



THE NO-NC STAND

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

FALL 2021



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

Dear members,

We are now 21 months into the COVID-19 pandemic. It's felt like a never-ending rollercoaster ride: when our case numbers have been low, things have been steady, then cases start to climb and we find ourselves in a bit of a free-fall. Here in Nova Scotia, we've been very fortunate to have experienced extended periods of near-normalcy, thanks in large part to the practical, steady guidance of our Public Health department and leaders.

But it has been a very difficult time for everyone. The pandemic has created or magnified a range of problems – affecting everything from our financial situations to our physical and mental health.

Through it all, I've been amazed by the kindness and support Nova Scotians have shown one another. That is why we decided to launch a new public campaign to showcase the "heroes" we represent. We kicked off our "Heroes Unmasked" campaign in late September, calling on our members to nominate co-workers and tell us how they had gone above and beyond since COVID-19 arrived in Nova Scotia. We've received some incredible responses, and will be featuring a range of nominated members in a public campaign that will launch in January 2022.

While we aren't off the rollercoaster ride that has been COVID-19 quite yet, I am feeling more hopeful than I have in quite a long time. Thanks to a growing number

of Nova Scotians getting immunized, and new measures that have been brought in to try and ensure public safety, it is looking like we are slowly easing our way back into a return to "normal."

At the same time, we have a new government in this province, who at first was reaching out and showing signs of openness towards working collaboratively with us. Which is more than we can say for the recent governments.

One thing is quite certain: there is much work to be done to address the weaknesses exposed by COVID-19 in our public systems, but we are prepared to do the work, and I am hopeful that you will join us.

In solidarity,

Jason MacLean

A handwritten signature in black ink, appearing to be 'JM' or 'JMacLean'.

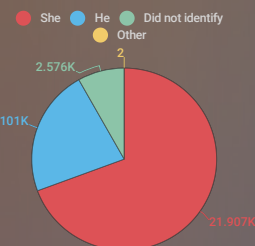
President, NSGEU

Meet your union!

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

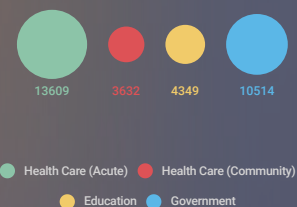
Gender

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



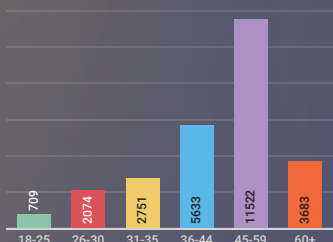
Sectors

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



Ages

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

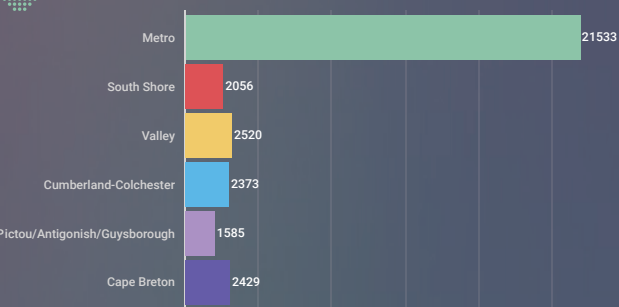


Contracts

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

Where can you find us?

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



Made with Infogram

FEATURES

- 4 Unmasking our Heroes
- 5 NSGEU's Statement on Mandatory Vaccination
- 6 Justice for workers at Island Employment
- 7 Mass Casualty Commission
- 8-9 Health & Safety
- 10 Election Round Up
- 11 Around the Union in Photos
- 12 Nurses Unite for Action
- 13 Sock it to Poverty
- 14-15 Financial Statement

NSGEU TWEETS

Paul Wozney, NSTU President (@withwozney)

@NSTeachersUnion members stand in solidarity with our healthcare @NS_nurses @NSGEU @cupenovascotia @UniforTheUnion siblings & @Doctors_NS & agree that healthcare workers & patients deserve protection from reckless anti-vax protests. #canlab #cdnpoli

NasKel@NKellegrew)

I'm sorry your members have to witness this garbage when they have been working so hard. Much love and appreciation to all the health care staff.

