

# THE NO-NC STAND

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

Fall/Winter 2017/18

A photograph of a person wearing a brown winter hat and a fur-lined hood, digging through a large pile of snow. The person is holding a black shovel and is looking towards the camera. The background is a bright, snowy landscape.

## Civil Service Arbitration Decision Scrapes Back McNeil's Wage Restraint

## Civil Service Arbitration Decision

How did we get here? What does it mean for the Civil Service?

pg. 4-5



**Kim Jenkins, NSGEU 2ndVP, Janet Murphy, Medical Device Reprocessing (MDR) Technician, Froilan Picasos, Utility Worker, Donna Flynn, MDR Technician, and President Jason MacLean, at the MDR Unit on Nov. 14 at the VGHospital.**

Dear members,

**A**s we look forward to 2018, it is good to briefly reflect on what has passed. In 2017, Nova Scotians used ballot boxes to register their opposition to the austerity and outright meanness and arrogance of the Stephen McNeil government since 2013. As a result, seven Liberal MLA's lost their jobs and paid the price.

During their first mandate, instead of dealing with issues affecting frontline workers throughout the Public Service, the McNeil government spent their time and energy attacking workers rights. They passed Bill after Bill in the legislature that interfered with the collective bargaining process in order to slant negotiations their own way.

Our Home Support workers in the Strait area and throughout Cape Breton were particularly active during the last election and played a key role in defeating Michel Samson, MLA for Strait Richmond and a powerful member of McNeil's cabinet. Home support workers didn't let their MLAs forget Bill 30, one of the first Bills the Liberals passed back in 2014 that forced workers back to work and declared them an essential service. All the members were fighting for was a fair collective agreement so they would be able to provide for their own families.

As a union, we took on the McNeil government during the last election because of his continued attacks on working people. Our Political Action Committee had the mandate from our last convention supported by our constitution that allows us to work against any government that attacks us and McNeil certainly did that.

The attacks on labour rights continued when on August 22, 2017 without any heads up, the McNeil Liberals put Bill 148 into law, legislating a wage package and removing a long-standing benefit from public sector collective agreements - referred to as the retirement allowance.

After much pressure, McNeil said he was sending the Bill to

## 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](mailto:inquiry@nsgeu.ca) or connect with us:

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the Nova Scotia Court of Appeals for a constitutional review. However, this proved to be untrue when two days later it was discovered they had only sent the wage component for review. They had not sent the controversial articles which legislate away a freely negotiated benefit.

We immediately called the Premier out for this move and placed ads questioning the Premier's tactics across Nova Scotia. We also launched our own court challenge and took part in the Nova Scotia Federation rally at the Legislature. We moved our Leadership Symposium up to coincide with the rally and your leaders made themselves heard!

Too often, we are told protests don't work, but the great turnout against the weakened Liberals proved that they do!

In the end, the McNeil Liberals agreed to send the entirety of Bill 148 to courts for review. This was a major win. The fight will continue not only at the Court of Appeal, but with the appeal of the Bill to the Supreme Court of Nova Scotia and Canada, if necessary, on behalf of our Civil Service members.

With the Civil Service arbitration decision behind us, we are moving forward with negotiations on behalf of our other members, including school boards, health care, nurses, and home support.

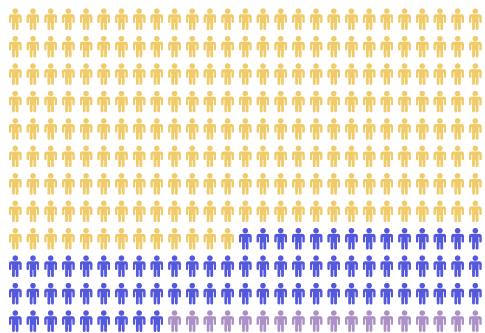
We know McNeil would like to dictate the wages and benefits of our members - but we have rights, including the right to bargain a collective agreement. Government must respect these rights and we will use every tool we have available including calling on you to raise your voices with us in order to hold them to it.

In Solidarity,

Jason MacLean

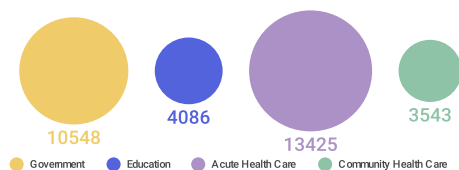
# NSGEU

The largest public sector union in Nova Scotia, we represent 31,602 working women and men:



● Women ● Men ● Other/Did Not Specify

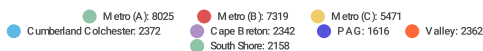
They work in four main sectors: Government, Education, Acute Health Care & Community Health Care



81

The # of collective agreements NSGEU services on behalf of its membership

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



## FEATURES

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## NSGEU TWEETS

### Bill Zebedee (@Bill\_Zebedee)

The @NSGEU Cannabis Report gives good arguments to why sales would be better in publicly run stores. Specifically under "3.1 Evidence and debates pertaining to cannabis distribution and public health". Lots of useful reference too.

### Trae (@traebordileau)

Yes, I fully support this action by the @NSGEU on behalf of their workers, and am happy the teachers are joining the action

### Donna MacGregor (@macgregordm)

Had a fantastic time facilitating @NSGEU New Activist workshop past 2 days with @HollabackGirl71. Left feeling inspired. Solidarity rules!

### Pete Northen (@PeteNorthen)

Tragically, Jack Webb's spouse Kim D'Arcy seems to be confirming everything @NSGEU has been saying about #CodeCensus. @JMACL3AN #nspoli

### Sarah Ritchie (@SarahRitchieCTV)

The @NSGEU will proceed with Charter challenge of Bill148 on behalf of civil service. Union says it's pleased entire bill is being reviewed

### Sean O'Toole (@seancotoole)

Excited to be showcased by @NSGEU on this #EPHWeek2017 Recognizing hard work of EHPH professionals. @CIPHI\_NSPEI @ciphi\_national

## THE STAND

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255 John Savage Ave.  
Dartmouth, NS, B3B 0J3

### Contributors

Jason MacLean  
Zita Hildebrandt  
Shannon MacIntyre  
David MacKenzie  
Brandon Rose  
Deedee Slye  
Lucas Wide

### Contact NSGEU

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

### Executive Officers

President  
Jason MacLean  
902-424-4063  
1<sup>st</sup> Vice President  
Sandra Mullen  
902-841-0108  
2<sup>nd</sup> Vice President  
Kim Jenkins  
902-266-6062  
3<sup>rd</sup> Vice President  
Tammy Gillis  
Secretary-Treasurer  
Darren McPhee  
902-449-7778

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[alltogethernow.nupge.ca](http://alltogethernow.nupge.ca)



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FAIRNESS  
WORKS**

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

NSGEU



# Civil Service Arbitration Award

An Arbitration Board issued a decision on outstanding items in Civil Service negotiations on December 7, following presentations from both ourselves and the Employer. This decision concluded this round of negotiations for the Civil Service. Please note: our challenge of the constitutionality of McNeil's Bill 148 continues to move forward in the Courts.

## The wage package:

Bound by the terms of Bill 148, the Board did not outdo the terms of its wage package:

- 0% in the first year
- 0% in the second year
- 1% in the third year
- 1.5% and 0.5% in the fourth year, with the 0.5% coming on the last day of the agreement.

However, the Board also awarded two extra years at the end of the mandated four-year term and followed the same wages the bill had in year four:

- 1.5% and 0.5% in the fifth year, with the 0.5% coming on the last day of the agreement
- 1.5% and 0.5% in the sixth year, with the 0.5% coming on the last day of the year.

The Arbitrator's decision has broken through wage restraint set by Stephen McNeil.

