for all unions.

Essentially, they are talking about saving money on the backs of workers.

IBEW has asked newly-elected Premier Stephen McNeil to investigate whether layoffs would jeopardize the utility's reliability. McNeil has stated to media that N.S. Power officials should look at cutting administration before reducing service positions, noting the last time they cut at the executive level, they failed to reduce compensation levels.

In August, it was reported that Nova Scotia Power's profits grew 10 per cent for the quarter, with a net income of \$18.5 million, up from \$16.8 million the year before.

For more information on N.S. Power and their monopoly, we recommend you visit www.solidarityhalifax.ca/campaigns/power/.

A WARM WELCOME TO THE NSGEU!

LOCAL
87

After many months at the bargaining table, members of Local 87, Parkland at the Lakes, voted 84 per cent in favour of ratifying their first collective agreement!

There are approximately 53 members in this newly organized local, including Cooks, Prep Cooks, Wait Staff, Food Service Attendants, Client Services Attendants, Resident Attendants, Activity Coordinators, Activity Leaders, Van Drivers, Housekeeping, Maintenance, and Client Services Coordinators (LPN).

Congratulations to the bargaining committee and members in achieving your very first collective agreement – it was a hard-fought battle!

NEW
LOCAL
21

In early November, the 12 Telehealth Associates who work at Healthlink 811 voted in favor of joining NSGEU. They will form the new Local 21.

These members answer calls made to 811, taking information and providing it to RN's who then return the call. These workers provide support people throughout N.S. and P.E.I., and field calls through the Problem Gambling Hotline for N.S. and P.E.I., Chronic Disease Management support in N.S. and Recovery Aftercare for Newfoundland.

We are so pleased to have them on-board, and look forward to helping them negotiate their first collective agreement!



ROLLINS HARDWICK

At the end of September, the NSGEU hired a new General Assistant.

Rollins Hardwick, a former member of Local 267, is now on staff and helping to keep the new building running smoothly, day in and day out.

PAUL CORMIER, CRSP

Paul Cormier is the NSGEU's new Occupational Health & Safety/ Employee Relations Officer.

Paul recently held the position of Safety Specialist with Nova Scotia Power, was previously an Occupational Health and Safety Officer with the Department of Labour and Advanced Education, prior to that he was a Training and Outreach Officer with the Department of Transportation and Infrastructure Renewal.

Paul was an NSGEU member for approximately 10 years and was quite active in Local 6 prior to being employed with Nova Scotia Power.

The NSGEU.ca goes LOCAL!

As many of you know, we relaunched NSGEU.ca earlier this year. Since then, we've been getting lots of great feedback from members and activists, including comments about the new and improved look and feel, and the overall ease of navigation.

But we want to continue to improve your online experience at NSGEU.ca. So, starting in the New Year, we are going to begin to roll out local pages, which will essentially be your one-stop-shop for union issues that matter to you.

For example, if you are a Local 3 member, you will be able to find your Local 3 webpage and bookmark it. On this page, you will find:

- A message from your local President;
- Contact information for your President, ERO and Steward (if permission has been granted);
- A copy of your current collective agreement;
- Bargaining updates;
- A calendar of your local's social events and upcoming meetings.

We are taking the time to ensure this phase of the website relaunch is done properly, and plan to roll the local pages out in stages. We are starting at the beginning, with a page for Local 1. We will be asking local presidents to review the page and give us feedback, so we can continue to improve the design of the local pages as we proceed.

Please keep an eye on NSGEU.ca for your local page in the coming months!

PUBLIC SECTOR PENSION REFORM

What's going on with our public sector pensions throughout Atlantic Canada? Our pension expert explains

By Corinne Carey

Public sector pension reform has been a hot topic across the country in recent months. Below is a summary of the proposed reforms for the Atlantic provinces:

NEW BRUNSWICK

In New Brunswick, Premier David Alward has introduced a shared-risk model for its public sector pension plans, after consultation with stakeholders. The effects that this model will have on its current active members are:

- Increased contributions;
- A change in how the pension benefit is calculated from final salary to career average earnings;
- Gradually increasing the age of eligibility for an unreduced pension from 60 to 65.

This model will not decrease the pension benefit currently in place for retirees. However, the cost of living increases (or indexing) will depend on the funding level of the plan.