Lorilee Kendra (@jinglebelle33)

#Cheerio everyone!! I'm extra cheery to have my house to myself again. I can vacuum, play my music loud & mop the walls at 0800 again!! YAY!! #BackToSchool #NovaScotia Thank-you @NSTeachersUnion @NSGEU

Rod Wilson (He/ Him) (@rod_alive)

Today #LabourDay I am so #grateful for my colleagues #RN #RT #OT @NS_nurses @NSGEU who are holding our healthcare services together 24/7 #thankyou

Keith Stevens (@KeithS462)

Can you feel the solidarity? So excited to be an official @NSGEU member! #canlab #nspoli @NUPGE

@Dr Aoife_MacNamara (@aoife_macnamara)

Big news from BC! When will #cdnpse follow suit? It's time to make cleaning, facilities, food service and security workers university employees! #cdnpoli #cdnlab #nspoli @NSGEU

THE STAND

is a publication of the Nova Scotia Government and General Employees Union
255 John Savage Ave.
Dartmouth, NS, B3B 0J3

Executive Officers

President
Jason MacLean
902-424-4063
1st Vice President
Sandra Mullen
902-841-0108
2nd Vice President
Tammy Gillis
902-759-7530
3rd Vice President
Hugh Gillis
902-322-3543
Secretary-Treasurer
Darren McPhee
902-449-7778

Contact NSGEU

902-424-4063
1-877-556-7438
inquiry@nsgeu.ca

Contributors

Holly Fraughton
Zita Hildebrandt
Shannon MacIntyre
David MacKenzie
Jason MacLean
Deedee Slye
Lucas Wide

The NSGEU is affiliated with the Canadian Labour Congress, the Nova Scotia Federation of Labour, and the National Union of Public and General Employees.

unionsyeah.ca



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



Unmasking our Heroes



We are proud to represent almost 32,000 workers in this province, who deliver valuable public services that we have all relied on during our darkest times. We want to be able to highlight the excellent work that you've done.

In late September, the union sent a call for nominations out to all members, asking them to tell us about one of their fellow NSGEU members who has gone above and beyond since the COVID pandemic reached Nova Scotia in March 2020.

We asked members to nominate a co-worker from any sector of the union who has done an exceptional job over the last 19 months – either within the workplace or in the community at large – and deserves to be featured in our upcoming campaign.

NSGEU members answered our call: more than 120 members were nominated in the first 48 hours!

Nominations closed on October 15th. They will be reviewed by a committee at the NSGEU. Anyone chosen for the campaign will receive a prize package and will be featured in our province-wide campaign to highlight just how amazing our members are.

The campaign will launch in January, so please keep an eye out for our NSGEU Heroes, Unmasked!

Thank you to everyone who completed the nominations. Stay tuned for the winners! ■

NSGEU's Statement on COVID-19 Mandatory Vaccination

The NSGEU has always strongly encouraged its members to get vaccinated to help protect against preventable illnesses, such as influenza, H1N1, and now COVID-19. It is important that we protect ourselves, our loved ones, and the members of the public we serve.

Given the serious health implications associated with COVID-19, the availability of vaccines and the potential serious disruption to any workplace, more and more employers across Canada have introduced policies requiring their staff be vaccinated against COVID-19. As of today, in Nova Scotia, Public Health has not required employers to introduce mandatory vaccination policies. However, a number of NSGEU employers have begun announcing they will soon bring in policies.

Some NSGEU members have raised questions about their rights should their employer require them to be vaccinated and whether their employer can require them to disclose if they have been vaccinated.

If an Employer introduces a mandatory COVID-19 vaccination policy, NSGEU's position is that it must comply with a number of important key principles:

- the Union must be consulted and employees informed of the policy before it is implemented so that employees have an opportunity to comply;
- any policies must be reasonable and consistent with the collective agreements in place; policies must be clear as to their requirements and consequences of any breach; and, policies must be consistently enforced.
- In addition, employers have a duty to accommodate to the point of undue hardship any employee with a disability or religious objection that prevents them from complying with the policy.

Labour arbitrators have ruled in the past that where vaccination policies are warranted, it is reasonable for the employer to require proof of vaccination, rather than self-reporting. These rulings point out existing collective agreements allow employers access to some health information for employees to be eligible for benefits like sick leave.

If you have any questions about mandatory vaccination policies in your workplace, please contact the NSGEU (902-424-4063 or inquiry@nsgeu.ca). ■



Justice for Workers at Island Employment

Thirty skilled career practitioners who devote their lives to helping Cape Bretoners find meaningful work in their communities found out they are having their own jobs taken from them, through no fault of their own.

Career practitioners working for Island Employment Services have been supporting Cape Bretoners for years. They help people with a variety of employment needs such as: finding a job; information on skills development programs; resume writing; career development; work/life balance sessions, and more. They support people when they need it. Now they need the public's support.