## The Public Service Award (PSA):

The Board had to adhere to Bill 148 in its decision regarding the treatment of the Public Service Award. Accrual of the PSA ends for any member hired on or after April 1, 2015 and frozen for all members who have been accruing it as of March 31, 2015. The Arbitration Board ordered that the PSA can be cashed out in full calculated on the member's wages as of March 31, 2018. If the member wishes to leave their PSA until they retire, it will be calculated using the wage rate as of the date they retire.

The Public Service Commission has indicated to the Union that they are in the process of making all the necessary calculations for the PSA and will be communicating individually with the members about the value of your PSA in January. Members should contact the Employer sooner, rather than later, to ensure they have your correct dates of service on file.

***We are advising all members of the Civil Service to consult a financial advisor regarding your decision about whether to keep the PSA locked in, or cash it out.***

We are advising all members of the Civil Service to consult a financial advisor regarding your decision about whether to keep the PSA locked in, or cash it out. We have been told government has applied to Canada Revenue Agency to make it possible to move the money over to an RRSP without being taxed at source. The Union does not have financial advisors on staff at this time, nor do we recommend which financial advisors you should use but we do recommend you speak to one. *Please note: if you take the payout of PSA and we are successful in our appeal of Bill 148 and the PSA is reinstated, we believe the PSA could begin accruing again as of April 1, 2015. Also, if you choose to wait until you retire to collect your PSA, it will be there.*

Update: In early Feb. each member will be emailed or mailed a package containing their individual PSA calculation plus their service calculation and their March 31, 2018 salary estimate. The package will contain an explanation of options for the payout of the PSA. The package will also contain an election form plus a waiver. The employer is asking for the forms to be submitted by March 15th. Payouts will be done as quickly as possible.

Information on the payout options will deal with Canada Revenue Agency exemptions and taxation. Members should be aware of how much room they have for RSPs and their own financial situations.

For more information please visit: <https://novascotia.ca/service-payout/>.

We are pleased that the Arbitration Board left the collective agreement intact, maintaining our job security language and Expression of Interest (EOI) processes as they were. The Employer had argued for those items to be removed. Having completed another round of bargaining with the job security Memorandum of Agreement intact, our job security language is stronger than ever.

The Board also agreed with us that the Collective Agreement language could be modernized in a few ways. For example, if a family member as defined in the collective agreement, passed away, a member has the right to split up the days allotted to them throughout a calendar year.

Here is a brief timeline showing how we got here:

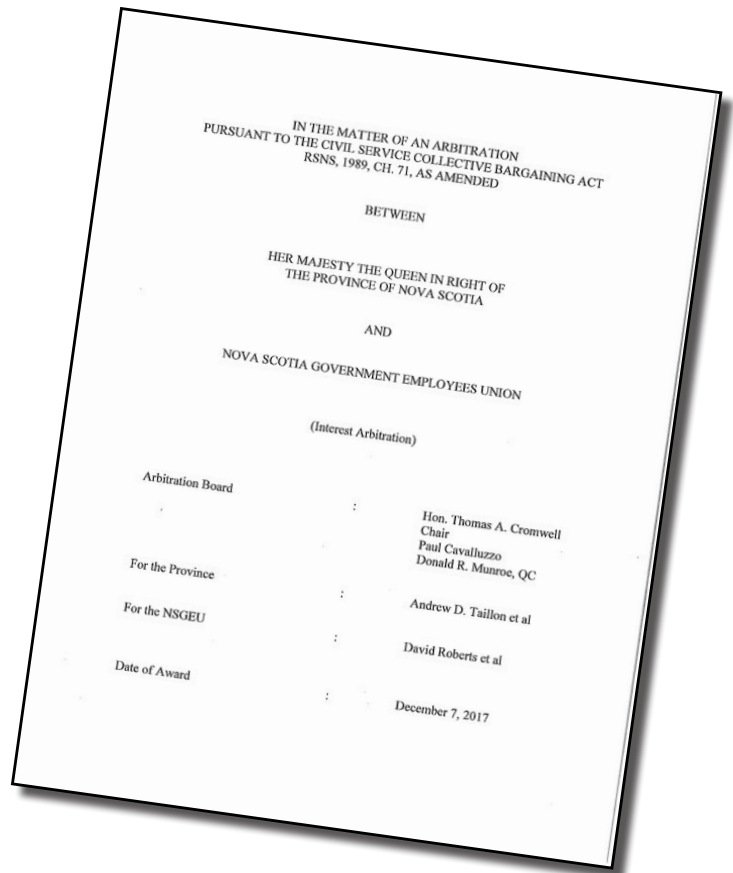
- The last Civil Service master Agreement expired on March 31, 2015
- On February 23, 2015, the NSGEU Union Negotiating Committee (UNC) serves notice to bargain.
- August of 2015, Nova Scotia announced its "Public Service Sustainability Mandate" that sets up the term of the agreement and wages for the upcoming round of

public sector bargaining, including bargaining with the NSGEU for Civil Servants.

- The NSGEU and the Employer met on October 21, 2015 to begin collective bargaining. We met for five days and agreed on a number of minor issues but made no progress on the key issues.
- The Nova Scotia Teachers Union reached a tentative agreement on November 13, 2015 and a similar deal was presented to the Civil Service Bargaining Committee. The Employer dropped its proposals for significant concessions on job security language and the filling of vacant positions in the bargaining unit. The Employer also proposed that the Public Service Award that had accrued up to April 1, 2015 would be paid out at an employee's salary upon retirement as opposed to the employee's salary at April 1, 2015.
- Because of concern that Premier McNeil would legislate the concessions that the Employer originally sought in bargaining, the Union negotiators accepted the final offer and prepared to recommend its ratification to union members.
- December 14, 2015, Nova Scotia introduced the Public Services Sustainability (2015) Act (Bill 148), which received Royal Assent on December 18, 2015 but which was not proclaimed into law at that time.
- January 22, 2016, because of Nova Scotia's action in passing Bill 148 and because of Bill 148's interference in collective bargaining, the Civil Service Union Negotiating Committee and the Bargaining Union Negotiating Council changed its recommendation to rejection.
- The vote on the final offer was concluded on December 14, 2016, and was rejected by 94% of our Civil Service members who voted.
- Negotiations took place on December 19 and 20, 2016. The Employer would not alter its position on wages and the Public Service Award, as set out in the yet un-proclaimed Bill 148.
- On January 6, 2017, the Union requested that the Minister of Labour appoint a Conciliation Officer and the parties met in conciliation on April 19, 2017.
- The NSGEU decided that the only way to obtain a fair conclusion to the current round of collective bargaining with the Employer would be through the interest arbitration.
- May 16, 2017, Civil Servants voted 97% in favor of referring their contract dispute with the Employer to interest arbitration.
- The Employer initially objected to the appointment of an Interest Arbitration Board by the Labour Board. But after a last attempt at conciliation on August 8, 2017, which failed, they agreed.
- On August 9, 2017, the Union again requested that the

Labour Board appoint an Interest Arbitration Board to settle the new collective agreement.

- On or about August 22, 2017, Nova Scotia proclaimed Bill 148, thereby prohibiting the Interest Arbitration Board from making any award inconsistent with the provisions of Bill 148, and prohibiting it from determining the constitutionality of Bill 148.
- On December 5th the Arbitration Board decided a mediated settlement was not possible and moved to arbitration and issued their decision on December 7th.



# Vote or Lose Campaign

We should all be very proud of the Vote or Lose campaign led by our Political Action Committee, chaired by Hugh Gillis, Local 480C, with members, Jan James, Local 71C, Heather LeBlanc, Local 56, Douglas Leyte, Local 1670, Robert MacDonald, Local 170, Suzanne MacIntyre, Local 101, and Mary Otto, Local 43, on April 21 and 22.