For more information on the changes to public sector pension reform in New Brunswick, please visit <http://bit.ly/K1Rwz4>

PRINCE EDWARD ISLAND

In Prince Edward Island, Premier Robert Ghiz is making similar changes to those proposed in New Brunswick, but did not consult with stakeholders beforehand. The PEI government also plans to eliminate guaranteed cost of living increases. Cost of living increases (or indexing) will continue for the next three years, but beginning in 2017 will depend on the funding level of the plan.

Other changes proposed for PEI public sector pension are:

- A change in how the pension benefit is calculated from final salary to career average earnings;
- Increasing the age of eligibility for an unreduced pension from 60 to 62.

For more information on the changes to public sector pension reform in Prince Edward Island, please visit <http://bit.ly/1gIH7Kj>

NEWFOUNDLAND AND LABRADOR

In Newfoundland, Premier Kathy Dunderdale has been in discussions with stakeholders to address the sustainability of the pension plan for current and future employees. The Government of Newfoundland and Labrador has stated that retirees that belong to their Public Service Pension Plan (PSP) will not be affected as a result of ongoing pension reform discussions.

To follow the pension reform discussion in Newfoundland and Labrador, please visit www.gov.nl.ca

NOVA SCOTIA

To ensure the long-term sustainability of the Public Service Superannuation Plan (PSSP) the Government of Nova Scotia announced several changes to the Plan in 2010:

- Employees hired after April 6, 2010 would see an increase in their eligibility for an unreduced pension moved from the Rule of 80 to the Rule of 85. This means an employee has to be at least 55 years old, and their years of service in the Pension Plan combined would have to equal 85 to be eligible for an unreduced pension;
- Employees hired after April 6, 2010 would see a reduction in the spousal survivor benefit from 66^{2/3}% to 60%;
- Guaranteed indexing of 1.25% will be paid from January 1, 2011 to January 1, 2015. Indexing will then be assessed for each subsequent five-year period, depending on the funding level of the plan.

Through further legislation introduced in 2012, the PSSP moved from the Minister of Finance as sole trustee to joint governance. This means the Public Service Superannuation Plan Trustee Inc. (PSSPTI) is responsible for

the administration and investment of the Plan. The board of directors for the PSSPTI is composed of directors representing employees and employers:

- 3 directors designated by the NSGEU
- 1 director designated by CUPE Local 1867
- 1 director representing non-unionized employees
- 1 director representing retirees
- 6 directors appointed by Government

The legislation also outlines the funding policy of the Plan and describes what actions the Trustees must undertake depending on the financial health of the Plan.

The PSSPTI will rely on the Nova Scotia Pension Services Corporation (successor of the Nova Scotia Pension Agency) for pension and investment administration services.

For more information on the Nova Scotia Public Service Superannuation plan, please visit www.novascotiapension.ca



– Corinne Carey is NSGEU's Pension & Benefits Officer

Addressing bullying in the workplace

By Susan Coldwell

Following delivery of our Working Toward Bully-Free Workplaces program to 1,313 Transportation and Infrastructure Renewal (TIR) workers between September 4th and October 4th, time was spent reviewing approximately 1,125 evaluations and compiling the information for feedback to the employer. While responses evaluate relevance of the topic, participant satisfaction and facilitator knowledge, more importantly are the recommendations to the employer on changes they can implement in the workplace.

These recommendations are grouped under Organizational Changes (e.g. policy and procedures), Leadership (e.g. providing respectful role models), and Culture (which is related to fostering a culture of workplace civility). Across the province, participants voiced an expectation for the employer to reduce favoritism and promote fair practices. This is consistent with research which tells us that when perceptions of unfairness rise, bullying behaviour will also increase. Our hope is that the awareness sessions are a first step in the right direction, and we will remain available to work with TIR around concerns of workplace bullying.

We also delivered the program to a large group (165 participants) comprised of Richmond Co. Regional School Board employees, who are custodial staff in Sydney. These were largely CUPE members who showed interest and engagement on the topic of workplace bullying.

SHIFTING WORKPLACE CULTURE: PREVENTION, PROMOTION, PROTECTION

We recently announced that the NSGEU will be hosting an international labour conference in 2014 (June 11 to 13, 2014). The logo for the conference has been designed and can be found above: the image of geese flying in formation has particular significance for the support and cooperation between these elegant high-flying birds and the stamina they require.

