



The President Goes On Tour
(PG 10-13)



Health Care Ratifies Contract
Pictured: Rally for anti-privatization in Health Care
(PG 4-5)



Around the Union in Photos
(PG 16-21)

THE NO-ZO STAND

Dear members,

As usual, the summer months have flown by. It was a very busy period of time for the union, as we were deep into negotiating a new collective agreement and essential services staffing plan for the Health Care Council of Unions, preparing for civil service bargaining to get underway in earnest in mid-September, and headed to conciliation at many other tables, including for 14 home care locals.

Aside from our bargaining efforts, this was also a season of solidarity, as I joined a number of picket lines to show our support of striking workers and to advocate for issues that are of great importance to our members. In mid-July, we stood with NUPGE leaders outside of the Premiers' conference to protest health care privatization and to advocate for a national pharmacare plan. In August, I joined NSGEU Board members on the picket line for the Teamsters before the Federal government interfered and legislated binding arbitration, forcing the Teamsters back to work. Then, in early September, 1st Vice President Hugh Gillis and I visited striking library workers with NSUPE as they stood up for better wages and working conditions.

On top of all of this, we also co-hosted a special Labour Day Wanderers match, attended Pride events held throughout the province, and held yet another successful NSGEU Family Picnic at Oakfield Provincial Park.

During our "down time," I've been making my way around the province, visiting with members in their

workplaces, which is one of my favourite parts of this job: I love meeting with members and learning more about the important work they do. I started in Cape Breton in June, visiting members working in public education, municipal government and health care sectors. In July, I visited with members working in housing and health care in the valley. And in August, I had a chance to visit with members who work in provincial parks, including Graves Island and Rissers

Beach Provincial Park, as well as folks working in our NSLC stores on the south shore. During all of these stops, I was able to speak with members about the challenges they're facing in their workplaces, and how we can make improvements together. I look forward to continuing my tour over the fall and winter months!



President Sandra Mullen received her long service award in June for 40 years of service.

There are no signs of things slowing down this fall, either. We have a very busy few months ahead of us, and I am optimistic that we will continue to make good progress in improving working conditions and wages for all members. With so much work ahead, I'd like to encourage all members to get involved in the union: whether it be by taking a leadership role on your Local executive, participating in some union training, or simply showing up at your next Local meeting. The NSGEU is your union!

In solidarity,

Sandra Mullen

YOUR UNION AT A GLANCE

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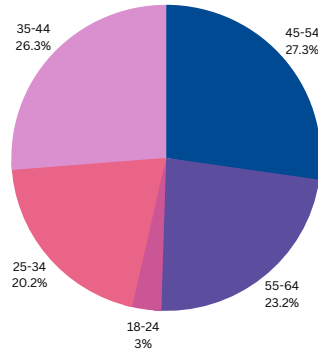
CONNECT WITH US!

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:

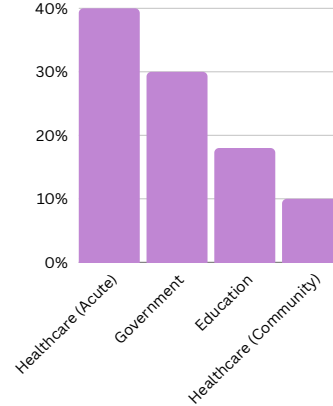
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AGES



SECTORAL REPRESENTATION



NSGEU STAFF



NSGEU HAS 66 PEOPLE ON STAFF THAT WORK TO SERVICE THE UNION MEMBERSHIP

MEMBERS

36,426

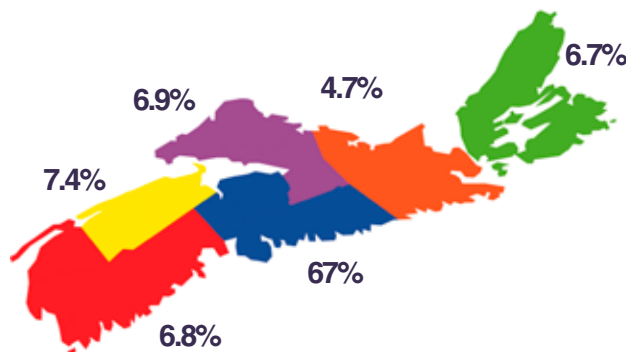
SIGNED MEMBERS

80.2%

FUN FACT

The total number of NSGEU members are equal to more than the populations of Richmond, Inverness and Guysborough Counties combined. Our memberships is large enough to span three counties; that's strength in numbers!