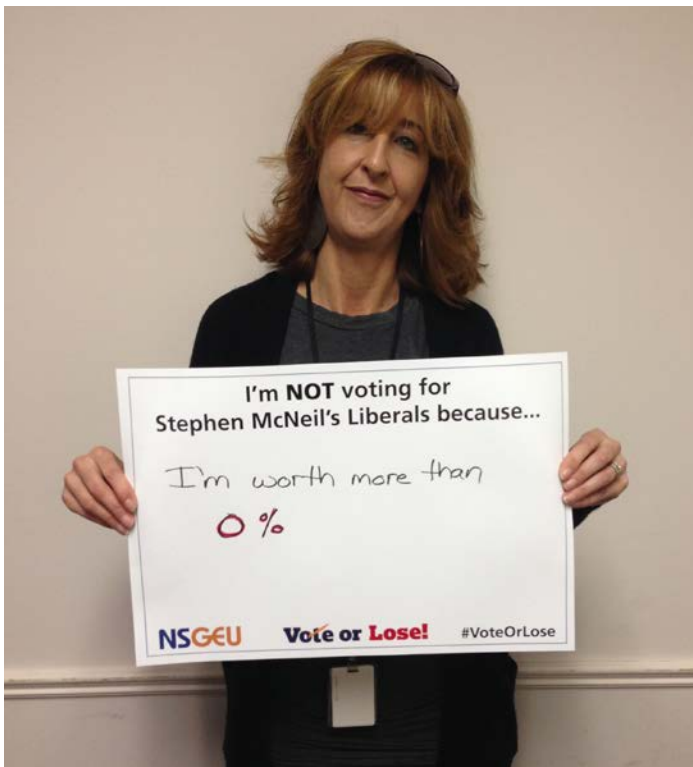
This campaign followed direction from Convention Resolution R-16-23 directing us to work against the Liberal government in the next election – and we did just that!

Seven Liberals lost their seats and the Liberal Party only narrowly held on to their majority. We believe our campaign had an impact and our efforts made a difference.

The Union's main strategy was to focus on communicating to our members first and give them the information they would need so they would NOT vote Liberal. We distributed materials that would help members lead discussions in their communities. Information focused on why they should vote against the McNeil Government and in favour of a government that would:

- stand up to protect workers' rights
- stand up against further privatization of our public services (even if their leader supported it)
- to improve healthcare in Nova Scotia

To do this, we held meetings with members in regions



across the province during the run-up to election day. These include: May 8 in Aylesford; May 9 in Truro; May 10 in Amherst; May 11 in New Glasgow; May 15 in Dartmouth & Sydney; May 16 in Kentville; May 17 in Dartmouth for Local 100; May 17 in Liverpool; May 18 in Dartmouth; May 23 in Antigonish; May 23 in Yarmouth for Local 16; May 24 in Port Hawkesbury; and May 25 in Dartmouth.

Communications and research undertook a poll with NSNU and CUPE to determine best messages to defeat Liberal MLAs and shared this info with stakeholders.

We developed a "Vote or Lose" presentation for each meeting (which was shared with the larger labour movement as well) and also delivered it at Leadership Symposium 2017 and President's Report at Local meetings and any Council meetings that were being held during the pre-election time period including the School Board Occupational Council meeting on May 6 and the Home Support Occupational Council on April 28, Local 64, Colchester Regional Servicing Society on May 15 and Local 101 NSHA Nursing on May 16th.

Our Home Support Locals customized the Union's "Vote or Lose" materials and used them very effectively, especially in the Strait area where NSGEU Home Support locals were an instrumental component in defeating Long time Liberal MLA and Cabinet Minister Michel Samson.

On election night, Stephen McNeil spoke in a sombre tone and said that he and his Government were delivered a message and that he would listen.

Unfortunately, McNeil's humility did not last long. After going quiet for most of the spring and summer, McNeil ended August and started the new session of the Legislature right where he left off – attacking workers by proclaiming Bill 148. We saw seven MLAs held accountable in the last election and going into the next election we will not forget his attacks on workers' rights and his attempts to dictate labour outcomes rather than negotiate agreements.

**Vote**  
**or**  
**Lose!**

# Bill 148

**B**ill 148 was passed by the McNeil government on the morning of December 18, 2015 at 7:30 a.m. and enacted on August 22, 2017 after we filed for arbitration for the Civil Service. You might not remember that the Bill was passed back in 2015 because we were all bleary eyed as it came on the tail of a long line of assaults by the McNeil government on the rights of workers to free collective bargaining and at the end of a long series of protests at the legislature.

First, McNeil directly interfered with Home Support bargaining with Bill 30, then all of health and community care with Bill 37. This was followed by an attempt to rip thousands of members from the NSGEU and give them to other unions with Bill 1 and then Bill 100 which took away labour rights for workers when Universities are facing fiscal shortfalls. After all of these Bills, came Bill 148 – the Public Services Sustainability (2015) Act.

This Act does two things:

1. Imposes a non negotiated wage settlement;
2. Uses Legislation to unilaterally remove longstanding articles from collective agreements.

In Proclaiming Bill 148, Premier McNeil has only strengthened our resolve to not back down and fight for what you have earned in the past.

This government's arrogance has no limits. They do not care about hard working people like you. They have a fundamental misunderstanding of how to create good jobs, grow the economy, and keep young people here. The work you do is critical to the success we all want as members, parents, grandparents, and Nova Scotians.

Although the Minister implied on August 22 that the Bill was going to the Nova Scotia Court of Appeal for a review, he was not truthful. The McNeil Government strategically sent only the wage

mandate section of the Bill, sections 7 through 19, for review and not the sections that strip members of their retirement allowances, a.k.a. Public Service Award.

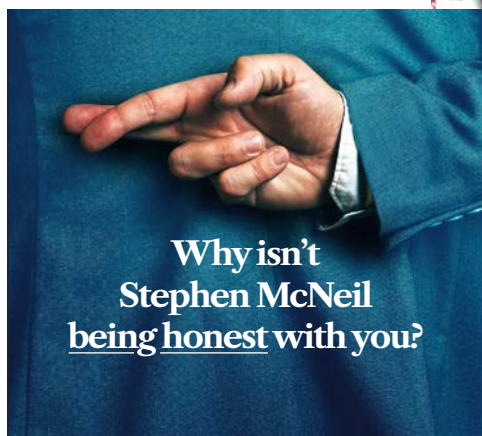
The NSGEU helped bring this deception to light and, along with the Federation of Labour, asked the Premier to be truthful and to send the entire Bill to be heard. We urged members and the public to put pressure on the Government and initiated a campaign that appeared in the Metro, the Herald and in the Transcontinental series of community newspapers throughout the province.

On Wednesday, September 6, we stood together with seven other unions under the umbrella of the Nova Scotia Federation of Labour (NSFL) at a press conference to announce our request for party status at the Court of Appeal in order to speak to the Bill and present our case.

The Court of Appeal would be the fastest way for the Bill to be tested for its constitutionality, but we need it to be heard in its entirety. This is why we continued to press our members and other Nova Scotians to call/write their MLAs and ask them to convince the Premier to bring Bill 148 to the Court of Appeal in its entirety.

On September 21, the Federation of Labour held a rally at the opening of the Legislature and the NSGEU had a very strong turn out. The Premier, his Cabinet and his Caucus heard our message loud and clear and on October 3, Premier McNeil backed down and announced the Liberal Government amended their judicial review of Bill 148 to include the articles that strips working people of benefits they earned in previous collective agreements.