Workers at Island Employment reported a number of issues they saw in their workplace with the Provincial Office of the Ombudsman. After an investigation, government found there to be substantial problems and ended the contract with Island Employment six months early. Instead of supporting the workers, some of whom helped bring these problems to light, they are hanging them out to dry.

We have laid out our concerns in a letter to the Premier and Minister of Labour, Skills and Immigration. You can read it [here](#). In it, we ask that government maintain their contract with Island Employment until all the recommendations and issues brought forward by the

Civil Service Negotiations

In late September, the Union Negotiation Committee (UNC), which represents Civil Service members, filed for arbitration.

Union representatives had spent seven days at the table with employer representatives, trying to reach a negotiated agreement, but ultimately, there were many outstanding issues and the newly elected government had not been given a mandate to resolve outstanding issues.

In an effort to help move things along, the union proposed a without-prejudice process which would have allowed us to negotiate agreed upon "recommendations" for improvements that would then

E-PETITION TO PROTECT ISLAND EMPLOYMENT WORKERS!



Office of the Ombudsman have been addressed. As well, we have called for an immediate forensic audit in the interest of accountability. We also asked that if the current process proceeds, that the severance process in the Nova Scotia Civil Service Master Agreement be applied.

We are asking our members and the public to sign our E-petition here: <https://bit.ly/3nzWVaN>

We will not stop fighting for justice for our members working at Island Employment.

An additional letter sent to the Minister of Labour, Skills and Immigration can be read [here](#). ■

be tied to an overall acceptable monetary agreement at a later date.

However, the Employer representatives did not receive the approval to proceed with this process.

The Union has now formally requested arbitration pursuant to the Civil Service Collective Bargaining Act.

When the Employer and Union met with the Labour Board on October 18 to discuss arbitration, the Employer advised they had a mandate and were now prepared to move ahead with bargaining.

As a result, the parties agreed to adjourn the Labour Board hearing until November 16th, and return to the bargaining table on Wednesday, November 3rd. ■

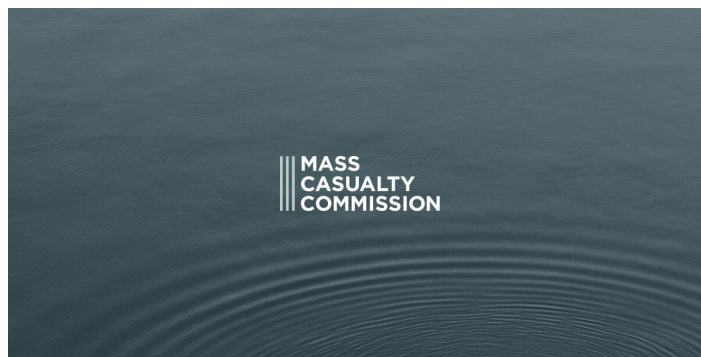
The Mass Casualty Commission

The Mass Casualty Commission, which is investigating the Portapique tragedy, sent out invitations to organizations to apply to participate in the Commission's inquiry. NSGEU applied and was been granted standing by the Commission in May.

Here is the rationale from the Commission as to why we were granted standing in this inquiry:

"The Nova Scotia Government and General Employees (NSGEU) is the largest union in Nova Scotia with 30,000 members. The NSGEU has a history of participating in public inquiries involving the health and safety of its members. The NSGEU states that one of its members, Kristen Beaton, was killed in the mass casualty while on duty as a Homecare Worker. It further states that many other members of the NSGEU who live and work in the same geographic area were exposed to the events and were deeply traumatized.

The NSGEU represents a number of occupational groups whose work is included in the mandate of the Commission including: 720 Homecare Workers, 170 employees of the Victorian Order of Nurses (VON), employees of the Emergency Management Office, Forensic Technicians and Medical Investigators, Cape Breton Regional Police Service and wide range of employees in Acute Care, Nova Scotia Health Authority and the IWK Health Centre. The NSGEU says that its involvement with a large number of workers in a broad range of work places involving different kinds of risk gives them a unique perspective on many matters of interest to the Inquiry."



NSGEU's Occupational Health & Safety Officer, Paul Cormier, has been asked to participate in the inquiry on behalf of the NSGEU, along with our legal counsel.

In terms of the actual inquiry, there have been virtual meetings held to date to discuss administrative details and some disclosure has been provided. The inquiry stages will require the NSGEU to be present and respond at the second and third stage. The first stage is designed more so for the families and police to look at what happened/what failed.