MEMBERS BY REGION



THE STAND

is a publication of the Nova Scotia Government and General Employees Union
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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.



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

NSGEU



Health Care Ratifies Much-Improved Contract

A new, much-improved collective agreement was ratified by members of the Health Care bargaining unit on Thursday, September 12th. The hard-fought deal was achieved after many long, difficult days at the bargaining table with employer representatives from Nova Scotia Health (NSH) and IWK Health Centre.

Ultimately, 4,298 signed members of the bargaining unit voted, with 79 per cent (3,390) voting to accept the agreement, as recommended by the committee.

This was a particularly challenging round of negotiations, for a few reasons. It's an incredibly diverse group: there are approximately 9,100 members working in approximately 180 different occupations in this unit, so there are a wide range of issues and pay gaps that exist.

And thanks in large part to the mandated wage restraint of the McNeil Liberal government, many of these occupations had fallen behind their counterparts in the rest of the country – and even in Atlantic Canada.

The bargaining council – comprised of members from NSGEU, Unifor, and CUPE – knew that they had a tough job ahead of them. Without factoring in all of the time that went into preparing for bargaining – surveys, analysis, and proposal development – the Council spent a total of 15 days at the table with the employers, culminating in a marathon final day of bargaining that didn't conclude until 4:30 a.m. the next morning, when they finally hammered out a deal that they felt

they could bring forward to the membership with a recommendation to accept.

Due in large part to the complexity of this bargaining unit (it includes more than 9,100 members working in approximately 180 different occupations), the wage provisions of the new agreement are complex: monetary increases depend on the members' occupation, how many years of service they have (what step they fall on in the current wage grid), and how their occupation compares to your counterparts in Atlantic Canada.



NSGEU and the National Union of Public and General Employees (NUPGE) joined the rally for anti-privatization in Health Care, held in Halifax in July during the Council of Federation meetings of Canada's Premiers.

The offer that was brought forward was a two-year deal, which includes cumulative wage increases totaling between 10.38 to 18.87 per cent over the two years of the agreement (November 1st, 2023 to October 31st, 2025) for those who are at the top of their scale.

All members receive the basic economic adjustments of 3% (effective November 1st, 2023), 2% (effective November 1st, 2024).

Everyone except for Care Team Assistants (CTAs) and Paramedics will receive the Special Acute Care adjustment of 2.5% effective April 1st, 2024. Then, effective October 31st, 2024, another 2.5% step will be added to all classifications except Paramedics. One year later, another 2.5% step will be added to all classifications except Paramedics. (Note: CTAs received an extra adjustment prior to this agreement and are currently highest paid for their classification in Atlantic Canada, and Paramedics have been matched to EMC

paramedics).

Finally, for those occupations who are not leading in Atlantic Canada, special catch-up adjustments of up to 2.5% and 2.5% will be applied on November 1st, 2024, and April 1st, 2025, respectively.

“This deal was tough to achieve, but is fair,” said NSGEU President Sandra Mullen, “It recognizes the critical role these health care professionals play in delivering the care Nova Scotians so desperately need.”

Perhaps most significantly, the language achieved in this round of bargaining clearly recognizes that these health care professionals should be leading in Atlantic Canada. And we are committed to ensuring that remains the case, moving forward.

We appreciate the engagement, support, and solidarity that was demonstrated by the membership throughout this round and look forward to engaging members in our next round of collective bargaining, which will start well in advance of the expiry of the collective



agreement on October 31st, 2025. The Council continues its efforts to conclude an essential services staffing agreement via the Labour Board, in an attempt to ensure we don't have to start that process over again when negotiations begin again.

In the meantime, we are pushing to get the contract signed by all parties so the employer can begin getting data entered into their payroll system and retro payout to everyone as soon as possible. We will also be establishing a joint committee to work through eligibility for various occupations' eligibility for the special catch-up adjustments: stay tuned for more information!