The battle is by no means over but this illustrates a point – by working together to make ourselves heard, we can win!



# Health Care Bargaining Update

In November the Nova Scotia Council of Health Care Unions, NSHA and IWK completed three days of conciliation. While these days provided good discussion and some important progress towards a new collective agreement there is a lot of work to do. All side are scheduled to meet again in January for another five days.

So far, the parties have held 27 bargaining dates. These continue to be a very complex set of negotiations that require bringing together collective agreements from all four unions (NSGEU, CUPE, Unifor and NSNU) in the acute care and community care sectors.

This was made necessary when the provincial Liberal government created a single provincial health authority.

Despite the progress, a number of very significant items remain outstanding including job posting, job security, sick leave, group benefits, retiree benefits, vacation scheduling, leaves, overtime, hours of work and more.

This remains a long and challenging process but the Council of Health Care Unions is working well together to make sure progress continues on your behalf.

The task was made much more difficult when the provincial Liberal government enacted legislation freezing the retirement allowance for members and imposing wage restraint including two years of zero per cent increases.

In the meantime, the Council of Health Care Unions continues to work toward completing an essential services agreement with the IWK and NSHA. This agreement is being negotiated for the first time and was required by another

Liberal Government piece of legislation. The legislation requires a high number of people to remain at work in the event of a strike, but leaves it to the parties to determine the exact numbers.

The essential services agreement covers all 6,500 health care bargaining unit member across the province, making it a very complex task. The Liberal legislation prohibits the health care unions from conducting a strike until an essential services agreement is reached. This, of course, has limited the Council's leverage at the bargaining table as it attempts to negotiate new collective agreements. Once the essential services negotiations are complete in the coming months, the Council expects to make more progress in bargaining new collective agreements.

The Employers' essential services negotiators walked away from the table in the summer and have refused to come back. The Council continues to essential services plan. We believe the Employers will return to the table to review the completed plan.

The Council of Health Care Unions bargaining committee is made up of six members from NSGEU, three from CUPE and on from Unifor. The NSNU is also part of the Health Care Council. Health Care Bargaining Council is the lead table in this round of health care negotiations. The committees representing administrative professionals, support and nursing are preparing to start their bargaining once an agreement is reached in health care.



# Government Must Hire More Deputy Sheriffs to Ensure the Safety of Nova Scotia Courtrooms

**O**n September 8, the CBC and Global News reported that a frustrated Nova Scotia judge stayed/threw out theft charges when it took too long to deliver the accused person to the court from the holding cells at the Dartmouth courthouse. He also threatened to put an acting supervisor in contempt after he explained to the judge that he had no staff.

This is not a new situation and is something the union has been bringing up with the Department of Justice for years. President MacLean issued a media release on the same day to clarify to Nova Scotians who was responsible for staffing shortages at the courthouses.

“The lack of Deputy Sheriffs in courtrooms is the responsibility of Stephen McNeil and any blame should be placed squarely on his shoulders and those of his government,” Jason MacLean, said in the release. “It’s Premier McNeil and Justice Minister Mark Furey who should be held in contempt, not the individual who is doing the best they can with the insufficient resources they have been given.”

Proper staffing of Deputy Sheriffs is necessary to protect people in the courtroom, like Judge Hoskins, where issues and violence can and do arise and government has refused to address this.

A staffing analysis of sheriff services completed for the government in the fall of 2016 called The Barrington Report was obtained through a Freedom of Information request. The report contained numerous staffing recommendations including hiring 67 full time frontline staff. Government has hired 23 casual Deputy Sheriffs, but this does not begin to address the real gaps that are having a negative impact on our justice system and the number of Deputy Sheriffs has continued to decline in courtrooms across the province.

In the release, President MacLean said, although he is glad to see that Judges are speaking up, blaming Deputy Sheriffs is not the answer. The safety of Deputy Sheriffs and the safety of all those in the courtroom must be the priority for the Minister of Justice, the Premier and this Government.



# Sock It To Poverty: 2017

Every year, the NSGEU Human Rights Committee organizes a “Sock it to Poverty” campaign. This year the campaign wrapped up on December 15th. Items collected during the campaign are distributed through the local or regional council to organizations in their region that are a resource for people in need. Any cash that is collected is used to buy socks in bulk from Stanfields in Truro. Thank you to all those members who organized donation sites in their workplaces and to members of the Regional Councils, Locals, and Human Rights Committee who helped collect and distribute donations. Some of our members sent in photos!



Airport VIC staff from Local 98 - Tourism Nova Scotia



Jennifer McKeane, Local 98, Tourism Nova Scotia (left) and Shauna Burgess, Local 62, Chisholm Services for Children

# Cannabis to be Retailed Through NSLC

In our Spring issue of the Stand, the NSGEU explored the Federal Government’s direction (through Bill C-45) that lays sets the framework to legalize the sale of recreational cannabis by July, 2018. We also looked at our own survey results from earlier in 2017 on the issue. Here’s a recap of what we heard from you:

- 79% of our members support the regulation and restriction of access to recreational cannabis with 21% opposed. As well, 70% of our members would support the regulated sale of cannabis through NSLC stores, 92% would support the sale through publically controlled stand-alone cannabis dispensaries, private sales through private dispensaries comes in at 35% and private drug stores came in at 51%

Based on your feedback and working to the benefit of our NSLC members, the NSGEU advocated and lobbied government to choose a public distribution and retail model over privatization.

Recently the government announced their decision. The distribution and retail of cannabis will be publicly operated by the Nova Scotia Liquor Corporation (NSLC).

As with most major policy decisions the devil is in the details. The government provided little detail on which locations it will be sold from, where the cannabis will come from, or if there will be stand alone or separated store fronts. We believe that as a union representing 30,000 employees, including NSLC retail staff and store managers, acute care and public health providers, that keeping cannabis

distribution and retail public is the right choice.

It’s important to remember that the McNeil government didn’t make this decision of their own free will. They were mandated to decide what method they would distribute and sell cannabis by the federal government.

For the NSGEU the central question was; what is the goal of cannabis retail in Nova Scotia?

Was it to maximize profits for private companies or was it to provide cannabis in a way that protects the health and safety of communities, children, the overall public health, and what is in the best interest for our members?

The Nova Scotia Government made its priorities known when it launched its public consultation.

The first priority is the health and safety of Nova Scotians, especially children and youth. That means:

- keeping cannabis out of the hands of children
- keeping impaired drivers off the roads
- keeping profits out of the hands of organized crime

If the goal was to protect public health and well-being then a publicly owned system of distribution and retail is the best option.

We heard from the government that there will be upfront costs for choosing the public model, however these are short term and can be offset in the longer term with the additional revenue stream. Research shows that a privatized model

results in significantly higher social, healthcare, and judicial costs over the long-term. This means profits flow to private businesses while the real costs are paid by Nova Scotians.


Government has suggested there will not be much revenue generated from cannabis retail. Given that this government's main talking point for four years has been 'we have no money', it is the Union's position that any additional revenue is a good thing. We believe that any revenue created by cannabis distribution and retail should be invested into addressing the crisis in health care. This is a position we will

continue to advocate for.

Making sure NSGEU members and Nova Scotians benefit from this venture, rather than private corporations, was the right decision. How the NSLC and government rolls out the specifics of distribution and retail remains to be seen. But the NSGEU will work with the NSLC and government to make sure our NSLC members are trained and ready to make the most of this opportunity and to ensure that any new revenue, no matter the size, is invested to where it's needed most; health care and the people who help provide it.

