

THE NO-ON-STAND

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

PRE-CONVENTION 2022



HEROES UNMASKED



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NSGEU 
together again



Dear members,

There is much excitement and anticipation in the air as we lead up to Convention 2022: Together Again.

Looking back at the last convention in 2019, we had no idea that we would be soon facing a global pandemic, and all of the challenges that has caused for our members and society as a whole.

Despite the difficulties we have faced together recently, it has been a true honour to serve as your president during this time.

I have been inspired by the membership in all our sectors. From our smallest locals, to our largest locals in acute health care and community care, civil service, education, liquor stores, corrections, housing, just to name a few. You have all stepped up to provide much needed services to Nova Scotians. You have organized for safer workplaces and stood up for proper PPE and better safety practices. I was proud to stand with you and hope you felt the union's support.

We have had our share of both challenges and successes along the way.

Together, we lobbied the government for ten paid sick days and we achieved three – a good start. Most of our LPNs finally saw the rewards of an historic reclassification grievance (although we continue to fight for parity for all LPNs). Most recently, after more than a decade of continued pressure from our members and other labour unions, government finally increased compensation for Continuing Care Assistants (CCAs) across all sectors. CCAs will now be earning a living

wage, which we hope will improve recruitment and retention in this important occupation.

We held the very first Black Lives Matter Summit where we were able to gather and hold teachings with employers about racism and equality in the workplace.

Bargaining has been a challenge throughout this last term and times ahead will require the strength and solidarity of all of our members. With inflation as it is, there may be some difficult negotiations coming.

If there is one thing the pandemic has showed us, it is how we can make it through tough times together.

As you may know, I have made the difficult decision not to re-offer as your President at this Convention. This was not an easy decision to make – NSGEU has helped me become who I am today. My union education and support from my fellow members has brought me to the point where I am now excited to put my name forward for the position of Secretary Treasurer of the National Union of Public and General Employees (NUPGE). We have much work still to do and I am looking forward to bringing what I have learned to the national level.

Serving as President of the NSGEU for the past six years truly has been one of the greatest honours. I believe the NSGEU is the finest organization in the province and I am so proud of the work we do - together.

You will find many candidates in the pages of this pre-convention Stand. Convention elections are electric! (in many ways, because they are now done electronically). If you are a new delegate, please consider attending the "New Delegate" workshop held just before convention starts. It's an essential crash course and fun, too.

I am looking forward to meeting the team you select to lead you in 2022.

In solidarity,

Jason

Jason MacLean

President, NSGEU

NSGEU TWEETS

United Way Halifax @UWHalifax

Replying to @NSGEU @RandyDelorey

Our big Tampon Tuesday collection day is less than a week away! Drop off your pads, tampons, menstrual cups or other menstrual products at branches of @hfxpublib or @NSGEU! We've got a growing list of organizations waiting for your donations!

YCMHS @ycmhsnews

This. All of this.

YCMHS Retweeted NSGEU

NSGEU @NSGEU · Feb 24

Steve is a Student Support Worker for Tri-County Regional Centre for Education. He's one of 14 NSGEU members we're profiling as part of our Heroes Unmasked campaign for the amazing contributions he's made in his workplace & community: <https://youtu.be/vSb7EErMKrY>

Thank you, Steve!

Canadian Labour @CanadianLabour

How can we better understand the needs of Black workers? @NSGEU's Jason MacLean talks about addressing anti-Black racism at work and the barriers faced by those working while Black. #canlab #cdnpoli #BHM2022 <https://youtu.be/PLktTQIz9XU>

Nova Scotia Legislature @NSLeg

#NSPA meet today at 9 am with @NS_LabourSkills, @NS_Ombudsman and @NSGEU on operational and department oversight failures at Island Employment and government oversight of 3rd party use of public funds. #nsleg #nspoli

Susan Leblanc @DartmouthSue

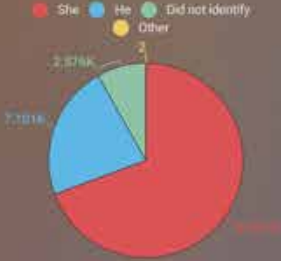
CCAs, @cupenovascotia @NSGEU @UniforTheUnion & @NSNDP have been calling for this raise for years. It's a good start & now we must push for wage increases for the other caring hands in long-term care, including cleaners & food service staff. #nspoli <https://www.nsndp.ca/burrill-cca-wage-increase-important-win-and-good-start>

Meet your union!

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

Gender

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



Sectors

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



Ages

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



Contracts

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

Where can you find us?

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



NSGEU

Made with infogram

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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)

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



together
FAIRNESS
WORKS

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



Heroes Unmasked

In February 2022, we launched our Heroes Unmasked campaign, which recognizes the substantial contributions NSGEU members have made within their workplaces and communities throughout the pandemic and beyond.

In fall 2021, we issued a call to members, asking them to nominate any coworkers they felt had gone above and beyond – within the workplace or greater community – over this period of time. We were inundated, ultimately receiving more than 250 nominations. Members of the Social Recreation Committee took on the painstaking task of combing through the nominations and selecting 14 heroes to profile. They are:

- Rose Nolan – Local 470C
- Rebecca Blank – Local 3
- Colin Morrison – Local 122
- Kim Manthorne – Local 6
- Chris Whynot – Local 8
- Karen Nickerson – Local 65
- Brian Babineau – Local 1246
- Tammy Calabrese – Local 102
- Steve Berry – Local 74
- Lillian Breckenridge – Local 119
- Krista-Lynn Caldwell – Local 86
- Amanda Atkinson – Local 193
- Donna Dickie – Local 77
- Amy Larade – Local 33

Joey De Leebeeck and Leah Day were the lucky winners of our Heroes Unmasked random draw, winning a \$500 VISA gift card for their efforts.

The campaign launch was slightly delayed due to the Omicron/5th wave of the pandemic, but began rolling out in February, with spots at the Scotiabank Centre (digital signage both inside and outside as well as physical ads inside the Centre); at Cineplex theatres across the province; inside and outside public transit buses in the HRM, Sydney, and Kings

Transit in the Valley; in community newspapers across the province from February to May 2022; and video profiles of the winners on social media.