This international conference will be of interest to trade union leaders in the public and private sectors, as well as



community development innovators, not-for-profit organizations, and non-union employers interested in creating bully-free workplaces.

The scope of the conference is to bring together people who are researching and delivering programs to address bullying and psychological health and safety in the workplace with those who are looking for innovative interventions including restorative practices; assess effective program evaluation; and identify best practices.

We have four themes with keynote speakers for each theme:

1. Program Delivery and Evaluation
2. Canada's national Standards on Psychological Workplace Health and Safety
3. The Role of Labour
4. Fairness at work and restorative practices.

The following people have been confirmed as keynote speakers at the conference:

Valerie Cade is an educator and internationally-recognized, award-winning presenter who is considered one of North America's top experts in the field of stopping workplace bullying. A professional speaker and business consultant to health care organizations, government, the corporate sector and not-for-profit setting; Valerie is author of the bestselling book "Bully Free at Work: What You Can Do To Stop Workplace Bullying Now," which is currently distributed in over 100 countries.

Mary Ann Baynton, MSW, RSW, is co-chair of the Technical Committee on the National Standard of Canada on Psychological Health and Safety in the Workplace. Mary Ann is an independent consultant who also serves as the Program Director for the Great-West Life Centre for Mental Health in the Workplace. She is a member

of the Mental Health Commission of Canada's Expert Panel and recently appointed to the ISO project committee on occupational health and safety management systems.

Helge Hoel is a Professor in Organizational Behaviour and a recognized international expert on bullying, harassment and violence in the workplace. He has written a number of books, articles and reports in the area of bullying, violence and harassment, including commissioned works for the International Labour Organization (ILO) and the European Foundation for the Improvement of Living and Working Conditions. Professor Hoel is the Director of the University of Manchester Fairness at Work Research Centre (FairWRC).

Joan Jessome is President of the NSGEU, the largest union in Nova Scotia. It was Joan's vision to offer a program to the NSGEU's 30,000 members to educate and eliminate workplace bullying. The program was officially launched in September 2010 after a significant period of research, development, field testing, and evaluation. Several major projects have come out of this program which now has approximately 50 facilitators delivering this model in three provinces and consulting in several other provinces and organizations, such as with the Workers' Compensation Board. On behalf of the NSGEU, Joan is pleased that the NSGEU is able to host this international labour conference.



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



It's important for the NSGEU to have your most up-to-date contact information, so we can ensure you are receiving important communications from us.

Even if you've provided us with your work contact information, it's critical to keep another email or phone number on file.

If you'd like to make sure your contact information is complete and current, simply call us at:

424-4063

or

1-877-556-7438

Or email us at:

inquiry@nsgeu.ca

NSGEU

THE ROAD TO FAIRNESS: PUBLIC SERVICES

By Deedee Slye

For a fair deal government **MUST** be in the business of paving roads.

Publicly owned asphalt plants and road crews employed by the province are good for the public in many ways.

Roads are important to all Nova Scotians. They connect communities, cities, and towns across the province. They are a public resource and are paid for through our taxes.

Despite being an essential public service, we only recently gained the ability, as a province, to pave a road with the purchase of a "mobile asphalt plant" that cost the taxpayers 3.5 million dollars.

One of the first announcements from the newly elected Geoff MacLellan, Minister of Transportation & Infrastructure Renewal (TIR), was that the government should get out of the paving business and that he was considering selling the newly purchased mobile asphalt paving plant.

The NSGEU currently represents five supervisors who worked on the new provincial paving crew and are affected by the announcement. The union is representing the members as they exercise their rights under the Civil Service Master Agreement.

For 18 years, prior to 2011, the government had been out of the road building business. During that time, road building costs have grown and become increasing monopolized by a few major companies. Often there is only one bidder for government tenders (so much for competition). Without competition, the single bidder has basically been able to set their own price.

Evidence shows that costs are kept down when the province has the ability to pave roads. In 2009, the government discovered that New Brunswick, which has a provincial paving crew, had paving costs which were half the cost we pay in Nova Scotia. The tendered cost to resurface a kilometre of paved road in Nova Scotia was \$32,500. In New Brunswick the cost was \$16,600.