## A Public Health Approach to Cannabis Legalization

### The Solution Through Distribution



Policy Snapshot


**Cannabis legalization is a public health issue**

In Nova Scotia approximately (self report):

- 16% of persons over 15 have used cannabis in the past year<sup>1</sup>
- 55% of students in grade 12 have used cannabis in the past year<sup>2</sup>
- 24% of students in grade 12 use cannabis more than once a month<sup>3</sup>

While the health effects of cannabis use are often contested,<sup>3</sup> researchers are clear that use of the drug is harmful to public health. Research has determined that cannabis use:

- Negatively impacts the developing brain<sup>5</sup>
- Causes mental health issues including psychosis<sup>6</sup>
- Hinders professional, social, and educational achievement<sup>7</sup>



How we choose to legalize and regulate cannabis will impact public health<sup>8,9</sup>

### How will cannabis retail impact public health?

To protect public health in Nova Scotia as cannabis legalization moves forward, designing a strong distribution and retail format guided by the best available public health evidence will be a key priority.

With primary distribution options ranging from privatized to a publicly owned system, the decision regarding how to distribute cannabis will involve weighing public health protection motivations versus promoting private commercial interests. From a public health perspective, implementing a privatized distribution system would be harmful and would increase the marketization of cannabis, encouraging increased uptake and use of the drug, as private corporations compete for greater market share and profits. As we have learned from alcohol and tobacco retail, enabling a distribution system that promotes the growth of private commercial interests results in weaker health protection policies and poorer public health outcomes.<sup>5-10</sup>

Researchers and public health professionals are clear: implementing a publicly owned system for cannabis distribution is the best way to protect public health<sup>10</sup> moving forward post-legalization, whereas a privatized system would put public health at risk. In this sense, while prohibition resulted in negative social well-being outcomes,<sup>11</sup> so too would a privatized system.

# President MacLean asks the Premier to keep private profits out of our blood supply

It is increasingly important to keep a watchful eye on our public medicare system as it is a target for private corporate interests who want to make a profit from health care services.

A current threat is coming from private plasma clinics. These clinics pay people to donate their blood and sell these blood products and services to buyers around the world. A private clinic has opened in New Brunswick and according to documents made public by the Nova Scotia New Democratic Party (NDP), Canadian Plasma Resources, a private pay-for-plasma company, singled out Nova Scotia as a target market in their 2016-17 business plan.

During the last session of the legislature, we were pleased to see the NDP introduce legislation that would ban paid plasma donations, "An Act to Maintain and Preserve Voluntary Blood Donations in Nova Scotia." <http://nslegislature.ca/legc/> Unfortunately, the Bill was not passed but remains on the books and may be reintroduced next session.

On October 12, President Jason MacLean issued a press release in support of the NDP's proposed Bill and said, "making it illegal to operate for-profit blood collection centres in Nova Scotia would send a strong message that we want to keep private corporations out of our healthcare system. The NSGEU believes in a publicly funded and operated healthcare system that keeps our blood supply safe and

available to patients who need it". "It would be irresponsible for our government to stand by and allow companies to enter our province and put our public blood supply at-risk. We are asking Stephen McNeil to stand up for what is right; keep our blood supply safe and in public control," he added.

We are also concerned with the continued closures of blood clinics across the country. In 2015, a clinic was closed in Sydney, which made it more difficult for Cape Bretoners to donate blood. Fewer clinics mean fewer donations and open the door to arguments in favour of a privatized supply of blood. We need to raise our voices to protect our blood clinics as well. We have members who work for Canadian Blood Services, Local 43. They work as Laboratory Technologists, Lab Assistants, Biomedical Technologists, Equipment Specialists, and Laboratory Secretaries, in the Halifax Regional Municipality.

Don't forget to donate if you can. Find out more about how to donate at: [blood.ca](http://blood.ca)



Local 43 member Tracy Noseworthy is a Lab Assistant with Canadian Blood Services. When the blood comes in, it is first assessed and spun and then the components get separated into a red blood cells and plasma. She is responsible for getting the product from the facility to the distribution center.

# The Value of Public Sector Work

**O**n August 10, Halifax Chamber of Commerce CEO Patrick Sullivan, sent a misguided and ill-informed letter to his 1,600 member businesses parroting the McNeil government's argument that public sector workers don't deserve cost of living increases and that government is right to take away benefits that have been fairly negotiated for our members. He told his members that public sector salaries and benefits are unaffordable. He also put forward an interpretation of our bargaining position that is incorrect.

President MacLean immediately replied with a letter addressed to Mr. Sullivan and advised that he should review what was actually proposed at the table when we began bargaining with government back in 2015. It should be noted, as well, that our bargaining proposals were formulated before the Province announced their budgetary surplus.

President MacLean also reminded Mr. Sullivan that the wages our members earn are spent right here, in our local economy: in fact, often at businesses that are members of Mr. Sullivan's own organization. This is good for business and good for our economy. Many economists, including those working for the World Bank have said the best place for a government to put its money is into the wages of its public sector workers. He also called Mr. Sullivan out for his hypocrisy:

"I find it interesting that Mr. Sullivan takes direct aim at the long service award in his letter to Chamber members without discussing his own experience of receiving a service

award when he resigned from Tourism Nova Scotia (TNS) in May 2015, before he became the Chamber CEO. According to an AllNovaScotia article in May 2016 and TNS's Statement of Compensation required pursuant to the Public Sector Compensation Disclosure Act, Pat Sullivan received \$139,589.75 for 51 days of work after resigning, a much larger payout than any Civil Servant would receive upon retirement. It's important to note that if a Civil Servant with 20 years service were to resign, they would not be eligible to receive their Long Service Award.

I want to be clear that I do not begrudge the fact that Mr. Sullivan received this payment, as he simply received what he negotiated for himself. That is all our members are asking for: to keep the benefits and provisions that have been negotiated. It's hypocritical to make the argument that taxpayers can't afford a long-term service award while accepting what is presumably a very generous severance package from the same employer. Let's be fair."

Mr. Sullivan's letter was published in allnovascotia, a subscription based on-line business magazine. We encourage our members to share their thoughts on Mr. Sullivan's position on the value of the work public sector workers do, and the compensation you receive for that work. Please feel free to contact him directly: (902) 481-1240 or [president@halifaxchamber.com](mailto:president@halifaxchamber.com). Or, you can contact Halifax Chamber of Commerce member businesses that you frequent to share your thoughts on Mr. Sullivan's letter. A full member directory can be found online: <http://business.halifaxchamber.com/list>.

## UNIONS MAKE A DIFFERENCE IN OUR LIVES.

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

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

Lori Smith, Organizing Officer  
902-456-6531 or 1-877-556-7438 or [lsmith@nsgeu.ca](mailto:lsmith@nsgeu.ca)



# Sherbrooke Village, Local 50

Government interference in collective bargaining has continued with our negotiations between Local 50 and the Sherbrooke Village Restoration Commission. Following an information picket on August 17th, we had reached what the union believed was a tentative agreement with the help of a conciliator on August 18th. Conciliation was paused with the understanding that the Employer was taking what was discussed back to the Stephen McNeil government for their approval.

When conciliation resumed on Monday, August 21, 2017, it became clear that the Employer's proposal did not get the approval of the McNeil government. In fact, what the Employer brought back was worse than what was discussed

and agreed to last week. Bill 148 was proclaimed the next day, August 22, 2017.

Specifically, the wage offer and the proposal for a classification adjustment schedule were both worse than they were on the Friday. Other previously agreed to items were changed as well.

As a result of this meddling in the collective bargaining process, conciliation failed and talks broke down which has affected the morale of the membership. There are no new bargaining dates set and the season has drawn to a close at the Village. We remain in a holding pattern until further notice.