The union's involvement will focus on corrective action and legislative aspects, to ensure that any new legislation emerging from the inquiry is written in clear language so adequate safeguards can be implemented by the employers for our members.

The existing workplace violence assessment noted section 5(1) of the Violence in the Workplace Regulations is too broad and may not support our members who work in the community with respect to adequate alert systems to supplement any provincially run alert system. Our idea is to ensure adequate controls are effectively implemented so that information, instruction and training is provided to employees on the measures necessary in the event that a public alert is raised and/or a member encounters a perpetrator at large with a firearm.

We have contacted Dr. Mark Fleming from Saint Mary's University to assist in the proposed assessment language that should be included in new or existing Occupational Health and Safety Regulations. ■

Health & Safety Committees: D

Throughout the pandemic, employers and employees have been implementing public health safety protocols in their workplaces. These protocols look different, depending on the workplace. Some employees work in offices, others work in vehicles, forests, border crossings, hospitals, private homes, clinics, kitchens...etc. The list of workplaces is huge and varied. The way the public health protocols are put into place will differ for each workplace. The key to working through safety questions, concerns, and improvements is your workplace Health & Safety Committee.

A well-functioning Health & Safety Committee is key to continually improving workplace safety. This is not a suggestion, it is the law. If your workplace has more than 20 employees, you are required to have a Joint Occupational Health & Safety Committee – we call that a JOHSC (pronounced “josh”) Committee. If your workplace has fewer than 20 employees, you are required to have a Health and Safety representative. It is very important these committees are formed and functioning. Your employer is required to make sure they do. You can read the legislation [here](#).

A well functioning committee meets regularly (at least once a month). If you have a JOHSC, the employees should outnumber the employer representatives by at least one. This committee is not meant to be run by the employer. Ask your supervisor if you have a health & safety committee at your work. If you don't, or if it's not meeting regularly, please give us a call and we can help.

Both employees and employers share the responsibility of working safe. The employer must make every effort to provide a safe workplace, including the equipment and training to keep you safe in your job. However, you also have a responsibility to make your employer aware where there are safety weaknesses and continually work to strengthen them in your workplace.



Employers:

Employers must ensure the health and safety of anyone at or near the workplace. Some of their duties include:

1. Maintain equipment;
2. Provide safety instruction and job training;
3. Make employees familiar with health and safety hazards in the workplace;
4. Ensure employees have the right equipment and safety gear needed to do their job safely;
5. Ensure employees are not exposed to health or safety hazards;
6. Co-operate with the Joint Occupational Health and Safety Committee or the Health and Safety Representative and Department of Labour and Advanced Education OHS Officers;
7. Comply with the Act and make sure that employees do so as well;
8. Contractors or Constructors must ensure the health and safety of anyone at or near the workplace or construction project.

During the Pandemic and Beyond

Employees:

Employees have a duty to report anything in the workplace that they think may be dangerous. The report should be made to:

1. A supervisor
2. If the supervisor does not fix the situation to the employee's satisfaction, the Joint Occupational Health and Safety Committee or Health and Safety Representative.
3. If the Joint Occupational Health and Safety Committee or Health and Safety Representative does not fix the situation to the employee's satisfaction, the Department of Labour and Advanced Education.

Employees must also take every reasonable precaution to ensure their health and safety and that of others in the workplace. This includes:

1. Reporting hazards to their supervisor as soon as the hazard is noticed;
2. Wearing proper safety equipment and using safety procedures when doing a job;
3. Co-operating with the Joint Occupational Health and Safety Committee or Health and Safety Representative.

You also have the right to refuse unsafe work if you are instructed to do work that you believe is dangerous to yourself or to anyone else in the workplace (this includes clients).

Right to Refuse Work

You can refuse to do the work until:

1. The employer fixes the problem to the employee's satisfaction.
2. The Joint Occupational Health and Safety Committee has investigated the situation, and all members of the Committee advise the employee to do the work.
3. A Department of Labour and Advanced Education OHS Officer investigates the situation and advises the employee to do the work.

If an employee refuses to do work, they should:

1. Report to a supervisor that they refuse to do the work.
2. If the problem is not fixed to the employee's satisfaction, report it to the Joint Occupational Health and Safety Committee, if one exists at that workplace.
3. If the problem is still not fixed to the employee's satisfaction, report it to the Department of Labour and Advanced Education.

When an employee refuses to do work, that employee has the right to participate in the investigation along with the Joint Occupational Health and Safety Committee or Department of Labour and Advanced Education OHS Officer. During the refusal, the employee must be paid their regular wages. When an employee refuses to do work, the employer is allowed to give them other work to do.