If government is in the paving business, the private sector has to remain competitive. With a strong business case behind them in 2009, the province began the process of purchasing the equipment needed to get a provincial road crew up and running.

It took two years but in 2011 the government reported on its website that the tender cost from the private payers had decreased by \$51,000 per kilometre. The acting deputy minister of the Department of Transportation and Infrastructure Renewal (TIR), Jane Fraser, told a legislative committee and was quoted in CBC, "They (prices) went from a tendered price of \$91,000 to \$40,000 per kilometre. They dropped by more than half. We believe that is the direct result of the competition of having our crew in place." That means that every kilometre paved in Nova Scotia was going to cost us, the taxpaying public, \$51,000 less. In 2012-2013, TIR reported that 900 kilometres of road was paved. If the tendered price was \$51,000 less per km it would mean an amazing savings of \$45,900,000.

This is why the NDP has been asking for the real figures from the newly elected Liberal government. How much have the taxpayers saved by having the ability to pave roads? What are the figures to date?

Even if you add additional labour costs associated with public sector workers with additional benefits and the 3.5 million it took to buy the chip and seal machine, having a provincial paving crew will still save the public money each year due to lower tender costs.

Evidence also shows the provincial road crew was able to pave roads that were in isolated communities which private contractors were not interested in, like Meat Cove in Cape Breton.

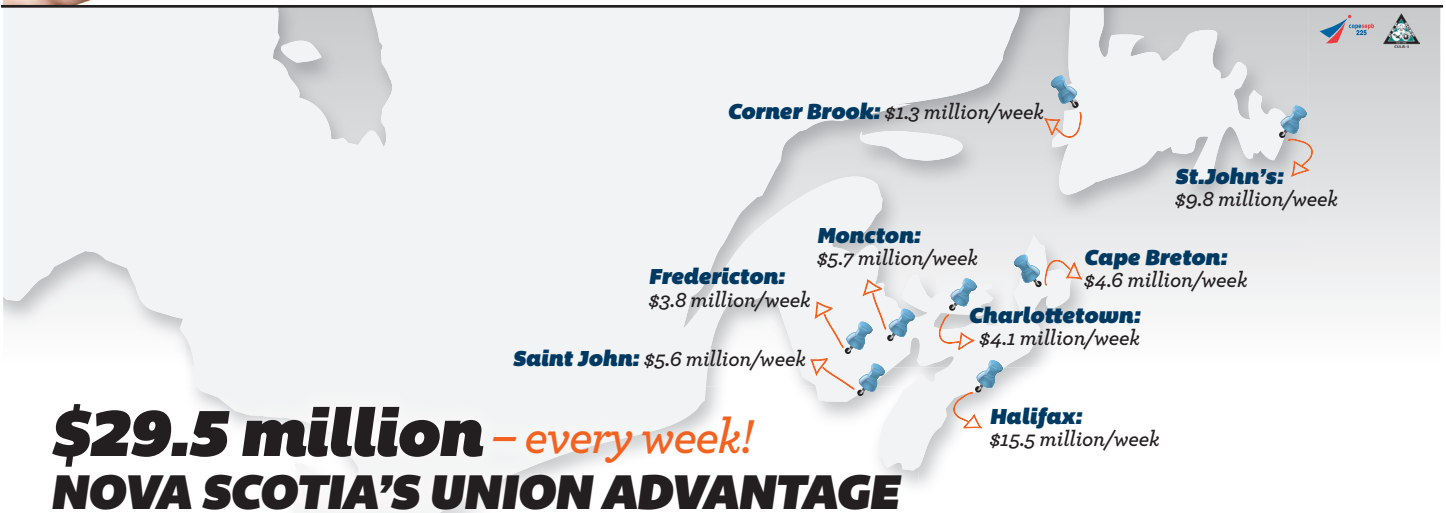
With better service and better prices, it is clearly more fair for all if the government remains in the paving business.