President Jason MacLean joined members of Local 50 and their friends on the information picket line in August.



## Rocky Beals

The Women's Issues Committee frequently puts a member forward for their "Women Do Great Things!" spot in the STAND.

This issue we are featuring the incomparable Rocky Beals.

Rocky Beals began her union activism in 1990 when she attended a local meeting and was immediately elected to the Bargaining Committee, BUNC, as a representative from what was then the Clerical Bargaining Unit. She recalls that at the time she didn't have a clue what BUNC was. At that same meeting she also stepped up to conduct workplace meetings and has been giving the union a huge portion of her time and energy ever since.

She says that although unions were not part of her upbringing per se, discussions about human rights were. Her mother maintained the household and her father worked in construction. She says her father claimed to be the first black foreman in the construction industry in Dartmouth.

She grew up in north-end Dartmouth across the street from the Boys and Girls Club with eight sisters and brothers. Her home was a foster home for many other children and there were always lots of kids around and "always someone to do things with," she says.

Rocky's union activism is deep and lasting and her service to the membership has been unyielding. She was elected to represent members on BUNC every term except for one since

**NSGEU**



1990. She has been Local President or been on her Local Executive in some capacity since the late 1990's. She served on her Regional Council every term from 1990's until 2011. She served on the NSGEU Board of Directors for 18 years as either a representative for the Clerical bargaining unit (CL), the Professional (PR) bargaining unit, or for the Metro Region.

She has demonstrated a tireless commitment to getting the work of the union done and creating a positive NSGEU culture. She served for four terms on the Women's Committee, for three terms on the Human Rights Committee and during the 2013 Convention was Chair of the Constitution and By-Laws Committee. Rocky brings a great deal of hard work, joy, and creativity to the roles and responsibilities she has taken on. Her first Pride march was in 1995 when a member approached her and said, "Hey, you are my Board member, will you walk with me in Pride?" She has been walking ever since.

When asked about why she continued to volunteer to do all of this work, sometimes amounting to 20 hours per week, she answered, "I felt that being a single black female, that if I wasn't there speaking for me, who would?" She also knew that she had time where others did not. She didn't have kids or familial obligations that other people seemed to have.

Rocky found her voice as a union activist. She says "it took me a while not to be afraid to use my voice – but once I did, I haven't stopped." In 2005 she received the Human Rights Activist Award presented by the Nova Scotia Federation of Labour's Anti-Racism/Human Rights Committee. As she was receiving the Award, she called for a need for Clerical workers to come together on a national scale. NSGEU's national body, NUPGE picked this up, and during the following year organized a meeting of Clerical representatives from provincial unions across the country to come together and discuss common issues and challenges for their occupation.

She has continued to be drawn to the larger labour movement and to the Nova Scotia Federation of Labour (NSFL) where she is able to get an in-depth view of labour as a whole in the province. Currently, she is the VP Representative for People of Colour and Aboriginal Workers at the NSFL. She was excited to speak at a recent rally and humbly remarked, "it was a good feeling to be trusted to represent people in this way."

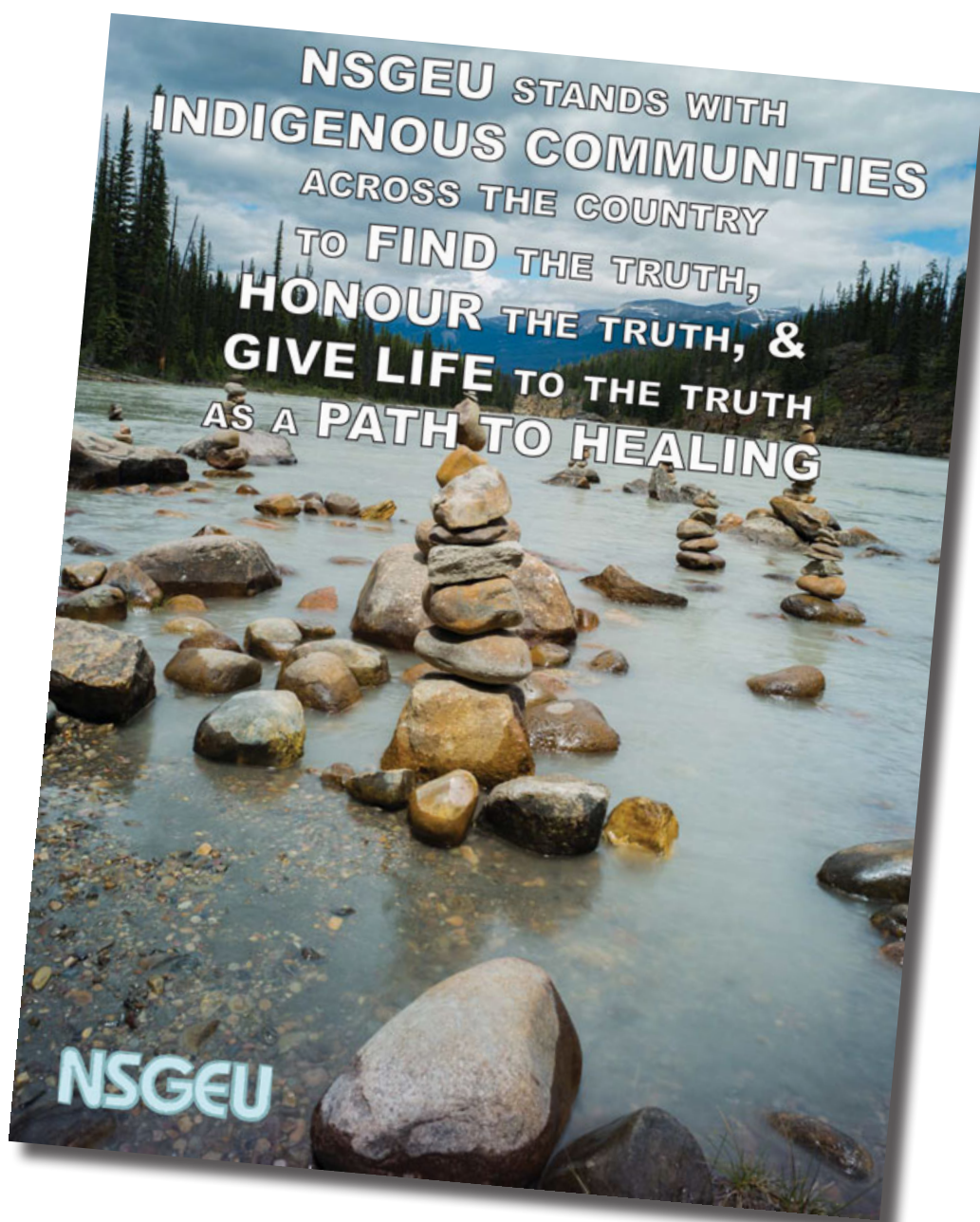
Rocky "Rockstar" Beals.

# A PATH TO HEALING

**O**n the weekend of October 28th, the NSGEU, represented here by 1st Vice President, Sandra Mullen, and Board members Tracey Groves and Laura MacMillan presented Catherine Martin of the Nova Scotia Native Women Association with a contribution in support of the hearings for the inquiry into Missing and Murdered Indigenous Women and Girls which took place in Membertou.



L-R: Tracey Groves, Sandra Mullen, Catherine Martin, Laura MacMillan



# The NSGEU is leading the way and breaking new ground for workers

**N**SGEU members and staff with the Elizabeth Fry Society of Mainland Nova Scotia, Local 68, have tabled and negotiated new language that supports employees who are victims of intimate partner violence.