We'd like to thank all the nominators, the nominated, and all of the unsung heroes who are supporting Nova Scotians, each and every day. ❤️

Leah Day



Joey De Leebeeck with Sandra Mullen

Meet Your Heroes



Rose Nolan
NSLC Store Clerk



Rebecca Blank
Supervisor, Visitor Experience



Colin Morrison
IWK Trauma-Informed Social Worker



Kim Manthorne
Family Support Worker



Chris Whynot
Regulations Publication Officer



Karen Nickerson
Community Support Worker



Brian Babineau
NSH Secretary



Tammy Calabrese
RN, Patient Care Coordinator



Steve Berry
Student Support Worker



Lillian Breckenridge
Patient Attendant



Krista-Lynn Caldwell
CCA Lead/Scheduler



Amanda Atkinson
Public Health Nurse



Donna Dickie
Registered Dental Assistant



Amy Larade
Continuing Care Assistant (CCA)

Continuing Care Assistants

Less than a week after government announced the creation of the Continuing Care Assistants Registry Act, immediately establishing a mandatory registry for all CCAs in Nova Scotia (full-time, part-time, or casual), and one day after hosting a virtual meeting with CCAs throughout the province, Premier Tim Houston announced that wages for unionized and non-unionized CCAs at all levels in the publicly funded sector will increase by approximately 23 per cent effective Thursday, February 10th, bringing the top annual salary to \$48,419. For most full-time CCAs, this is an annual increase of close to \$9,000 a year. Those currently at the top of their pay scale will reach this level immediately.

We were very pleased to see this government move to address the issue of wages for our CCA members. We have been lobbying for this for a decade or more. We are hopeful it will help with recruitment and retention in this important occupation.

We have republished our Opinion Editorial in Saltwire on February 16th, 2022 for you here:

JASON MacLEAN: Pay hike for continuing care assistants will change lives - <https://bit.ly/3D6Qlzk>

For too long, these essential employees were underpaid as they looked after our loved ones

By Jason MacLean

As president of the Nova Scotia Government and General Employees Union, I have the privilege of representing thousands of continuing care assistants (CCA) working in a variety of settings: acute care (hospitals) and continuing care (long-term care facilities and home care). The value of the work these CCAs perform is immeasurable: they ensure clients are safe and well cared for and help maintain their dignity.

For far too long, these employees (mostly women) have been considerably underpaid for this vital work. Successive political leaders would trumpet their value, but when it came

time to allocate funding to the agencies and facilities that employ these workers, their tune would change.

Then, the cupboards became quite bare, and these “essential workers” suddenly were referred to as glorified dishwashers by a past health minister.

That seems to have finally changed.

It may have taken the pandemic to finally wake government officials up, but it seems they now understand the severity of the situation.

For far too long, these employees (mostly women) have been considerably underpaid for this vital work.

You cannot fix Nova Scotia’s health-care system without addressing the problems in continuing care.

For example, between January 2020 until January 2021, there was a 35 per cent increase in the wait time for Nova Scotians to access home-care services. As of January 2021, there were 1,086 clients waiting for home-support service. And there is a 156-day average wait time for placement in a nursing home, with almost 2,000 people needing placement in long-term care. Hundreds of these Nova Scotians are waiting in hospital. This, in turn, causes a bottleneck for admission into hospital for other patients.

We know that the number of seniors in Atlantic Canada will increase by 32 per cent over the next 20 years, putting additional pressure on the region’s already strained health-care system. Layer a pandemic on top of that, and the crisis isn’t coming — it’s here.

Depending on where they work, CCAs generally make between \$17 to \$21 per hour in Nova Scotia. Working conditions vary drastically, depending on whether they work in a hospital — where they have more stable hours and other team members to assist in caring for patients; or in long-term care, where

the acuity level of clients has risen drastically; or in home care, where they must travel in all weather conditions, go into clients' homes alone, and at all hours of the day. In fact, in some home care agencies, workers must be available to work for 14 hours a day, but they will only be paid for the hours they provide care to clients.

When you consider all of this, it's easy to understand why people weren't interested in a career as a CCA. And why, when many new CCAs got into the field, they were quickly exiting. I've had members tell us that going to work in food service would be more financially lucrative, and likely less physically demanding, than the work of lifting an adult out of bed and helping them shower.

For the CCAs who have stayed in the field despite all of these challenges, the decision hasn't been a logical one, it has been an emotional one. They've remained because they genuinely care for the clients they serve. They know that many Nova Scotians — especially those who receive home care — have no one else to help them.

I am overjoyed that these workers are finally seeing real recognition for the important work they do. For many CCAs, the recent announcement that they would be receiving a 23 per cent pay increase — roughly \$9,000 more a year, effective immediately — is life-changing. It means they have a chance of keeping up with the rising cost of living, they may not need to take on a second job to make ends meet, and they can continue caring for the clients they love.

This wage increase was a critical step on the path towards meaningful change for our continuing care and acute care systems. By stepping out as a leader on compensation for CCAs in Canada, we have a shot at recruiting and retaining the workers we so desperately need. Now, we look forward to continuing to work with government to improve working conditions for CCAs, as well as addressing compensation for all other low-paid, crucial professions within the health-care sector. Together, I am confident we can improve the future of health care in Nova Scotia. ♡



Tourism Nova Scotia - Back in the Civil Service

In 2012, the government moved the Department of Tourism out of the Civil Service and into its own Crown Corporation: Tourism NS. A new collective agreement was created modelled on the Civil Service Master Agreement and it became Local 98. Since then the local has negotiated its own amendments to their collective agreement. The Tim Houston government has decided to bring Tourism NS back into the Civil Service and passed Bill 71. We have supported our members in negotiating the terms of this merger and reached a Memorandum of Agreement for any outstanding issues. Members voted in favour of the MOA and the process has been completed. Former members of Local 98 are now part of the Civil Service once again. ❤️



Nova Scotia

Dozens of tourism jobs to be moved out of Halifax



New tourism agency created in Windsor

CBC News · Posted: Sep 06, 2012 2:39 PM AT | Last Updated: September 6, 2012

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



Advocating for Island Employment Workers

In October 2021, we learned that thirty skilled career practitioners, members of Local 150, Island Employment, who devoted their lives to helping Cape Bretoners find meaningful work in their communities, were having their own jobs taken from them through no fault of their own.

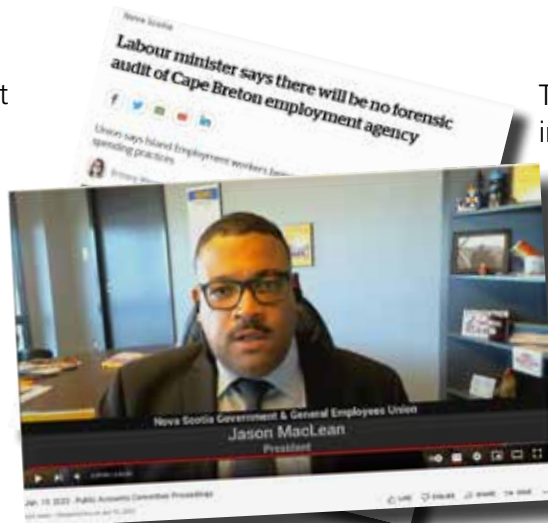
Back in 2020, members raised concerns about the agency's financial practices to the Ombudsman's Office. The Ombudsman investigated those concerns under the Public Interest Disclosure of Wrongdoing Act (PIDWA, also known as the Whistleblower's Act).