ABOVE, LEFT: Chief Negotiator Grant Vaughan, NSGEU President Joan Jessome, members of the Local 87 (Parkland at the Lakes) bargaining committee (Bernadette Pearce, Jane Billyard & Chris McFarlane), and Organizing Officer Lori Smith are all smiles after counting the ratification vote for this newly-organized group of workers; ABOVE, RIGHT: Members of the Civil Service's Bargaining Unit Negotiating Council (BUNC) met in December to elect their Union Negotiating Committee (UNC) representatives, as well as the Chair and Vice-Chair for each of their bargaining committees.



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



There were **121,400 union members** working in Nova Scotia in 2012. That's **31%** of all employees. Their weekly payroll of \$113.8 million accounted for 37% of the total for the entire province.

On average, unionized workers earned **\$6.27/hour more** than non-union employees. All together, that union advantage translated into nearly **\$29.5 million more every week** paid into local economies to support local businesses and community services. When unions stand up for fairness, we all win.

**together
FAIRNESS
WORKS**

www.canadianlabour.ca



Canadian Labour Congress
Congrès du travail du Canada

EDUCATION



CLOCKWISE FROM TOP LEFT: Luke Burke, Hailey Dewtie, Kathryn Dougherty, Patrick Quinn, Laura MacNeil, Greg Sweet, Ian Palmeter & Laura Mercer.

FALL 2013 SCHOLARSHIP & BURSARY RECIPIENTS

DEPENDENT SCHOLARSHIPS:

- Sarah Duncan (William Duncan, Local 8) Greg Blanchard Scholarship of \$1,500
- Ian Palmeter (Charlotte Palmeter, Local 246), \$1,000
- Susan Mosher (Wayne Mosher, Local 480), Alex Buchanan Scholarship of \$1,500
- Laura MacNeil (Anne MacNeil, Local 1), \$1,000
- Lauren Longobardi (Valerie Musgrave, Local 42), \$1,000
- Patrick Quinn (Angela Quinn, Local 97), \$1,000
- Luke Burke (Heather Currie, Local 42), \$1,000
- Greg Sweet (Carol Sweet, Local 42), David Peters Scholarship of \$1,500
- Hannah Carmichael (Laura/George Carmichael, Locals 97 & 8), Aubrey Stevens Scholarship of \$1,500
- Cody Watson (Karen Watson, Local 97), Adrian Timmons Scholarship of \$2,500

DEPENDENT BURSARIES:

- Ty Wild (Joyce O'Connor-Wild, Local 71A), Westray Memorial Bursary of \$1,000
- Connor Morrow (Denise Morrow, Local 88), Brian Langille Bursary of \$1,000
- Laura Mercer (Lloyd Mercer, Local 1995), Irving Deale Bursary of \$1,000
- Anton Marsman (Melissa Marsman, Local 23), Philip Cogswell Bursary of \$1,000
- David Bouzane (Susan Beson, Local 88), Gordon Burnham Bursary of \$1,000
- Dominique Nielsen (Elizabeth Andrews, Local 34), John Rossiter Bursary of \$1,000
- Nicholas Grandy (Dianne Grandy, Local 6), \$1,000
- Tiffany Prosser (Corey Prosser, Local 267F), \$1,000
- Julia Mahoney (Sandra Fougere, Local 79), \$1,000
- Kathryn Dougherty (Heather MacFarland, Local 23), \$1,000
- Arash Tohidi (Daryoush Tohidi, Local 42), \$1,000

- Joel Sardinha (Ana Bela Sardinha, Local 77), \$1,000
- Ralph Redden (Marilyn MacDougall, Local 8), \$1,000
- Katrina MacLean (Melissa Lake, Local 1), \$1,000
- Hailey Dewtie (Gary/Kathy Dewtie, Locals 267F & 2A), \$1,000

MEMBER BURSARIES:

- Sylvia Gillard, Local 97, \$750
- Haresh Parekh, Local 42, \$750
- Bridget Peirce, Local 97, \$750
- Lesley Arnold, Local 42, \$750
- Michael Ng'Ang'A, Local 8, \$750
- Christina Lord, Local 19, \$750
- Brendan McKenzie, Local 42, \$750
- Laura Boone, Local 1, \$750
- Denise Campbell, Local 76, \$750
- Maggie Stewart, Local 5, \$750
- Scott Hanko, Local 19, \$750
- Matthew Cox, Local 3, \$750
- Heather Wilson, Local 23, \$750

**A TOTAL OF \$38,250
AWARDED!!!**

EVENTS CALENDAR

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

FEBRUARY

February is recognized as Black History Month.
Pink Shirt Anti-Bullying Day is held on the last Wednesday of February.