Source: <https://bit.ly/3beyxFZ>

If you have any concerns or questions, or are considering exercising your right to refuse, you can give the union a call and we will help you through the process. You can ask to speak to your Employee Relations Officer or our Occupational Health & Safety Officer Paul Cormier. You can reach the Union at 902-424-4063, 877-556-7438 (toll-free) or by email inquiry@nsgeu.ca.

It is up to all of us, together with employers, to establish and maintain safe practices and PPE for the variety of jobs you do and job sites you work in. The NSGEU is there to support you as we work to continually improve workplace safety. ■

Nova Scotia Election 2021 Round Up

ain Rankin and the Liberals hope for a sleepy summer election ended with a Progressive Conservative majority government and Tim Houston as Nova Scotia's newest premier.

Houston's Progressive Conservatives ran a laser-focused campaign promising to fix health care. Rankin and the Liberal campaign kicked off the first week with a lack of focus that saw them talk about highway twinning, tourism, and rural fire stations. Gary Burrill and the NDP launched their campaign with a strong focus on affordable housing and rent control.

Houston's platform included investments in emergency care, primary care, seniors care and a promise to recruit more health care workers. The PC message was clear, after eight years of Liberal mismanagement of the health care system, it was time for increased investment and a new vision to support people through the pandemic and toward an economic recovery.

The Liberal campaign never found its rhythm. Rankin underperformed throughout the campaign and was criticized for avoiding the media and not taking questions. Late attempts by the Liberals to bring focus to their handling of the pandemic was too little, too late.

Election night saw Tim Houston become Premier with a majority government of 31 seats. The Liberals were reduced to 17 and became the official opposition, while the NDP gained one seat for a total of six. There was also one independent MLA elected.

What does a PC government mean for the members of NSGEU? Only time will tell. Premier Houston made sweeping changes to Nova Scotia Health, removing the board and appointing a new CEO. The government has also made recruitment a key priority and the Premier took time to travel the province and speak directly with front line health care workers about their work and ways to improve it.

The best indication of the direction of the new government will come in the spring with the introduction of their first budget. Until then, the NSGEU has communicated our willingness to be a partner with them to improve health care. The message was clear that part of recruitment and retention of health care workers is better more competitive wages and benefits. Time will tell if our message has the attention of the new government. ■

POLITICS

Progressive Conservatives surge to surprise majority win in Nova Scotia election

Province elects record 4 Black MLAs



Nova Scotia Progressive Conservative leader Tim Houston, flanked by his wife Carol, daughter Paget and son Zachary, left to right, addresses supporters after winning a majority government in the provincial election at the Pictou County Wellness Centre in New Glasgow, N.S., on Tuesday, Aug. 17, 2021.

Around the Union in Photos



Above: NSGEU Young Workers Committee members: Chair Nicole Turple and David Watts.

Top left: Canadian Blood Services members (Local 43) Tammy Whipple, Mary Otto and Anne Jennings, met to discuss bargaining.

Left: The NSGEU Board of Directors meeting.



Right: NSGEU ERO Kelly Ritcey met to discuss bargaining with Shady Oaks (Local 113) members Jennifer Polley and Melissa Marshall.



Above: MSVU members (Local 81) Gerald Breau, Brad Smith and David Dahms met to discuss bargaining with ERO Rick Wiseman.

Nurses Unite for Action

The Canadian Federation of Nurses Unions and the Nova Scotia Nurses Union hosted a national day of action to highlight the nursing crisis throughout the country on Friday, September 17th.

The NSGEU's President Jason MacLean was in attendance, and Kerri Webster-McIsaac (Local 101 President, NSGEU Board member & Chair of the Nurses Council) spoke on behalf of NSGEU nurses, sharing her thoughts on what it is like to work in the healthcare system right now.

You can view Kerri's remarks on our [YouTube channel: Nurses Day of Action 2021 Kerri Webster-McIsaac](#)



Kerri Webster-McIsaac

RN, Local 101 President, NSGEU Board Member, Chair NSGEU Nursing Council



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





2021 Sock It to Poverty Campaign

The COVID-19 pandemic has caused our lives, our families, our workplaces to change. It has also changed the way the NSGEU Human Rights Committee will be running their "Sock-It-To-Poverty" campaign for 2021.

This year we will not be accepting individual donations of warm items. We are, however, asking that your Local consider making a financial donation to the "Sock-It-To-Poverty" campaign.