Home Care Bargaining Update

Home Support Continuing Care Assistants (CCAs) are dedicated to providing much-needed services to the most vulnerable members of our society, but it is becoming increasingly difficult to do that work. That's because there are still massive staffing deficits in the sector which negatively impact people receiving the services and those currently working in the field.

There are thousands of home care CCAs working in communities throughout Nova Scotia, providing critical support to people of all ages and needs at home. Given the current stretched state of our hospitals and long-term care facilities, the role they play in keeping people safe and comfortable at home has never been more important.

That said – and despite a long-overdue [wage increase](#) implemented by government outside of bargaining in February 2022 – there are still significant recruitment and retention issues in this sector. This is largely due to working conditions, workload, and lack of work-life balance, and during this round of bargaining, it is clear that changes are needed to address CCAs' concerns, or things are only going to get worse.

The NSGEU currently represents more than 1,540 home care CCAs in 14 different locals, working in communities from Yarmouth to Cape Breton. Many of the smaller locals we represent still do not have “guaranteed hours of work,” which means that they must be available for up to 14 hours per day but may only actually be scheduled for a few hours. None have paid lunch breaks. And some are asked to travel long distances between clients without being compensated for their travel time.

In some agencies, if a client visit is canceled, the employee has to be willing to pick up visits, at any time, over a 7 - 14 day period to ensure they get paid. Shifts can change without notice leaving families struggling to make childcare arrangements, forcing employees to miss previously scheduled appointments and preventing employees from being able to fulfill previously made commitments to their families and communities.

All of this adds up to a great deal of uncertainty for CCAs: in many cases, they don't know what the amount will be on their paycheque. This is making it impossible for people to know whether they'll have enough to cover rent or buy groceries.

The implementation of standard shifts would alleviate the stress on CCAs by bringing stability to their work schedules. It is of vital importance to the retention and recruitment of CCAs in the Home Support Sector that the agencies are funded properly to provide reliable, standard schedules to employees working in the sector. It is vital that home support

agencies and the Department of Health and Wellness work toward creating a work environment which promotes staff retention and workforce stability, including measures which support income stability for staff, an appropriate mix of staffing (full, part-time and casual), a reliable schedule of work, the ability to take (and be compensated properly for) breaks and fair compensation for travel time.

The union's focus during this round of bargaining has been on making substantial improvements to contract language for all of our home

care locals, to create more certainty and stability in the sector, which will, in turn, lead to better work-life balance.

But the process has been long. We have bargained for each of the 14 locals, and early in the summer, held strike votes for each. Since then, conciliation dates have been held for two locals – Local 30 (Digby & Clare) and Local 32 (Yarmouth Argyle), where both employers were in agreement with the unions on the vast majority of the key issues and proposals. However, we are still awaiting commitment from the provincial government) that these critical changes will be funded.

In the meantime, the union has scheduled conciliation dates for 10 of the 12 remaining locals for October, and we are awaiting dates for the final two. Our hope is that we can quickly conclude a much-improved agreement that will ensure home care CCAs receive the support they need to continue supporting their clients at home. ■



NSGEU 1st VP Hugh Gillis and ERO Corry MacKinnon met with Home Support Workers this summer.

Civil Service Bargaining Update

Civil Service bargaining is underway. Some proposals were exchanged on June 26 and the two parties had two days of bargaining on September 16th and 17th. Some progress was achieved, and future dates have been scheduled for Sept 23rd and 25th and November 5th, 6th, 12th and 13th.

Rise Together!

The Civil Service plays an integral role in the way our government and communities function. But not a lot of people actually have an understanding of the incredibly wide range of jobs our Civil Servants hold: a common misconception is that they all work in offices.

While many of our members do, in fact, work in offices, there are many more who don't. To help Nova Scotians better understand the breadth and depth of the Civil Service, the NSGEU's Board of Directors approved a new campaign to be launched to coincide with bargaining this fall.

This campaign, which launched September 9th, features three members, one from CS, PR and TL: a Visitor Information Centre Supervisor (Terrilynn), Adoption Social Worker (Melanie), and Ferry Captain (Stephen). The members are depicted in their workplaces and communities, interacting with the public we serve.

It includes four weeks of radio ads in Halifax, Sydney, New Glasgow and Kentville; four weeks of television ads on CTV Halifax; newspaper ads in Halifax, Cape Breton, the Valley, South Shore and Antigonish; as well as digital placements in restaurants, businesses and billboards, digital audio and social media throughout the province.