Ultimately, the Ombudsman found merit in three allegations under Section 3 (j)(ii) of the PIDWA: (ii) A misuse or gross mismanagement of public funds or assets.

The Ombudsman's final report (including recommendations) was provided to the Department of Labour and Advanced Education and the employer in April 2021. Six months later, the membership – including some of the very same members who initiated the report – were informed the Province was ending its contract with Island Employment six months early. The province said they were going to find a new service provider - effectively trying to sweep this under the rug.

We lobbied the province on behalf of our members asking them to take care of the affected workers and transfer them seamlessly to the new chosen employer. Instead, the Province did not transfer the staff to the new provider and our members were told they had to re-apply for "their" jobs, which would now be non-union, provide lesser pay and benefits, and require new qualifications that would make many of these workers ineligible for a job they have already been doing.

To add insult to injury, our members are understandably concerned that their reputation has been tainted as a result of the report and the agency's subsequent closure, and fear they will be unable to find meaningful employment in their sector as a result of this action.



Ombudsman

The Union called for a forensic audit into the finances of the agency in order to clear members' names. Government refused.

However, due to growing pressure from the membership, the union, and from political opposition, including a presentation from NSGEU President MacLean at Public Accounts Committee, government reversed its position and voted in favour of an audit.

The audit has begun. As well, there is an ongoing criminal investigation by the Cape Breton Regional Police. The NSGEU is cooperating with the Attorney General's investigation.

Our members have been dealt a huge blow by this government. Instead of being supported for coming forward, they have effectively been punished with the loss of their jobs, and by not transferring them seamlessly with their contracts, benefits and RRSPs to the new employment service providers in Cape Breton.

These service providers have advertised for a total of just more than half the positions held by our members of the former Local 150 and have reported they have finished their hiring cycle. Of those positions, only about a third have been filled by the members of Local 150. The qualifications for the positions are not the same, nor are the positions offered the same. There are also outstanding issues with our members' RRSPs. It is, in short, a mess.

This falls far short of the Deputy Minister's promise of no job losses for the members of Island Employment. In addition, one of the two new service providers have not previously offered these services, failing to meet a requirement set by the province in their Expression of Interest for replacement services.

We continue to advocate for our former members who worked for Island Employment and to pressure the government to do the right thing by these workers. ♡

Spring Budget Tells the Tale of Houston's Priorities

The Nova Scotia House of Assembly resumed for the spring session on March 24. The highlight of the session is the introduction of the Houston government's first provincial budget. After a campaign where the Progressive Conservatives were elected on the primary commitment to 'fix healthcare' the budget will be the first significant document to show people where government will make investments as well as what programs will be expanded, eliminated, or introduced.

Budget 2022-23 outlined \$13.2 billion in expenses and estimated a deficit of \$506 million. Expenses included nearly \$6 billion towards health care, including investments in mental health care, primary care, and long-term care. The budget also included over \$400 million set aside for 'restructuring.' This money is traditionally set aside to deal with spending that can't be anticipated such as negotiations of public sector collective agreements. Time will tell if the government is prepared to invest in people to the same extent that they are willing to spend on bricks and mortar for new and renovated health care buildings.

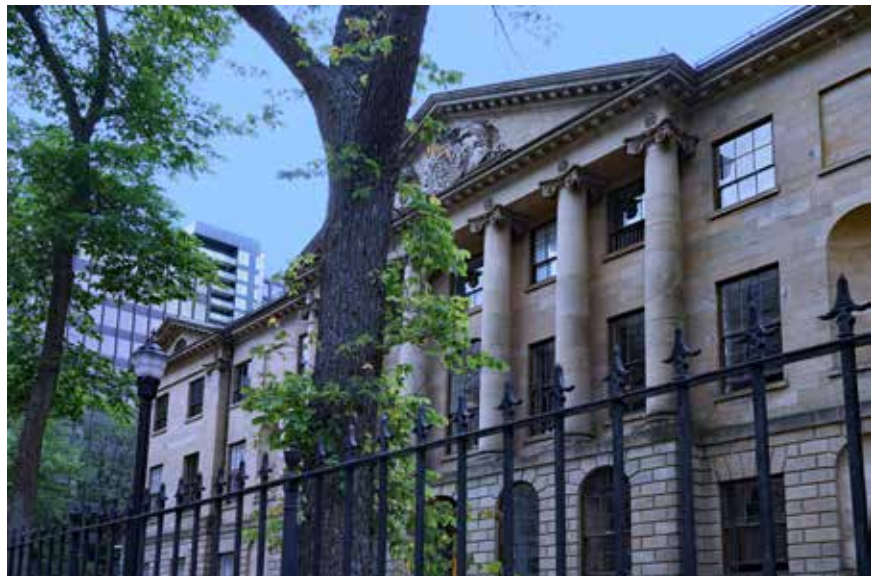
Nova Scotian's looking for Premier Houston and his government to present solutions to issues such as the skyrocketing cost of living, the housing crisis, and income inequality will be disappointed with Budget 2022-23. The government offers no targeted investments to help families dealing with the cost of living or provide immediate solutions to the lack of affordable housing. This session will also take place at a time when COVID restrictions have been removed. Should the increasing trend of cases, hospitalizations and deaths continue the premier will have to defend his government's choices.

The session is also significant as it will be the last for both opposition leaders. Both Liberal leader Iain Rankin and NDP leader

Gary Burrill have announced they are stepping down as leaders of their respective parties in the coming months. Both parties are currently holding leadership contests to elect new leaders.

While the main focus of the spring session is traditionally the passage of the government's budget each party will also have the opportunity to introduce legislation for consideration of the house. The NDP have committed to bring in legislation designed to address power rates and tie Nova Scotia Power's profits to their performance in providing power to homes without power loss or disruption. The Liberals have said they will also make affordability a priority by introducing legislation to rebate provincial gas tax back to people and bring back meal programs in schools, as an example to help make life more affordable.

The spring session will be a major legislative test of the new Houston government and the budget will be a key indicator of their priorities. The premier has talked a lot about his plan to fix health care, the budget tells the tale that government is ready to spend. However, time will tell if those expenditures will have the impact Premier Houston says it will to 'fix health care.' ♡



What delegates can expect at NSGEU's 2022 Triennial Convention

Convention is undoubtedly the most significant – and exciting – event the NSGEU organizes and hosts.

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

Since the NSGEU's founding Convention was held in 1958, this event has established the direction and core principles of our union, which proudly represents more than 32,000 women and men delivering valuable public services throughout Nova Scotia.