The Human Rights Committee will use the funds donated to purchase winter items, like socks, gloves, mitts, and scarves. These items will then be distributed to people in need in your region through your Regional Council. The Committee members will ensure that all purchased items are handled carefully and with adherence to Public Health guidelines and restrictions.

The deadline for donations is Friday, December 17th, with the goal that our Regional Councils will be able to distribute items by mid-January.

When making a donation, we ask that your local make it payable to NSGEU and in the memo section please put - "Sock-It-To-Poverty."

We appreciate all who want to make individual donations, we thank you, but like almost everything COVID-19 and the potential for another wave means that this year we have to adjust to this new, hopefully temporary, normal. The Human Rights Committee looks forward to a return to our traditional "Sock-It-To-Poverty" campaign next year.

If you have any questions about this year's campaign, please contact a member of the Committee.

As per the Terms of Reference of our Finance Committee, we are publishing our audited Financial Statements- Fiscal year 2020.

**NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2020**

	2020 Budget \$	2020 Actual \$	2019 Actual \$
REVENUES			
Member dues	17,270,260	17,739,169	16,925,743
Other income (Note 10)	<u>215,000</u>	<u>591,973</u>	<u>692,067</u>
	<u>17,485,260</u>	<u>18,331,142</u>	<u>17,617,810</u>
EXPENSES			
Wages and benefits	<u>7,641,060</u>	<u>7,531,250</u>	<u>7,300,942</u>
Staff travel	<u>382,600</u>	<u>280,391</u>	<u>390,642</u>
Negotiations and servicing			
Arbitrations and grievances	1,737,500	1,964,011	2,229,050
Negotiations	265,000	192,047	405,249
Classification appeals and arbitrations	15,000	77,290	13,847
Organizing	30,500	45,568	11,152
Education	618,500	260,500	484,415
Communications and research	141,000	106,179	89,532
Health, safety and environment	7,500	-	3,352
Convention	210,000	-	762,231
Leadership symposium	160,000	22,229	-
Defense fund	<u>593,660</u>	<u>395,243</u>	<u>263,510</u>
	<u>3,778,660</u>	<u>3,063,067</u>	<u>4,262,338</u>
Administrative and financial			
Rebates to locals	335,000	242,406	358,876
Meetings, provincial committees and councils	926,150	548,398	564,215
General and office	1,447,885	1,272,309	1,224,183
Affiliations	1,329,941	1,048,018	1,214,026
Building	814,000	814,879	829,264
Amortization	<u>615,500</u>	<u>544,366</u>	<u>579,949</u>
	<u>5,468,476</u>	<u>4,470,376</u>	<u>4,770,513</u>
Presidential			
Wages, benefits and housing	194,293	202,408	188,878
Travel	<u>20,000</u>	<u>4,376</u>	<u>13,971</u>
	<u>214,293</u>	<u>206,784</u>	<u>202,849</u>
TOTAL EXPENSES	<u>17,485,089</u>	<u>15,551,868</u>	<u>16,927,284</u>
EXCESS OF REVENUES OVER EXPENSES	<u>171</u>	<u>2,779,274</u>	<u>690,526</u>

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2020

	2020	2019
	\$	\$
ASSETS		
CURRENT		
Cash	1,489,873	796,517
Accounts receivable	1,174,719	1,263,622
Prepays	<u>355,080</u>	<u>338,158</u>
	3,019,672	2,398,297
INVESTMENTS (Note 3)	12,248,106	9,686,741
CAPITAL ASSETS (Note 4)	<u>13,623,852</u>	<u>14,086,796</u>
	<u>28,891,630</u>	<u>26,171,834</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	927,624	1,156,736
Current portion of long-term debt	<u>319,195</u>	<u>306,830</u>
	1,246,819	1,463,566
LONG-TERM DEBT (Note 6)	8,053,494	8,372,503
LONG-SERVICE OBLIGATION (Note 7)	1,788,213	1,645,951
POST RETIREMENT BENEFITS OBLIGATION (Note 8)	<u>3,782,598</u>	<u>3,448,582</u>
	<u>14,871,124</u>	<u>14,930,602</u>
MEMBERS' EQUITY		
INVESTED IN CAPITAL ASSETS (Note 9)	5,251,163	5,407,463
UNRESTRICTED	<u>8,769,343</u>	<u>5,833,769</u>
	<u>14,020,506</u>	<u>11,241,232</u>
	<u>28,891,630</u>	<u>26,171,834</u>
COMMITMENTS (Note 11)		

Approved by the Board


 _____ President


 _____ Secretary-Treasurer



Education 2021/2022

New Courses

NSGEU 101 (ONLINE) Coming this Winter

- Any member in good standing can register

In this online workshop, members will learn the history of NSGEU, how NSGEU is structured, and why NSGEU and other unions exist.