Please take a moment to check out the ad below, if you haven't seen it already: https://www.youtube.com/watch?v=B_OiqsHKt0



CLC Political Education

Over the course of four different sessions – two in Halifax, one in Liverpool and one in Port Hawkesbury – the NSGEU partnered with the Canadian Labour Congress in delivering a course called “Workers and Politics: Why it matters.”

The intent of the course was for members to leave with greater skills and confidence to talk about labour’s issues at home, in the workplace, and in the community, as a workplace engaged or as a part of a local campaign. The workshop was designed for union activists with a passion for politics and who may want to become more involved and make changes in their community.

The course was a first for the NSGEU and even in the heat of the summer, it filled up within 24 hours.

Participants discussed the current political climate federally, provincially and municipally; and the art of having political conversations in an increasingly polarizing world and why politics matter for working people.

More than 100 people participated with some pretty incredible conversations.



NSGEU held a new course in collaboration with the Canadian Labour Congress called Workers & Politics in Halifax in August.

The Survey Says...

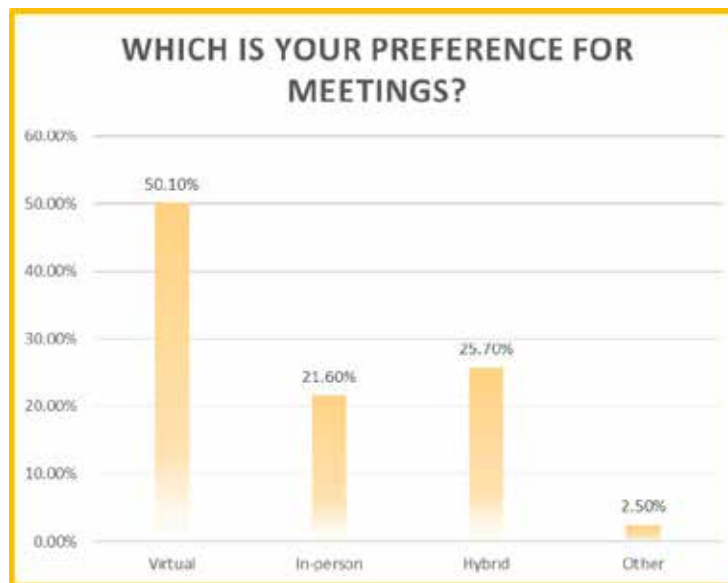
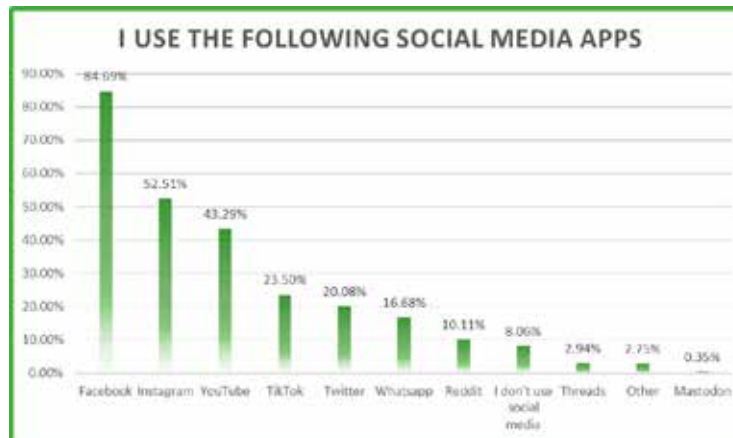
At the end of 2023, NSGEU members were invited to participate in a communications survey. That survey was intended to gauge how effective the union's current communications strategies and tools are, and how we can improve.

There was a strong participation rate from the membership, with approximately 3,700 members responding to the survey, with roughly 34 per cent from Government, 20 per cent from Education, 33 per cent from Health Care (Acute) and 12 per cent from Health Care (Community).

We asked members to rank how they prefer we contact them, and respondents overwhelmingly selected email as their #1 choice for contact (88%). Text message was the highest rated for second choice (37%), and phone calls came in nearly equal with text message as the third choice among those surveyed (26%).