This year's Convention, which will be held from May 12th to 14th at the Westin Nova Scotian, promises to be the largest we've held to-date, including 365 voting delegates! The theme of the 2022 Convention is: "Together Again."

Over the course of the three days of Convention, elected delegates will have the rare opportunity to step outside of the workplace and their daily lives to discover the true spirit of solidarity. They will have input into a range of causes that are at the heart of NSGEU's commitment to the community, as well as a range of key initiatives and issues that matter to all of us.

Convention can, of course, seem a bit overwhelming at first, especially to new attendees. Rest assured, however, there are "rules of order" that govern when people can speak and what they can speak about. These rules are in place to ensure fair, safe



and open debate. To help first-time delegates get familiar with these rules, the NSGEU hosts a New Delegate Seminar on the first day of Convention (Thursday, May 12th from 1 to 3 p.m.). It is highly recommended that new delegates attend this seminar.

We are confident that anyone who attends 2022 Convention will find it to be an empowering experience: one where new friendships are forged, connections are made, and our members are able to make a meaningful contribution to the future of the NSGEU.

We look forward to seeing all the elected delegates, observers and Committee members at Convention!



NSGEU 
together again

Executive Committee Elections

The 300-plus delegates who attend this year's Triennial Convention will help to determine the NSGEU's priorities and direction for the next three-year term. But it's up to the NSGEU's five-person Executive Committee to ensure those priorities and directions are followed. The Executive Committee is elected by Convention delegates on the final day of Convention (May 14th). Any Convention delegate can run for a position, and has until May 10th to seek nomination. So far, 7 people have announced they are seeking election for the Executive Committee. On the following pages, they introduce themselves to you.

Presidential Candidate:

Greetings Delegates and Members,

It has been my privilege to serve as your 1st Vice-President the past 6 years. We, as Executive and Board have worked together through some of the most challenging times we have ever known. I believe we are stronger for it and this province is better because of our efforts on your behalf. I am excited and humbled to re-offer for the Executive Committee for the role of President.

Since our last Convention, I have worked closely with the Executive on all matters from our strategic plan to addressing issues we faced during the pandemic. We tackled safety issues that served our members and all Nova Scotians. Together, we will take those matters to your bargaining tables.

I work as a licensing officer with the Department of Community Services. As part of local 16, I have held many roles while mentoring others. Mentorship in the local is a vital responsibility to ensure the ongoing strength of our union, and post pandemic, this is more important than ever.

The decisions made at the executive table affect all members and are often made quickly; this requires strong leadership skills with good insight and the ability to multitask. My experiences from my work, union education and volunteering have provided me with those skills.

- My Union experience includes:
- Occupational Bargaining Council-BUNC
- Bargaining committee member with Staff (IAMAW)
- 2nd and 3rd VP & Board member
- Director, National Executive Board NUPGE & Womens' Advisory Council
- CLC Women's Committee
- United Nations Commission on Status of Women Delegate
- Labour School: NSGEU, NUPGE & Harvard Trade Union program.
- Board Nova Scotia Health Coalition
- NSCC Wellness Strategy- Executive Sponsor Team member
- NSGEU rep on Child Care Nova Scotia
- Conventions of NSFL, NUPGE and CLC
- Executive Liaison: Womens' Issues, Constitution and Resolutions Committees,
- Nurses Council, South Shore and Valley Regional Councils

I plan to continue putting a spotlight on members, by featuring the invaluable work that you all do. I'll

continue to work on your behalf as we strive to be good partners with organizations like Feed Nova Scotia, United Way and Cancer NS. This shows NSGEU in a positive light, garnering respect for the membership.

Like many of you, life is busy. I live in Weymouth, a very rural part Nova Scotia. I recognize the extra stress that has been put on us all through the pandemic. Recovery and rebuilding will bring many challenges.

Like many of you, we depend on our services to ensure the wellbeing of our families and communities. Whether it's homecare, healthcare, or public services, the work that you do matters. As taxpayers, we all have a vested interest in the services we provide and work hard at making this the best province to raise our families.

Thanks to my family, President Maclean, the Executive, Board of Directors, Members, and my Local for their tremendous support during this past term and for allowing me such rewarding opportunities.

Thank you for sharing your personal stories and concerns, I am humbled by your efforts; you've mentored and inspired me to do more.

As we prepare for Convention 2022, I am asking for your support. I will effectively convey your issues as this strong union has done for 60 years. I look to you for your expertise and advocacy as we prepare for the future. We need to work together knowing that globally, we are in uncertain times. I will continue to work hard on your behalf and look forward to hearing your concerns and sharing my ideas. I am prepared to be your next President.

Together, we are the NSGEU.

In Solidarity,
Sandra Mullen



1st Vice-President Candidate:

It is with a sense of purpose, dedication and commitment that I wish to announce my intention to re-offer for the Executive Committee for the upcoming term in the role of 1st Vice-President.

It has been my privilege to serve in the role of 3rd Vice-President during the past year, as well as a Board member for the past seven years representing T.S. Civil Service and Cape Breton Regional Council. Over the course of these years on the Board, I chaired the Health and Safety Committee (HSE) for a period of two years and the Political Action Committee for three years.

My current Board and Committee assignments include:

- Executive Liaison
- Human Rights Committee
- Ad Hoc Young Workers Committee
- Metro A Regional Council
- Cape Breton Regional Council

Born and raised in East Bay, Cape Breton, I currently reside in Sydney. At present, I work as a Correctional Officer and am a member of Local 480 at the Cape Breton Correctional Facility. I have served as Steward, Vice President and President of the Local 480. In addition, I have co-chaired the Adult Correctional Facilities Occupational Health & Safety Master Committee. During this time, I completed many NSGEU workshops, including the NSGEU Week-long School and NUPGE Leadership Development Program.

Proud to represent the NSGEU in the broader labour movement, I serve as Secretary Treasurer with the Nova Scotia Federation of Labour (over 70,000 members) where I chair the NSFL Finance Committee, am a member of Human Resources, Bargaining/Negotiations and sit on the Steering Committee for the Office Of The Worker Counsellor, which deals with WCB claims.

Child poverty, food security and affordable housing are key issues of the labour movement. Tackling these acute community issues are of great importance to me and so I currently sit on the Board of Directors for the United Way of Cape Breton to help create meaningful dialogue and creative solutions.

These past two years have illustrated the importance of safety for our membership. Challenges of working through a global pandemic were profound. If there are lessons to be learned, it is that we all must advocate for the fundamental right to work in a safe environment. We understand the necessity of proper personal protective equipment (PPE) and of the critical importance of JOHSC / Joint Occupational Health & Safety Committees.