Steward Orientation (ONLINE) Coming this Winter

- Must be a Local Steward

In this online workshop, Stewards will better understand their role as Educators, Grievance Handlers, Communicators, Leaders, Organizers and Activists. Tools are provided to assist Stewards in supporting local members.

Workers in Transition (.5 day) (Chief Stewards will receive invitations via email)

- Must be a Chief Steward

In this ½ day course, Chief Stewards will better understand the role we all play to better protect the rights of our trans members and ensure they have the support they need in our workplaces, in our unions and in our communities.

Taking Action on Racism (.5 day) (Chief Stewards will receive invitations via email)

- Must be a Chief Steward

This ½ day course will raise awareness of the issue of racism and includes possible actions members can take at the local level to build a stronger, anti-racist and more inclusive union.

Mental Health: Challenging Stigma in the Workplace (1.5 days) (Members will receive invitations via email)

- Must be a Local Steward or Local Officer

This introductory course explores mental health, mental health concerns, and stigma in the workplace. Some of the topics covered in this course include: demystifying mental health; individual, union, and employer responsibilities; member-to-member issues; and some strategies to challenge stigma and build inclusion.

Short Local Delivered Courses

Local Executive Officers can print the required documents or request copies from NSGEU Education by emailing nsgeueducation@nsgeu.ca with a minimum of two weeks notice. The documents can be mailed or picked up at the NSGEU in Burnside.

Short courses can be found on the website in the executive portal. If you need assistance accessing the executive portal, please contact NSGEU.

Time Management: Finding Time for the Important Things

Participants will: review some basic principles of time management, set goals and priorities and find time in their schedules for their goals and priorities

Facing the Employer

Participants will build their confidence in facing management, identify common issues and management tactics when challenged and strategize for meetings with management

Effective One on One Communications

Participants will choose the most effective mechanism for communicating each message to their members, use non-verbal communication skills effectively, recognize the non-verbal message when others are speaking, match how they are saying something with the message they are conveying and write and deliver an effective message.

Public Speaking

Participants will build confidence in speaking publicly, practice body language and vocal delivery and practice giving an impromptu speech using the "5 Magic Phrases" technique.

Ongoing Education

Workplace Mapping

There will be ongoing training with Local Presidents on Building Local Steward Networks through Workplace Mapping.

Workplace Mapping is the process of obtaining accurate and relevant information about where, and who, the local members are. It can form the basis of most successful union activity, including recruiting, communications, developing activists and campaigning around issues. Developing strong local steward networks is the goal!

Steward Orientation (Online) • Must be a Local Steward (Members will receive invitations via email)

In this interactive online workshop, Stewards discuss their role as Educators, Grievance Handlers, Communicators, Leaders, Organizers and Activists. Tools are provided to assist Stewards in supporting local members.

Dealing with Workplace Conflict (1.5 days) (Members will receive invitations via email)

- Must be a Local Steward or Local Executive Officer

In this one-and-a-half (1.5) day workshop, we will define and analyse conflict and look at the range of processes aimed at alleviating or eliminating sources of conflict. We will also look at mediation and its role in conflict resolution. Any steward or local executive officer that has not previously attended this workshop is eligible to attend.

Domestic Violence: Why is it a Workplace Issue? (.5 day) (Locals who have not yet attended will be contacted via email)

This will be offered via Zoom to Chief Stewards (or an Executive Officer if Chief Steward is unavailable) who were unable to attend in 2020

- In this ½ day course, Chief Stewards will learn about the impact of intimate partner violence in the workplace. Chief Stewards will be provided tools to support members who experience Intimate Partner Violence in the Workplace.

President, Steward, Secretary and Treasurer Toolkits will be updated with Domestic Violence: Why is it a Workplace Issue? resources.

Labour School 2022

In the New Year, all members will receive an email inviting them to apply to attend Labour School 2022.

Planned courses will be in Communications, Advanced Steward, Leadership, Mobilizing through the Generations and a new course, Political Action.

Additional Resources

Etiquette for Online Meetings

Covid-19 has made the use of online meetings an important tool in our everyday union work. There are similarities and differences between on-line and in-person meetings. The shift to online meetings was swift in order to continue the work of the union during the pandemic. Everyone experienced growing pains and over time it became easier.