We asked a few questions about social media usage. The average respondent uses 2.64 different social media platforms, the two most common being Facebook (84.69%) and Instagram (52.51%). We also asked members to rank which platforms they'd like to receive union communication on, and the clear preference among our members was Facebook (70%), with Instagram coming in second (40%). YouTube scored highest as third pick (23%).

Based on this data, our communications team started an NSGEU Instagram account (@TheNSGEU) and has shifted our focus away from X (formerly known as Twitter). We continue to maintain an active Facebook and YouTube presence. If you aren't already following us on these platforms, please do!



When it comes to emails from the union, 90% of respondents say they read our emails, and 77.2% say they are "just right" in terms of frequency (just 4.7 per cent said there were too many!)

And coming out of the pandemic, we wanted to know how members felt about in-person vs. Virtual vs. Hybrid meetings: it appears that approximately half favour virtual meetings!

We also asked members if they read The Stand, and two out of three members surveyed indicated that they do not read our newsletter.

So, we're testing out a new format this time around (an email newsletter format). Please let us know if you prefer this format!

Thank you again to everyone who took the time to participate in our communications survey. The information you provide really does help us make decisions about how we should best reach our members. ■

President's Tour

The last few months NSGEU President Sandra Mullen has taken the time to travel the province and meet with members, where they work, to hear and see first hand the jobs they do everyday. Members were able to share their experiences on the job and also raise concerns they would to see changed. Seeing first hand the positive impact members are having on Nova Scotians helps bring perspective to the work the union does on behalf of members.

President Mullen spent time in Cape Breton, the Annapolis Valley and the South Shore. Here are some of the places and people the president met on her latest tour. ■



We stopped to visit Mental Health & Addictions in Port Hawkesbury. We met with Harmony Hiltz, Admin Assistant, Crystal Morais, Early Years RN with Public Health, Marie Noteworthy, Casual Public Health Nurse, and Sheila Brophy, Continuing Care LPN.



We met with Sharlene Short of Local 45, a Scale House Operator at the



Learning about lobster research with two Marine Biologists at Université Sainte-Anne Campus de Petit-de-Grat, and Admin Assistant and Local 45 member Denise Clavette.



Left: In Cape Breton at École Beau-Port, with Local 72 member Colleen Samson Smith, an Educational Assistant who showed us around the school.



Above: Visited Valley Regional Hospital with 1st VP Hugh Gillis. We met with Local 191 member and Accounting Clerk Patti Dwyer, who introduced us to other members in the Local.

Above: In Berwick with Local 195 member Nutritionist Sarah Mullen



Waste Management Facility in Isle Madame.



Above: Members of Local 191 who work in Health Records at Valley Regional Hospital.

Right: Met with members of Local 25, Western Regional Housing Authority.



President's Tour Continued...

Right: We met with members at Rissers Beach Provincial Park. Derrick Corkun-Chief Care Taker, David Sparkes-Park Attendant, Tara Nodding- Park Attendant.



First stop on our South Shore President's Tour, we met with members at Graves Island Provincial Park, Forest Technicians Allan White and Alisha Kelly.



Right: Met with Local 470
Bottom right: At Public H
Coordinators.



Below: NSGEU member Tara Nodding is a Park
the atmosphere of working for this department



OB members at the Chester NSLC, including President Samantha Lucas. Health in Port Hawkesbury, meeting with LPNs, RNs and Care



Attendant at Rissers Beach. She says she loves being outdoors, likes [unclear], and has a good work life balance.



A View from the Gallery: A Political Update

After a summer filled with the anticipation of an early election the result was no election call. Instead, Premier Tim Houston recalled the legislature for an early fall sitting. The legislation in Nova Scotia requires the House of Assembly to sit a minimum two times a year, once in the fall and once in the spring.

September 5th was not only the first day of school for students but also the first day members returned to the legislature for the earliest fall sitting in over a decade.

There wasn't a clear reason as to why the legislature was recalled so early, however, there has been some interesting bills introduced that impact working Nova Scotians, for the better.

Bill 464 The Stronger Workplaces for Nova Scotia Act was introduced and passed by the legislature. The new legislation amended the Worker's Compensation Act, the Occupational Health and Safety Act and the Labour Standards Code.