This means that if a member is experiencing intimate partner violence, the employer has the direction and resources to support the member in their time of crisis or need and the employee will have the knowledge that they are supported by their workplace and their union. As Gina Boyd, Employee Relations Officer for the NSGEU says, “we are here to help you and you have a place to turn to in your workplace and your union.”

OHS Canada reported on this new breakthrough in collective agreements:

NSGEU president Jason MacLean predicts that the new policy will “revolutionize” collective agreements throughout Canada.

“It’s going to acknowledge that there are issues and give help,” said MacLean, “and it’s going to take away the shame of this happening to somebody and give them an ability to reach out. Because employers now — or this employer, at

least — will be providing help for their staff that are in this certain situation.”

He added that the NSGEU is planning to share the language of the collective agreement with many other employers and unions, to encourage them to adopt similar policies about intimate-partner violence. “It’s going to take some time to get there, but this opens the door.”

Author: Jeffrey Cottrill, <http://www.ohscanada.com/womens-organization-union-negotiating-leave-domestic-violence/>

The NSGEU itself, as an employer, has also agreed to this language in its own collective agreement with the staff union, members of IAMW. This language is very new and will continue to evolve and develop through time. In just a short few months, the concept has already been tabled at multiple bargaining tables and has been well received by members and employers alike.

We are hoping to see our larger locals following the lead of these smaller locals in the near future and are looking forward to government bringing forward legislation that further supports victims of intimate partner violence.



L-R: Dawn Ferris (E.Fry), Jason MacLean (NSGEU President), Susan Ayles (Local 68), Heather McKenzie (Local 68), Jordan Roberts (Local 68), Gina Boyd (NSGEU Employee Relations Officer)

# We are proud to work for Nova Scotia!

The Board of Directors approved a general NSGEU campaign that has been running since April 2017, and will continue to April 2018. These ads feature 32 members in a wide variety of occupations and regions. They raise public awareness of the NSGEU, the membership, and the important work you do providing public services across the province.

Our members have been featured:

On billboards in Metro, Dartmouth, and in Sydney (April 2017 – April 2018);

On Metro Transit buses throughout the Halifax Regional Municipality (April 2017 – April 2018)

Scotiabank Centre on video displays, wall murals, and exterior video display (April 2017 – April 2018);

In the pre-show in Cineplex theatres and on the lighted boards in the lobbies (April – July 2017);

In Tim Hortons locations across the province (July – October, 2017);

Many members also agreed to be interviewed and short videos have been posted on Facebook which highlight the work they do (April 2017 – April 2018).

We also bought some generic advertising you may see in community hockey rinks across the province. (fall/winter 2017/2018) The roll out of the community rink advertisements depends on the community and availability.

Thank you to all the members who participated in this campaign. Darlene, Continuing Care Coordinator; Darren, Constable, Cape Breton Regional Police; Andrea, Facilities Lead Hand; NSCC Blaise, Occupational Health & Safety Officer; Erika, APSEA Educational ASL/English Interpreter; James, Interventional Radiology Technologist; Don, Registered Prosthetic Technician; Jennifer, Youth Worker; Jason, Motor Vehicle Officer; Rosemary, Laundry Services; Justin, Correctional Officer; Kim, Bus Driver for Special Needs Students; Rosie, Travel Counsellor; Shawn, Student Support Worker; Linda, Legal Assistant, PVSC; Nastasha, Registered Nurse; Dale, Marine Ferry Captain; Elizabeth, IT Support Specialist; Breanna, Utility Worker, Restaurant Services; Dave, Forest Resources Technician; Jillian, Continuing Care Assistant; Kris, Maintenance Assistant; Donna, Administrative Assistant; Shawn, Student Support Worker; Sara Jane, Pharmacy Practice Assistant; Sean, Public Health Officer; Mary, NSLC Product Specialist; Maurice, Sterile Processing Technician; Sean, Deputy Sheriff; Shaelene, Lab Assistant; Rosemary, Occupational Therapist; Satie, Health Care Social Worker

We hope you have seen some of these ads and encourage you to keep an eye out for them through to April 2018.

Make sure you like our NSGEU Facebook page and follow it to see our member profiles.



# A look back at NSGEU Pride

around the province



# Meeting the Membership

President Jason MacLean has been touring the province and meeting members from a wide variety of trades and services such as: Local 1 Natural Resources at Battery Provincial Park in St. Peter's; Rissers Beach and Thomas Radall Provincial Parks; Local 98 Tourism NS; Local 67 Veith House; Local 43 Canadian Blood Services; Local 88 St. Francis Xavier University. He stopped in Pictou and visited Local 2 Justice; Local 50 Sherbrooke Village; Local 193 NSHA Public Health, Addictions, & Continuing Care;

and Local 60 Municipal Administration in Pictou County. He visited members of Local 1246, 100, 101, and 119 working at the Victoria General; and with members of Local 102 who work at the North End Community Centre. He visited several schools where members of Local 71 work in the Cumberland Colchester Region and toured a Service Nova Scotia Office in Metro. If you would like President MacLean to tour your workplace, please send NSGEU's Lori Smith an email at [lsmith@nsgeu.ca](mailto:lsmith@nsgeu.ca).



Elly O'Brien and Tammy Malay of Local 98 Tourism Nova Scotia (with Jason MacLean) in Port Hastings.

**NSGEU** November 15 at 10:09am

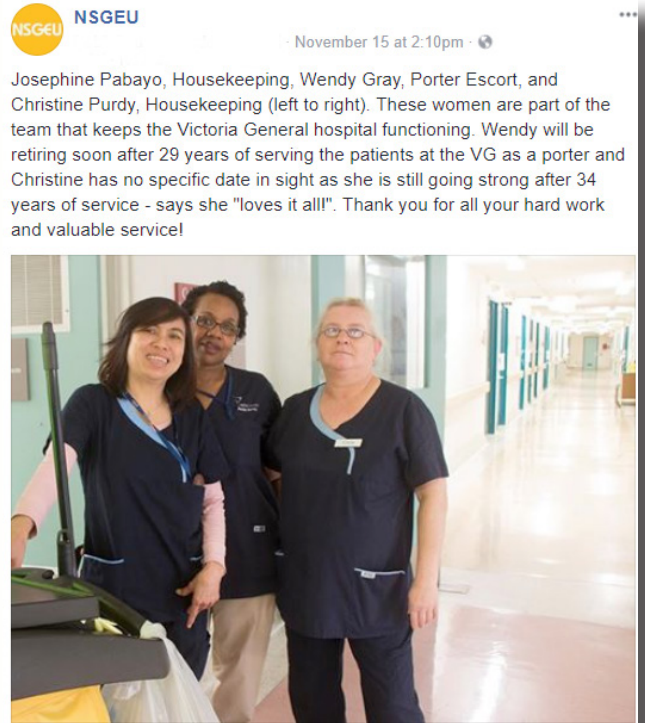
Juvaila Guites-Masajo, LPN, Chonet Musong-Almerol, RN, and Sheryll Jane Downie, Charge Nurse, (left to right) work in the Community Transitions Unit at the Victoria General Hospital. This is a sub-acute care unit for people waiting to move into a nursing home. They like working as a team and feel like a family. It is a diverse unit, with members from around the world and they work together towards one goal, "providing for the quality care and safety of their patients." Thank you for all you do!!!

**NSGEU** November 15 at 1:00pm

Dr. Ymeri, Clinical Assistant for Radiation Oncology, Christine Awad, RN, Paula Smith, Unit Clerk, Dina Koutroulakis, LPN, Sarah Green, RN, (left to right) work in 5A Oncology. They support patients who have a cancer diagnosis and are going through active radiation treatment. As well they support patients with gynecological cancers through their surgeries and their symptom management. Thank you for all you do!