NSGEU Education has put together some tips and tricks to navigate the world of online meetings. For more info: https://nsgeu.ca/home_page/etiquette-for-online-meetings/24980/

A new Bargaining Guide Supplement will be available along with Running Effective Local Meetings, Effective Local Elections, Rules of Order, Workplace Mapping. Toolkits for President, Secretary, Treasurer and Steward will be regularly updated.

All Toolkits and Supplements can be found in the executive portal on the NSGEU website and here: <https://nsgeu.ca/education-3-2/stewards-resources/>

Educational videos, including an introduction to the NSGEU and short introductions to Local Executive roles as well as one on Labour/ Management Committees, and Rules of Order available on the NSGEU website here: <https://nsgeu.ca/education-videos/>

Local Officer Training - Local Officers will be sent invitations via email.

Domestic Violence-Why is it a Workplace Issue? Resources can be found in the executive portal and on the main web page here: <https://nsgeu.ca/education-3-2/stewards-resources/>

Pre-Retirement Seminars, Joint Occupational Health and Safety Training, Executive, Regional and Occupational Council and Board training are ongoing.

Please visit the new member library off of the Solarium in the member office area in the Main NSGEU office in Dartmouth. These books include children's books, so take some time to go discover what we have there.

NUPGE scholarship awarded to NSGEU member's child

The National Union of Public and General Employees (NUPGE) offered nine \$2,500 scholarships for 2021 that reflect its pursuit of equal opportunity for all workers. These scholarships are made available to the children/grandchildren and foster children/grandchildren of the current 390,000 members of the National Union or of its retirees, which includes NSGEU members.

This year, the Brian Fudge Memorial Scholarship was awarded to Lydia Zhang, whose parent is Jie Zhang, a member of NSGEU/NUPGE.

Lydia's essay, *The Importance of Medical Sciences in Healthcare and delivering Public Services to Canadians*, discusses the various career paths in the public service open to graduates of medical science programs. The conclusions Lydia draws are even more relevant given the pandemic:

"The importance of medical science to Canadian public services also reaches beyond just medical research. Majoring in the field of medical science is a conventional path that leads many to graduate schools of medicine, nursing of higher certifications, pharmacy, and more. It is also important to note that many healthcare positions such as these are in high demand in Canada at the time of writing, with the pandemic only adding to the surge of vacant positions."



Welcome NSGEU 3rd Vice President Hugh Gillis

Hugh Gillis was acclaimed as NSGEU's new 3rd Vice President at the meeting of the Board of Directors in September. Hugh is a Correctional Officer and a member of Local 480C in Cape Breton, and has been active on Civil Service bargaining committees (both BUNC and UNC), his Local Executive, and on the Board of Directors. He has been Secretary-Treasurer of the Nova Scotia Federation of Labour since 2017. Welcome to the provincial executive Hugh Gillis.



NSGEU Wear

Our online order form is live:

<https://bit.ly/2Rf5Di5>

We now have two payment options available:

1. By cheque: make out a cheque to NSGEU and mail it to:

NSGEUwear
255 John Savage Avenue
Dartmouth, NS B3B 0J3

2. By e-transfer: send an e-transfer to orders@nsgeu.ca

Be sure to put your name and the date in the e-transfer notes section. Your order will be mailed as soon as the payment is received.

Please Note: After you fill in the shipping information, click on the Next button to review your order. Then click on the Pay by Cheque button, even if you are paying by e-transfer, in order to complete the order process.



Hoodie - \$20.00
Ladies & Unisex sizes
Royal Blue, Black, Navy, Red,
White, Yellow, Grey



Long Sleeved T-Shirt with Pocket. Logo on sleeve and back.- \$15.00
Unisex sizes
Black & Charcoal



T-Shirt - \$15.00
Unisex sizes
Royal Blue, Red, Navy



Golf Shirt - \$15.00
Ladies & Unisex sizes
Royal Blue, Black, Navy



Fleece Jacket - \$20.00
Ladies & Unisex sizes
Grey & Navy

Monday, December 6th

The National Day of Remembrance & Action on Violence Against Women

It has been over 30 years since the murder of 14 young women at Polytechnique Montréal (December 6, 1989). This act of violent misogyny shook our country and led Parliament to designate December 6 as The National Day of Remembrance and Action on Violence Against Women.



Nova Scotia Government and General Employees Union
255 John Savage Avenue, Dartmouth, Nova Scotia, B3B 0J3
902.424.4063 | 1.877.556.7438 | nsgeu.ca | inquiry@nsgeu.ca
Publication Mail Number 40010698