MARCH

National Social Workers Week is held on the first week of March.
March 8 – International Women's Day
March 21 – International Day for the Elimination of Racism

UPCOMING NSGEU COURSES & WORKSHOPS - WINTER 2013

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

NEW ACTIVIST:

- March 31 & April 1, 2014 at the NSGEU Office, Dartmouth
- April 10 & 11, 2014 at the NSGEU Office, Dartmouth

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

Description: Introduction to the NSGEU and the labour movement. Review of workers rights, union processes, grievances, mobilization and the importance of strong locals.

STEWARD I:

- May 5 & 6, 2014 at the NSGEU Office, Dartmouth for Health Care Acute members.
- May 9 & 10, 2014 at the NSGEU Office, Dartmouth for Health Care Community members.
- May 26 & 27, 2014 at the NSGEU Office, Dartmouth for Government & Education members.

Eligibility: Stewards with no prior training.

Description: Introduction to roles and responsibilities of Steward. Introduction to grievance procedure and investigation.

STEWARD II:

- April 23 & 24, 2014 at the NSGEU Office, Dartmouth for Civil Service & Trade, Post Secondary, School Boards, Liquor Stores & TU General
- May 30 & 31, 2014 at NSGEU Office, Dartmouth for Health Care members including: Clerical, Support, Nurses, Institutional, Community, Group Homes and Home Support

Eligibility: Stewards with 6 months experience at Level I.

Description: Indepth grievance investigation. Tools for dealing with management. Expanded roles and responsibilities of the Steward.

WEEK-LONG SCHOOL:

- October 19 to 24, 2014, at the NSGEU Office, Dartmouth

PRE-RETIREMENT:

- March 22, 2014, Metro
- April 26, 2014, Antigonish
- May 10, 2014, Truro
- October 4, 2014, South Shore
- November 15, 2014, Metro

Eligibility: Usually within 1-2 years of retirement.

Description: Overview of pension politics in Nova Scotia. Presentation from CPP and your pension plan, i.e., NSAHO, PSSP, etc., retirement benefits. Benefit information varies according to location and Local members.

BULLYFREE WORKPLACES:

- March 27, 2014 at the NSGEU Office, Dartmouth
- October 9, 2014 at the NSGEU Office, Dartmouth



NSGEU Wear

GREAT last-minute gift ideas!



There's a whole range of colourful and comfortable NSGEU clothing available at the union office at 255 John Savage Ave. in Burnside.

For more info, call Jackie Creemer at 424-4063 (toll-free at 1-877-556-7438).



NSGEU

Unions make a difference in our lives.

Unions fought for many of the benefits workers enjoy today: Sick leave, maternity & paternity leave, vacation, minimum wage, paid breaks, 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 (456.6531 or 1.877.556.7438 or lsmith@nsgeu.ca)

NSGEU DISCOUNT LIST

As an NSGEU member, you can save money on a variety of items and services. You will need to present your NSGEU membership card to take advantage of these discounts (call us to get a card, or replace a lost card). For a complete list of discounts offered to NSGEU members, visit NSGEU.ca.

ACCOMMODATIONS

Holiday Inn Harbourview

101 Wyse Rd., Dartmouth
(902) 463-1100, 1-888-434-0440
info@hiharbourview.ca
\$96 + taxes, preferred rate for NSGEU members, includes Internet & parking.

Holiday Inn Sydney Waterfront

300 Esplanade, Sydney
(902) 562-7500 or 1-877-660-8550
Please call for information on rates.

The Westin Nova Scotian

1181 Hollis Street, Halifax NS
1-877-993-7846
reservations@westin.ns.ca
\$129 + taxes, for a traditional room, either 2 double beds or 1 Queen. This includes: parking, high speed internet, complimentary daily newspaper, use of fitness centre and salt water pool, in-room starbucks coffee & tazo tea, shuttle service to central business district and onsite business centre.