Some of the changes include:

- A return-to-work process that will help the employer and employee from the time a worker is injured until they return to suitable and meaningful work.
- Changes to support respectful, safe, and welcoming workplaces by preventing harassment.
- Creates five unpaid sick leave days for general illness and three unpaid days for medical appointments.
- Provides a 27-week unpaid leave that would provide eligible employees with job protections while dealing with serious illness or injury.

NSGEU President Sandra Mullen spoke at the Law Amendments Committee in support of the direction of the legislation but offered a few amendments to make the law better for working families.

The NSGEU proposed amendments that would give all workers 10 paid sick days. This would ensure that

families aren't faced with the choice of going to work sick or injured or not being able to pay their bills. The union proposed changes to move the 27-weeks to paid as well.

The NSGEU also proposed amendments to be clear that harassment includes bullying and the legislation needs specific guidelines for employees and employers to follow.

The government used its majority to move the bill back to the legislature without amendments, and the bill was passed into law. While the bill could have been improved, the current legislation is still a step forward

in workers rights and highlights the importance of unions and unionized workplaces.

Without a strong union, many workers are left at the mercy of the legislature without any recourse or advocate on their side. Unions still matter.

The legislature

continues with its fall session and rumours continue to build on when the next provincial election could be called. The Houston government did pass a law that would enforce fixed election dates. However, that law can be repealed at any time.

The Premier was elected on a commitment to fix health care. Polling suggests that while people were prepared to give him the benefit of the doubt after three years are growing impatient as surgery wait times, ER wait times and waitlists for family doctors remain high.

People elect governments with the expectation they will serve their full term and do their best to honour their commitments. Has enough been accomplished for Houston to seek a new mandate? Or can the government make a case as to why an election is needed? History books are filled with stories of governments calling early elections, only to be punished by voters.

Stay tuned. ■



Steward Profile: Taylor Hildebrand

How long have you been a steward?

Two years.

What made you want to become a steward?

Making sure workers aren't being exploited.

What issues do you typically deal with in your workplace as a Steward?

People not being paid correctly, agreed-upon procedures (as outlined in labour management) not being followed.

Have you faced any discrimination in the workplace by stepping forward to become a Steward?

No.

What kind of skills has being a Steward given you?

Exercising/practicing diplomacy, conflict resolution, and clear communication.



NSGEU's Cancer Care Fund

The NSGEU administers a special fund for members or their immediate family members who have been diagnosed with cancer and are in need of financial assistance.

The hope is that this will offer a little extra support during a difficult time, providing up to \$300 in gas and/or grocery gift cards to applicants.

This fund was created by the NSGEU Women's Issues Committee in 2011, and since that time, more than \$83,600 has been distributed. In 2023 we gave a total of \$6,900 in gift cards, and so far for 2024, we have given a total of \$3,900 in gift cards.

The fund is available for members and their immediate family (immediate family is defined as a spouse, common-law partner, same-sex partner, children, or parent. The latter bonds may be by blood or by legal adoption). When you or your family member is accessing this fund you must know what NSGEU Local you belong to. If you aren't sure of your Local number, you can contact us at inquiry@nsgeu.ca or by calling 902-424-4063 (toll-free 1-877-556-7438).

Click here to apply: <https://fs2.formsite.com/nsgeu/form220/index.html>

Halifax Pride 2024



The NSGEU Young Workers committee pictured with President Sandra Mullen, 1st VP Hugh Gillis and the NSGEU Executive.





Family Fun Day 2024

Our Social Rec Committee organized another successful NSGEU family picnic at Oakfield Provincial Park in August. President Mullen had the chance to meet with many of our members and their families who attended.





Around the Union



We were proud to sponsor today's HFX Wanderers FC Labour Day match! President Sandra Mullen and Tammy Gillis had a chance to chat with many NSGEU members in attendance, as well as members of the public.





NSGEU President Sandra Mullen, and 1st VP Hugh Gillis attended a flag raising and proclamation ceremony at Halifax Citadel National Historic Site to commemorate Emancipation Day, and the enduring legacy of the Jamaican Maroons in Nova Scotia.

Pictured with Equity Council board member Sharon McDonald, as well as Melissa Marsman, Secretary Treasurer of the Nova Scotia Federation of Labour.