The NSGEU is 34,000 members strong and represents

people living and working in communities throughout our great province. I am extremely proud to be a part of this union, collaborating and providing leadership to our many members. Together, we create a strong and unified voice for Nova Scotia employees, working towards improvements such as a higher minimum wage, paid holidays, workplace safety laws and investments in public services.

One of the leading Canadian unions, NSGEU stands for diversity, inclusion and equity. The decisions of the Board impact its members and I will always commit to focusing on our members in the positions that I hold. As I move forward with the Board, I will continue to work with the Locals to enhance membership engagement and growth. I will represent our members in an approachable and fair manner.

I look forward to speaking with you at the Convention in May 2022 and I respectfully ask for your support in my bid for the position of 1st Vice-President.

In Solidarity,

Hugh Gillis



1st Vice-President Candidate:

Hello fellow NSGEU members,

It is with much excitement that I'm announcing my intention to offer for the position of 1st Vice President of the NSGEU. I have the experience and knowledge to do the job and advocate for all NSGEU members.

I'm a Medical Laboratory Assistant at Canadian Blood Services, where I have worked for 20 years, and have been a member of NSGEU Local 43 since 2003. Over that time I've held many roles on my local executive, regional council, occupational council, bargaining committee, facilitator, sat on the Political Action Committees for both the NSGEU and the Nova Scotia Federation of Labour (NSFL). It has been an honour to be my Locals President, to represent Metro A Regional Council on the Board of Directors and Chair the NSGEU Political Action Committee for the last term. I was also honoured to have been elected to sit on the NSFL Executive Council as a General VP representing NSGEU at the last NSFL convention.

I am passionate about social justice, the labour movement and NSGEUs place in it. I'm proud of the relationships I've built within the labour movement, both with members of the NSGEU, but also with members and labour leaders of other unions and organizations here in Nova Scotia and across the country.

The last two years have been difficult ones and the pandemic has exposed the cracks in our public systems, brought on by years of austerity, not filling vacancies, and the underfunding of public services. Private for profit companies have taken advantage of this, lobbying governments and touting themselves as the solution and the only place innovation can happen. But in the face of these threats, our members have proved over and over again that we are the solution. Our members stepped up and kept this province running, coming up with creative solutions, highlighting the amazing work and innovation that can take place within publicly funded spaces. You got this province through the past two years and we need to keep reminding government of that. We need to lobby to strengthen our public services, not sell them off or contract them out.

During the last term, the NSGEU has adapted to new ways of doing business through necessity, such as virtual meetings, and the purchase and installation of new equipment to make in person/online meetings possible. This has allowed the business of the union to continue, but also removed some barriers that might be in place keeping some members from being involved. This also highlighted other barriers that are in place for some of our rural members, who still have limited internet speeds.

The Board has done a lot of work this past term to look at the union with a diversity, equity and inclusion lens and I'm proud to have been a part of that. But we still have a lot of work left to do. I want to continue to work towards tearing down barriers to ensure that we have diverse voices at the table. I want the NSGEU to be a

safe place where all members feel heard, represented and see themselves reflected in the room when they attend union events. I have a strong voice and I'm not afraid to use it to advocate on your behalf, but I'm also here to listen and learn from you as a valued member of the NSGEU. I am here to amplify your voices and ensure each of you are heard and understood.

I want to thank you for your consideration and I look forward to speaking with you at convention.

In Solidarity,
Mary Otto



1st Vice-President Candidate:

Hello NSGEU members and friends.

My name is Peter Perry. I am excited to announce my intention to offer for the position of 1st Vice President. It has been my honour and privilege to serve on the Board of Directors for over 7 years and been a dedicated active member of the NSGEU for 28 years. The union has shaped who I am. My first call to action was 2001, during Bill 68 sit-in on Spring Garden Rd. I was emboldened by my wife's passion to defend her rights by resigning her position in protest; she was a new mom. I became strike captain in a 2007 strike to protect IWK Local 22 pensions. I was elected to my local's executive in 2007 and continue to be an active member of my local executive, having held elected positions of President, Vice President, Chief Shop Steward, JOHSC and bargaining representative. Including, being a key member of the unprecedented Healthcare Bargaining Council following Bill 1.

My heart for protecting workers rights is front and centre. Over the years, I've been active Provincially, serving our members as Regional Councillor, Board member, Occupational Councillor in Healthcare, Adhoc Healthcare Committee member, Education, and Scholarship Bursary Committee member. This built my understanding of other sectors, social justice and what it means to be strategic and collaborative. I learned how to create meaningful and important change from inside the union by acting as Chair of the Health Safety and Environment Committee, Chair of the Resolutions Committee with the NSGEU and the Federation of Labour.

I have worked my entire career in the critical-care health sector as a Respiratory Therapist, a Life Flight Air Ambulance member and as an Anaesthesia Assistant making critical decisions under pressure. I continue to be passionate about issues that affect all members through activism, rallying on Parliament Hill for Health Accords, expanding CPP, against the TTP trade pact, and lobbying to ban asbestos. I presented postcards from NSGEU members to the NDP Health Critic on the steps of Parliament Hill to support their efforts in advocating for the expansion of the Healthcare Accord. I have also served with our national union on NUPGE's Canadian Health Professionals Secretariat for 5 years and the National Advisory Committee on the Environment.

As much as I have participated in the national movement around the country, my home and my heart continue to be in Nova Scotia. Our members have weathered so much in the last 10 years, including austerity budgets, anti-labour legislation, mandated wage patterns, privatization, workplace safety concerns and the intersection of human rights in relation to all these issues. The pandemic and a lack of political leadership has challenged workplace health and safety standards and highlighted the crisis in all public sectors. All are systematic attempts at dismantling the rights that we have worked so hard to earn. This is happening in the face of inflation thereby conflating

housing shortages, lack of a living wage, rural/urban divide, increased household stress, and crisis in our communities.

NSGEU has been the leading voice of labour, social justice, and diversity for all Nova Scotians. I will fight on your behalf to keep us strong. I commit to visiting all locals in my first term to ensure that I continue to listen, learn, and advocate on behalf of all members.

I humbly ask for your support in allowing me to serve you as the NSGEU's 1st Vice-President. I commit to championing the rights you have all worked so hard to earn. The voice of many is stronger than the voice of one.

Stronger together, Let's keep it that way



2nd Vice-President Candidate:

Hello fellow NSGEU members!

As you read this edition of The Stand, we are less than two months away from coming “Together Again” at our triennial convention—the body that will set the direction our union takes in the next three years. And you, delegates, will set that direction in the resolutions you debate and in the leadership you elect.

I am Tammy Gillis, NSGEU 2nd Vice President, and I am asking for your support to re-elect me to that position.