CAR SERVICE

M & B Transmission

5560 Cunard St., Halifax
(902) 453-4816 or 453-4817
10% discount on parts and labour

Midas Auto Service & Tires

2662 Robie St., Halifax
(902) 454-7496
10% off Midas in-stock parts (special order parts do not apply).

Scotia Tire Service Limited

Four Locations in Metro
2803 Robie St.; 267 Bedford Hwy.; 217 Wyse Rd.; 975 Cole Harbour Rd.
5% off regular tire prices, \$2 off per tire on balancing, \$10 off wheel alignments

Target Detailing Systems

6441 Cork St., Halifax
(902) 450-1100
15% off all regular-priced services upon inspection, heavily soiled vehicles would not apply. NSGEU membership card required.

COMPUTER SERVICE

Century Computer Sales & Service Limited & Century Computer Rentals

Members receive a discount of 15% on all in-shop labour on laptops, desktops and Macs.
1200 Tower Rd., Ste 101, Halifax, NS B3H 4K6
ph: 902-423-2500 / 1-800-325-6404
www.centurycomputer.ca

DECORATING

Jennifer Allan Interiors

121 Illsley Ave., Dartmouth
(902) 832-2572
www.jenniferallaninteriors.ca
Offering with NSGEU ID at the time of pricing
Up to 50% off all custom blinds, receive an additional 10%
30% off all custom Drapery Fabric
\$250.00 worth of Kitchen Accessories with the purchase of a new Kitchen
Free Clothes Hangers with the purchase of a Closet organizing System.
Free Shop at Home Service

FINANCIAL SERVICES

Province House Credit Union

1724 Granville St., Halifax
(902) 424-5712; Preferred rates on mortgages, loans, RRSPs.

FLORISTS

Gerry's Nursery

Centreville, Kings County
(902) 678-1255
10% discount

Pretty Posies

8877 Commercial St., New Minas
(902) 681-1166
10% discount

FRAMING/PRINTING

Atlantic Photo Supply

5505 Spring Garden Rd., Halifax
(902) 423-6724
www.atlanticphotosupply.com
10% discount on photo supplies (not including cameras or other equipment). 25 free 4x6 photos when you sign up for our online print service.

Ivan Fraser Studio Custom Framing

Tantallon (902) 823-2083
40% off custom framing. Pickup and delivery in metro.

Frame Plus Art

6040 Almon St., Halifax, 455-9762
www.frameplusart.ca
20% off framing and plaque mounting

FURNITURE AND APPLIANCES

A.M. Jazey's Furniture & Appliances

267 Granville St., Bridgetown
(902) 665-4326
20% on all furniture (discounts do not apply to sale items or appliances).

HEALTH AND WELLBEING

Aromatherapy

Roberta Austen, Cert. Aromatherapist
The Advanced Wellness Centre, 7-1480 Carlton St., Halifax (902) 423-5922
15% discount

Natural Path Wellness Ltd.

75 Alderney Dr., Dartmouth
(902) 463-9351
www.mynaturalpath.ca
\$20 off 1st massage and a free infrared sauna treatment. Please identify yourself as an NSGEU member at time of booking.

HOME HEATING

Superline Fuels

Halifax (3479 Barrington St., 429-0740), Truro, Pictou Co., North Shore, Amherst, Springhill, Parrsboro.
Four cents per litre off posted price in effect at the time and place of delivery. Members must contact Superline in order to have the discount applied to their account.

HOME IMPROVEMENT

Dulux Paints

75 Akerley Blvd, Burnside, 468-3965;
177 Wyse Road, Dartmouth, 463-5222;
5651 Kaye Street, Halifax, 453-2560;
50 Tacoma Drive, Dartmouth, 434-8292;
155 Chain Lake Dr., Bayers Lk, Hfx, 445-5267
1746 Bedford Highway, Bedford, 835-1300
435 Grand Lake Rd., Sydney, 562-1170
www.dulux.ca
NSGEU ID at time of purchase, up to a 40% discount on all Dulux, ICI, and Glidden manufactured paint. 20% on all other in-store accessories

LumberMart

751 Herring Cove Rd., Halifax;
15 Wright Ave., Burnside
(902) 477-6500
Guaranteed lowest price in metro on same/ similar product or we beat the price. NSGEU card required.

Seasons Greetings

from your Brothers & Sisters at

NSGEU

*Best wishes for a safe & happy
holiday season!*

NSGEU

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