NSGEU President Sandra Mullen joined members and staff of OPSEU Ontario at the NSGEU building in Dartmouth. They were in Halifax for a Canadian Blood Services board meeting, and are opposing the expansion of paid plasma in Ontario, and urging further expansion of voluntary plasma donation centers.

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION 4
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2023


	2023 Budget \$ Unaudited	2023 Actual \$	2022 Actual \$
REVENUES			
Member dues	19,728,000	20,895,806	18,920,705
Other income (loss) (Note 10)	<u>-</u>	<u>1,029,936</u>	<u>(1,245,634)</u>
	<u>19,728,000</u>	<u>21,925,742</u>	<u>17,675,071</u>
EXPENSES			
Wages and benefits	<u>8,282,141</u>	<u>7,905,542</u>	<u>6,609,829</u>
Staff travel	<u>415,000</u>	<u>402,875</u>	<u>396,661</u>
Negotiations and servicing			
Arbitrations and grievances	2,040,000	2,552,571	2,003,189
Negotiations	500,000	490,249	402,888
Classification appeals and arbitrations	-	-	2,143
Organizing	83,000	62,914	85,667
Education	695,000	665,084	612,978
Communications and research	295,000	256,550	257,571
Health, safety and environment	7,500	2,477	3,023
Convention	300,000	-	639,050
Defense fund	<u>837,140</u>	<u>279,830</u>	<u>608,534</u>
	<u>4,757,640</u>	<u>4,309,675</u>	<u>4,615,043</u>
Administrative and financial			
Rebates to locals	365,000	342,579	273,857
Meetings, provincial committees and councils	877,850	639,902	583,334
General and office	1,377,000	1,339,163	1,277,149
Affiliations	1,534,659	1,468,213	1,261,002
Building	1,039,000	1,049,637	898,514
Amortization	<u>630,000</u>	<u>583,348</u>	<u>575,967</u>
	<u>5,823,509</u>	<u>5,422,842</u>	<u>4,869,823</u>
Officer off the job			
Wages, benefits and housing	171,300	171,305	82,053
Travel	<u>30,000</u>	<u>21,786</u>	<u>15,900</u>
	<u>201,300</u>	<u>193,091</u>	<u>97,953</u>
Presidential			
Wages, benefits and housing	208,410	196,417	206,015
Travel	<u>30,000</u>	<u>25,923</u>	<u>15,597</u>
	<u>238,410</u>	<u>222,340</u>	<u>221,612</u>
TOTAL EXPENSES	<u>19,718,000</u>	<u>18,456,365</u>	<u>16,810,921</u>
EXCESS OF REVENUES OVER EXPENSES	<u>10,000</u>	<u>3,469,377</u>	<u>864,150</u>

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION 6
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2023

	2023	2022
	\$	\$
ASSETS		
CURRENT		
Cash	792,867	3,094,241
Accounts receivable	1,194,489	1,099,484
Prepays	<u>529,408</u>	<u>446,664</u>
	2,516,764	4,640,389
INVESTMENTS (Note 3)	17,735,576	12,716,072
CAPITAL ASSETS (Note 4)	<u>13,516,504</u>	<u>13,760,204</u>
	<u>33,768,844</u>	<u>31,116,665</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	1,292,790	1,109,918
Current portion of long-term debt	<u>445,295</u>	<u>406,923</u>
	1,738,085	1,516,841
LONG-TERM DEBT (Note 6)	4,750,161	5,783,688
LONG-SERVICE OBLIGATION (Note 7)	2,116,650	2,039,085
POST-RETIREMENT BENEFITS OBLIGATION (Note 8)	<u>2,286,760</u>	<u>2,369,240</u>
	<u>10,891,656</u>	<u>11,708,854</u>
MEMBERS' EQUITY		
INVESTED IN CAPITAL ASSETS (Note 9)	8,321,048	7,569,593
UNRESTRICTED	<u>14,556,140</u>	<u>11,838,218</u>
	<u>22,877,188</u>	<u>19,407,811</u>
	<u>33,768,844</u>	<u>31,116,665</u>

COMMITMENTS (Note 11)

Approved by the Board



President



Secretary-Treasurer

 bakertilly

A NIGHT
ON ICE
WITH NSGEU!

MOOSEHEADS VS.
SCREAMING EAGLES

SATURDAY, OCT. 19, 7 PM

NSGEU

Enter here!

NSGEU

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