I am an intake officer in the Supreme Court Family Division in Pictou. The work I do-- whether it be helping families reach resolution in custody and support issues, or tracking down divorce orders from decades ago so a client can apply for pension credits—is so very satisfying because I can help people resolve problems and make a difference in their lives. I suppose it is for the very same reason that I enjoy my union work—because I get the opportunity to try to help our members with their issues.

My involvement in our union began in 2009, when I attended my first local meeting and was elected to my executive and to the provincial committee pool. Since then, I have served in every role in our local executive, been a regional councillor, was a member of both provincial and ad hoc committees, am currently a member of my bargaining council and chair my occupation’s negotiating committee. I am just winding up my third term on the NSGEU Board of Directors, two of them as an executive officer.

Being on the Board of Directors has given me so many opportunities to learn and grow in my union activism. I have chaired and/or been executive liaison to a number of committees and councils: Human Rights, Health Safety and Environment, Social Recreation and the Constitution and Bylaws Committees; Cumberland Colchester and Pictou Antigonish Guysborough Regional Councils; as well as a number of Ad Hoc Committees, most recently the Ad Hoc Structure Review Committee which did some great work at looking at how our Board of Directors can be more inclusive and engage with more of our members—and a constitutional amendment will hit the floor on Day One of convention as a result of their recommendation.

But my work in the labour movement has gone beyond my union, too. Last fall I was elected to the Nova Scotia Federation of Labour representing NSGEU for a fourth term. In my time with the Federation of Labour I have participated in a number of educational sessions, labour events and rallies. I have also been involved with campaigns with our national union (NUPGE), the most memorable for me was the All Together Now Fairness Express, where I travelled with other NSGEU members to communities around our province to talk to Nova Scotians about the importance of labour unions, fair taxation and income inequality. And I was just recently chosen to represent NUPGE on the Canadian Labour Congress El Ad Hoc Committee.

This coming term will see much change: we will say goodbye to President MacLean, and elect a new president in his place. We will also continue to grow and become more inclusive and accessible to our members. Change is a good thing, even if a little scary at times. But managing change is done best with some experience leading the way. I would be so honoured and grateful if you were to decide that my experience would be valued enough to be part of that leadership and re-elect me to the position of 2nd Vice President!

Solidarity to you all!



3rd Vice-President Candidate:

My name is Christa Schnare. I am part of local 267W, Ivany Campus of Nova Scotia Community College Operational Support. This was my first job in a unionized environment, so there was a lot to learn about my new working environment and my rights under a collective agreement. It didn't take long to realize I wanted to actively be involved with the union and my local, and in 2017 I became chief steward. From there I have maintained this position but also moved into the vice president role, and then the president's role, all of which I have or do enjoy.

I work hard to try to keep my local as up to date as possible on anything important that is happening, or any information that comes through about items my members might be interested in, such as changes to discounts NSGEU signed members might receive.

There are various committees on campus I am part of, as well as metro a council and the Halifax/Dartmouth Labour council. I have attended many of the workshops/training sessions provided by NSGEU. As I enjoy helping people, I am always looking for ways to be more involved and running for 3rd Vice President just seemed like the most logical next step for me. The learning and experience I feel I can and would gain for this position would be invaluable as I would really love to eventually be an Employee Relations Officer.



3rd Vice-President Candidate:

Hello NSGEU members,

My name is Nicole Turple, I currently live in a small town called Chaswood, located in the Musquodoboit Valley region, after growing up in East Hants, Nova Scotia. I am a proud member of Local 3, which represents Civil Servants in Truro and Shubenacadie. I have been working as a Wildlife Park Attendant in a unionized role since 2015, but was first hired in 2011 as a summer student while I was in high school. I became involved within Local 3 back in 2017, where I took on a role as a Local Steward. I was quickly elected as a representative on the Cumberland-Colchester Regional Council, as well as on the Technical & Services (TS) Occupational Council, where I was happy to start learning more about my fellow NSGEU members across the province. In early 2019 I was elected as Local 3 Secretary and Chair of the Cumberland-Colchester Regional council, originally just planning to step up and fill the vacancies until after re-elections were due to take place following the Triennial Convention. Little did I know, that was just the beginning!

Following NSGEU convention 2019, I truly became active on a provincial level. Along with re-election to the Local 3 executive, I was re-elected to the Chairperson position of Cumberland-Colchester Regional Council and have happily held this position for the whole term. We have such great council members who embraced virtual meetings during the pandemic lockdown, our council being the first official test for NSGEU online meetings. I am also very grateful to have been elected to the Board of Directors to represent the TS Occupational Council. This position has allowed me to represent a variety of occupations at the board level, hearing from Sheriffs, Correctional Officers, Case Aides, fellow Park Attendants, etcetera. Not only did this allow me to learn more about TS occupations, but also to hear from members across the province representing all of our regional and occupational councils.

I was one of the lucky Board of Director members who was asked to chair a committee at the start of the term. Being a young worker myself, I will be 28 by the time this article is published, it was a great honour to be asked to chair the Ad-Hoc Young Workers Committee. I have had the privilege of learning invaluable knowledge from the committee members over the past three years. They represent a variety of occupational backgrounds and come from all across our beautiful province. Through a pandemic we were able to meet consistently, highlighted 30 young workers during a Facebook campaign, conducted a survey, hosted a virtual conference and plan to host Meet and Greet sessions at all four provincial offices in April/May 2022. I am also a member on the Nova Scotia Federation of Labour (NSFL) Young Workers Committee, as well as having been on the National Union of Public and General Employees (NUPGE) Advisory Committee on Young Worker Issues since 2020.

Through my provincial and national involvement within

the labour movement, especially surrounding young worker initiatives, it is my mission to be a voice to all members and to help recruit more young workers into active roles with the NSGEU. I am open to hearing from everyone, no matter which occupation or region you come from. Communication is key in becoming a voice for all NSGEU members and I hope that I can be your voice as NSGEU 3rd Vice President.

In Solidarity,
Nicole Turple



Secretary-Treasurer Candidate:

NSGEU Members,

It has been a privilege to represent you as NSGEU Secretary Treasurer for my 8th consecutive term. I wish to convey my intention to re-offer once again for the position of NSGEU Secretary/Treasurer and do so with no less pride than I felt after being elected at my first convention.

NSGEU has just come through a very difficult term, bargaining on your behalf, servicing the membership and all while following, restrictive and changing Public Health guidelines. Like all barriers we encounter, NSGEU met the Covid Health guidelines head on, arming ourselves with knowledge, understanding and then educating ourselves on how to make effective changes to assist the membership to work and meet effectively without in person meetings. Zoom became a tool which NSGEU quickly utilized to allow our members and staff continue in a virtual environment for work, meetings and to complete our term almost uninterrupted. There were some bumps in the road, but as union leaders, we avoided, jumped or buried the bumps, to complete another successful term together!!

So here we are, headed to another convention. We will be beginning next term with a new executive and new leader, as our current President moves on to our National Union of representation. I give you my promise, as I have for many preceding terms, Should you re-elect me, I will work with our newly Elected leadership utilizing my abilities as both a leader and team member within my NSGEU roles and as your NSGEU Secretary- Treasurer. Should you not know me, I would hope if you ask other members, I am known in this role as fair, honest and approachable. I believe all financial matters are sensitive and important issues. I have used these beliefs over my many years as your Secretary Treasurer to help guide recommendations that strengthen our Union. I have held many leading roles but the few I have found most personally satisfying in seeing them grow and develop are:

- Leading NSGEU's Strategic Planning sessions with the Board of Directors several terms to gain many of the strategic initiatives achieved in the past decades!
- Project Managing the NSGEU Building Construction from its inception Sept 2011, through to its completion and move in Aug 2013.
- Building Each Annual budget with your Board of Directors to ensure accountability and service are both balanced and achieved for our membership.

I would like to acknowledge my family – Allana, Lachlan and Kieran and thank them for their continued support which allows me each week to fulfill my obligations for you with confidence. I would like to thank the NSGEU membership, Executive, Board of Directors, and the staff for their support and guidance. This term we were pushed to our personal, work and trade union limits on many fronts with Covid issues, but it is with pride and satisfaction I say:

We continue to Stand Together, Unbroken and in Solidarity as an NSGEU Family!!!

I am proud to be a member of NSGEU and even prouder to have been serving with you this term while many successes were achieved in the face of a world of adversity and isolation.

On this foundation and with the same passion I always hold for my work for NSGEU,

I ask for your support for the position of your NSGEU Secretary Treasurer once again!

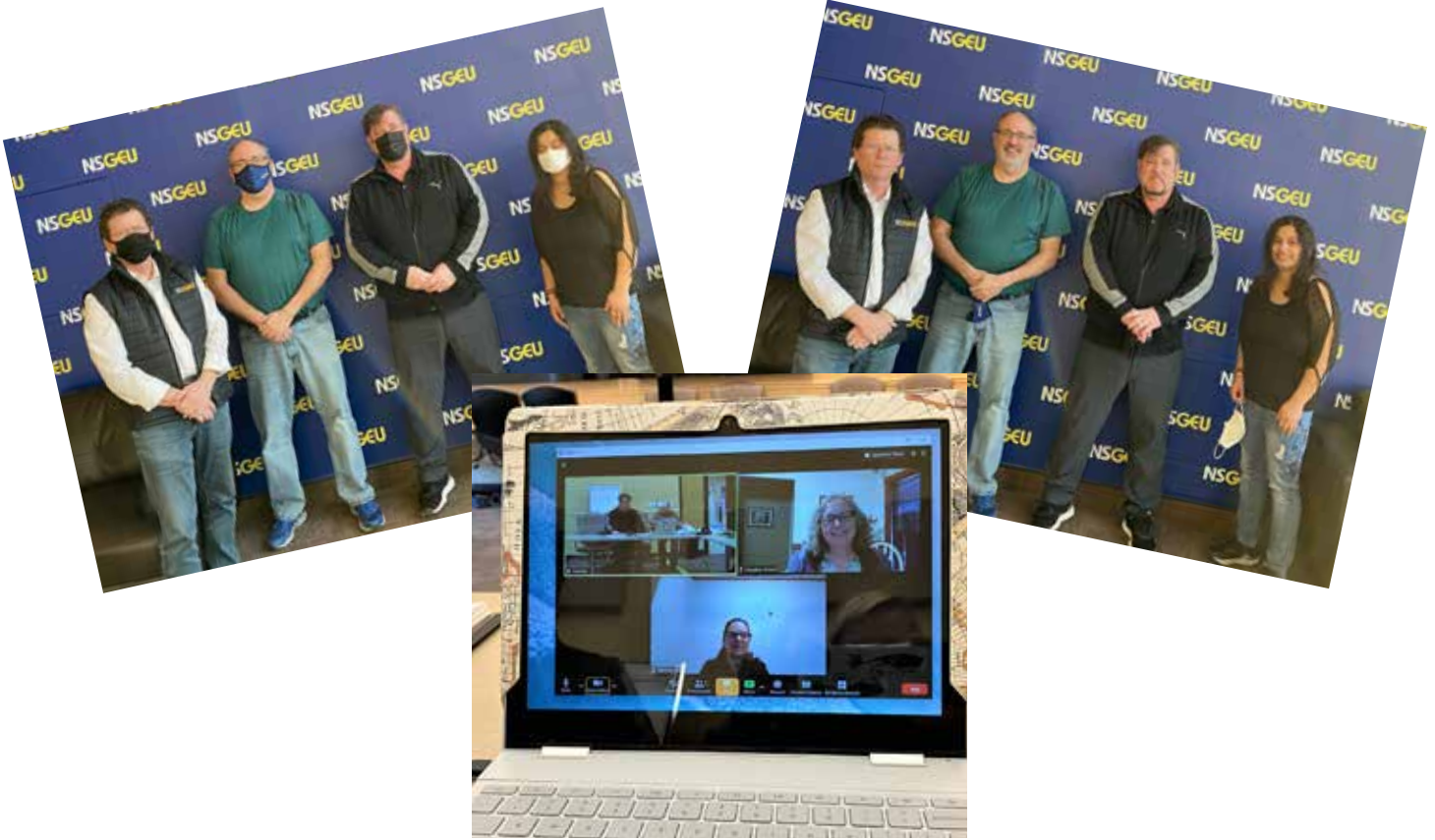
Thank You,
In Solidarity,

Darren McPhee



Preparing for Convention

The Finance Committee, Constitution & By-Laws Committee, and the Resolutions Committee met at the NSGEU office on Friday, March 11th and Saturday, March 12th to review submitted resolutions and constitutional amendments in preparation for Convention.



Finance Committee Members: (in alphabetical order)

Dawyne Foster, Local 16; Vernon Gaudet, Local 4; Heather Grant, Local 20; Wendy Hicks, Local 26; Ajay Maini, Local 8; Chair: Darren McPhee, Local 8; Nicole Murphy, Local 6; Krista Lee Spears, Local 423; Sue Ann Syms, Local 103.





Constitution & By-laws Committee Members: (in alphabetical order)

Uta Berthold-Brush, Local 195; Michele Davidson, Local 3; Chair: Nannette Doherty, Local 73; John MacPhee, Local 53; Melissa Mosher, Local 119; Aaron Russell, Local 70; Charly Weaver, Local 66;

Executive Liaison: 2nd Vice President Tammy Gillis, Local 2



Resolutions Committee Members: (in alphabetical order)

Lynn Bystrom, Local 1246; Krista Caldwell, Local 86; Ellen Campbell, Local 61; Lorelei Coombes, Local 1; Rachel Hirtel, Local 30; Sharon McDonald, Local 8 Chair: Audrey Oliver, Local 31; Gary Slaunwhite, Local 123; Sandra Starratt, Local 35;

Executive Liaison: 1st Vice President Sandra Mullen, Local 16

Committee Profiles:

Trade Union Administrative Professionals Occupational Council

The Trade Union Administrative Professionals Occupational Councilors for the 2019-2022 term were: (in alphabetical order)

Heather Avery, Local 193; Alicia Burke, Local 29; Kimberly Cahill, Local 423; Patricia Dwyer, Local 191; Teresa Goodick, Local 190; Linda Goris, Local 1246; Pamela Joy Grace, Local 423; Chair: Lynette Hayward-Byrd, Local 190; Livinus Numfor, Local 195; Ashleigh Schnare, Local 189; **Secretary:** Kimberely Sheppard-Campbell, Local 104; Matthew Smith, Local 21; Heather Marlene Tucker, Local 1246; Janet Lee Waters, Local 191; David Watts, Local 38; Jacqueline West, Local 191.

Alternates: Lynn Bystrom, Local 1246; Rosanne Cameron, Local 104; Lauren Croft-Henley, Local 38; Melissa Kim Doolittle, Local 21; Nadine Leadbeater, Local 29; Angela Mailman, Local 423; Anton Marsman, Local 423; Shannon McGrath, Local 191; Renette Melanson, Local 190; Sarah Murphy, Local 195; Heather Ann Slade, Local 189; Mark Smith, Local 1246; Krista Lee Spears, Local 423; Carolann Wilson, Local 104.

The committee has submitted a few profiles of members:



Livinus Numfor, Local 195

I obtained my undergraduate degree in Biochemistry in 2007 from the University of Buea, Cameroon. After that, I taught high school Biology and Chemistry for 5 years before I immigrated to Canada in 2012 via the Quebec Skilled Workers Program.

From 2012 – 2013, I did some odd jobs in order to acclimatize to the new country and environment. In September 2013, I enrolled into Ryerson University, Toronto to do a Certificate Program in Food Security and completed this program in December 2004. In 2015, I was offered admission into the University of Guelph, Ontario, to do a Master's in Public Health with a major in Health Promotion and minor in Epidemiology. I graduated in 2017. After that, I did some volunteer work in mass

immunization against Poliomyelitis in Cameroon. I returned to Canada in 2018 where I worked part time as a health promoter in a Smoking Cessation Clinic.

In June 2019, I accepted the position of a Health Promotion Specialist with Mental Health & Addictions with Nova Scotia Health Authority, where I currently work in Tri-County of Yarmouth, Digby and Shelburne.

As a kid, I always had a dream of getting into the medical field to become a medical doctor. Due to lack of interest and motivation from my Physics teacher, I dropped Physics in high school. This didn't shatter my childhood dreams. So, I enrolled into the Department of Life Sciences in the University of Buea,

Cameroon to study Biochemistry with a minor of Medical Laboratory Technology in 2002. Since I couldn't fulfill my dream to become a medical doctor, I decided to get into the Public Health field so that I can work to prevent diseases, promote healthy lifestyles and behaviours so that we can all prolong our lives for generations.

While doing my Master's program at the University of Guelph, I was doing a part time job at the Guelph General Hospital where I served as patient watch officer for mental health patients and this instilled my interest in mental health and addictions. I also worked at the Guelph Central Station where I met so many young people who are addicted to drug use as there was a meth-clinic across the station. The interest grew even more in me and that's when I decided to seek a position as a Health Promotion Specialist for Mental Health & Addictions in order to work to reduce harms from substance use and promote positive mental health in the community.

Carolann Wilson, Local 104

Carolann has worked in Continuing Care in Port Hawkesbury for the past two years, and is the Community Nursing Scheduling Assistant. She coordinates the Celltrack mileage tracking system the RNs and LPNs use.

Previously, Carolann worked in Continuing Care in a temporary position, but left to work with Public Health, and then at the Strait Richmond Hospital, until a permanent position with Continuing Care came up. She knew Continuing Care was a great fit for her, and was where she wanted to be.

Carolann loves her job. She credits her co-workers with providing invaluable support and make going to work a pleasure. She works with nurses in all 13 of the offices and enjoys helping them resolve Celltrack issues.

In speaking about her position, Carolann says "The position was a new one for CC when I started in it. The program however has been used by other agencies to track staff mileage. It allows the nurses to log into a client visit and record the services being performed while there. The mileage gets tracked between clients and office visits and calculated electronically which eliminates the need for manual daily recording of mileage. Reports can be run to show statistics on client visits and mileage."

Thank you, Carolann, for the important service you provide to nurses and to the citizens of Nova Scotia.



Various Locals came to NSGEU in March for Bargaining Prep!



Local 57 - Laing House: Jan Davison & Crystal Martin



Healthcare Support Services:
Local 119: Christian Collins, Joe Boudreau, Raymond Theriault,
Matthew Walsh, Robert Forbes
Local 124: Darryl LeRoux (not shown)



Local 56 - Blomidon Court-Shannex: Margaret Lloy & Madison Johnstone



Local 112 - Riverview Enhanced Living Society: Charlene Hancock & Amanda Kaulback

Local 43 -Canadian Blood Services:
Local President Mary Otto and ERO
Natalie Hillier prepare the Collective
Agreement voting station.



Brian Seidel of Local 43 casts his vote.

Brian Crawford Civil Service PR & HSN Local 8
member, seen here with Local President Rocky
Beals, retires after 35 years. Photo taken at
Sullivan's Pond Dartmouth 2022 March 14
receiving the Certificate of Merit from Local 8.



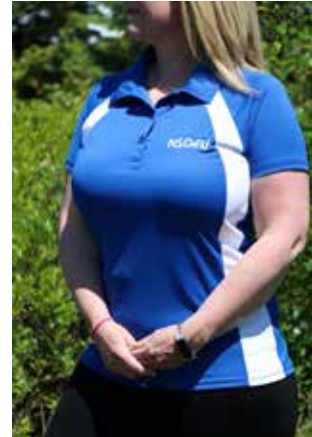
NSGEU Wear



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



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



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



Long Sleeved T-Shirt - \$15.00
Unisex sizes
Black & Charcoal



Pullover Hoodie - \$30.00



Pullover Hoodie - \$20.00

April 28

DAY OF MOURNING



We remember

workers who have died, were injured,
or became ill from their job.

We commit

to protecting workers and preventing
further workplace tragedies.

Wednesday, April 27th

Celebrating Administrative Professionals' Day

Administrative Professionals' Week April 24-30
Thank you for the work you do!



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