Derek Bekkers, President of Local 88, welcomed Jason MacLean at St FX University.



Mike McKenzie, former President of Local 60-Municipal Administration, Pictou County. Jason MacLean on right.



Elizabeth Coady, a fire maintenance crew worker, Local 2, Natural Resources at McLellans Brook Road, New Glasgow



**Kristin MacLellan, Local 193, NSHA, Northern Region. Kristin works at the Colchester East Hants Health Centre.**



**Shirley Atkinson, Local 3, Community Services. Shirley works in Family Support in Truro.**



**Bob Collette, Local 92, Security Officer at the Dalhousie Agricultural Campus in Truro.**



**Stewart Yuill, Local 92, Agricultural Technician at the Dalhousie Agricultural Campus in Truro.**



November 15 at 12:00pm · 🌐

Melissa Mackley, RN, Nicole Webb, RN, Shirley Tobin, RN, Ella Payette, RN, and Shannon Andeson, RN, work in a very busy area of the hospital which specializes in urology and ophthalmology patients. Thank you for taking a moment to pose, so we can see the people who care for us when we enter the hospital for pre-operative or post-operative care - and thank you for taking care of us when we need it.



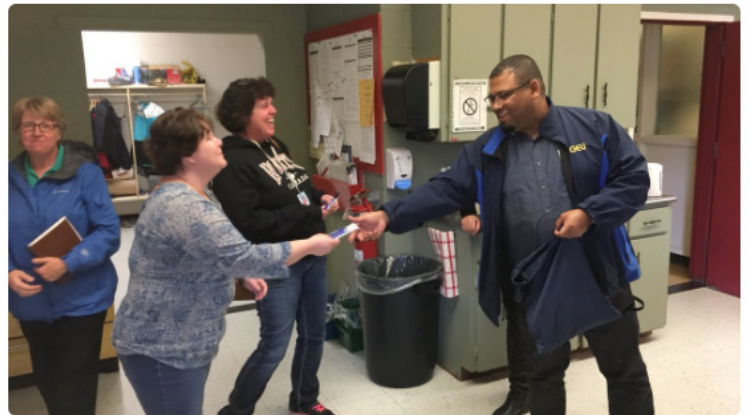
Heather Martin, Local 3, Assistant Caretaker at Risser's Beach Provincial Park.



NSGEU @NSGEU

Nov 2

@JMACL3AN the tour continues at Thorburn Consolidated. NSGEU is strong because of our members. Thanks for coming to say hi.



Norman Anderson, Local 3, Chief Caretaker at Thomas Raddall Provincial Park.



Kelly Kaiser, Local 50. Kelly keeps busy at her loom while working at Sherbrooke Village.



Natalie Van Dusen, Local 98, Digital Marketing Coordinator for Toursim NS in Windsor

 NSGEU @NSGEU  
Nov 2

@JMACL3AN visiting members at local 71C first stop McCulloch Education Center in Pictou. Thanks for showing us around.



 NSGEU

November 14 at 4:31pm · 🌐

Lisa Kline is a member of Local 1246 and has worked at the VG Hospital for 12 years. She is a Clerk B and is responsible for bookings at the Eye Care Centre (ECC). The best part of the job she says is the people. She works with doctors, residents, and patients and says she loves the people she works with. Thank you Lisa for caring so much about the work you do.





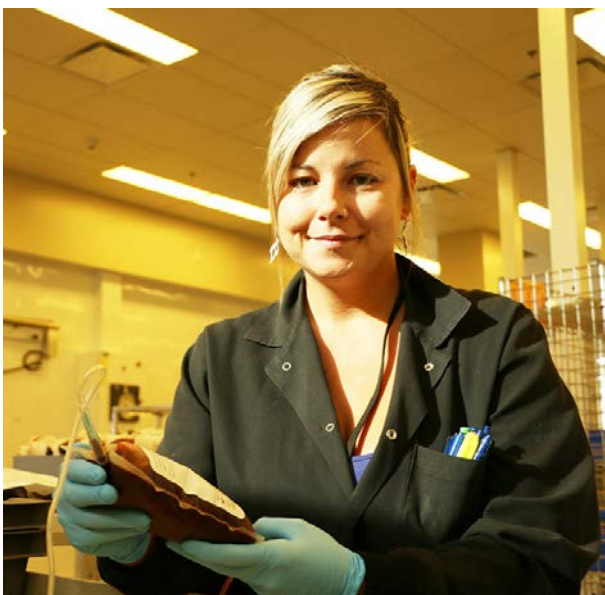
Rick Folker, Local 4, Chief Caretaker at Smiley's Provincial Park.



Richard Collins, Local 5, Chief Caretaker at Graves Island Provincial Park.  
Jason MacLean on the right.



Aline Langdon, Local 98, Visitor Information Councilor at the Visitor Information Centre in Peggy's Cove



Jamie Peyton, Local 43, Lab Assistant, Canadian Blood Services.



Kathie Scrine and Monika Marsh, Local 67. Both Kathie and Monika work at Veith House. Jason MacLean is on the right.



Becky Marval, Local 102, Occupational Therapist. Becky works at the North End Community Centre.

Tania Delaney, Local 98, Tourism Nova Scotia. Tania is a Senior Travel Councillor at the Halifax Airport.

**NSGEU @NSGEU**  
Nov 2

@JMACL3AN tour of Local 71 members continues at Northumberland Regional High.



**Karen Grady, Local 1246.** Karen works in diagnostic imaging at the VG Hospital.

**NSGEU @NSGEU**  
Nov 2

@JMACL3AN visiting members at local 71C first stop McCulloch Education Center in Pictou. Thanks for showing us around.



**NSGEU**

December 20, 2017 at 2:12pm

Today President Jason MacLean toured a Service NS office and met some of the members who work behind the scenes at Service Nova Scotia, Corporate Collections in HRM. They collect outstanding debt owed to the province so it can be used to support services Nova Scotians need. Thank you for the work you do everyday!!



# Tommy Douglas Scholarship

**C**ongratulations to Faris Kapra on winning the NUPGE Tommy Douglas Scholarship! The Tommy Douglas Scholarship for \$1,500 is open to all students who plan to enter the first year of a Canadian public post-secondary education institution full-time in 2017 - 2018 and who are the children, grandchildren or foster children of a NUPGE member. It will be awarded for the best 750 — 1,000 word essay on: How Tommy Douglas contributed to making Canada a more just and equitable society.

Faris' parent is Farhana Kanth, a member of Local 8 in the Department of health and Wellness. Faris' views on Tommy Douglas as the Father of Medicare also came out of personal experience — a serious car accident that resulted in hospitalization. Faris wrote in his essay that, "reflecting upon

this experience, I realize the importance of the universal health care that we enjoy in Canada, which ensures that all Canadians have the same access to health care based on need and not the ability to pay. Not having to worry about money or payments when you are dealing with an illness or injury is a blessing. But this would not have been possible without the leadership and vision of Tommy Douglas. He was a visionary who created many of the social policies which bring pride to our nation today."

<https://www.nupge.ca/content/national-union-scholarship-winners-2017>



**NSGEU**

**If you or your co-workers are experiencing or witnessing what may be bullying at work, give us a call**

**Toll free 1-877-556-7438**

The NSGEU offers a Bully-Free Workplace Program to its members and NSGEU employers at no cost.

This member facilitated program can be delivered in a variety of different ways depending on what is best for your workplace.

Our program is endorsed by the Mental Health Commission of Canada (MHCC) and has been recognized by Excellence Canada.

The NSGEU Board of Directors has been proud to support the program which has been delivered to over 16,000 Nova Scotians since 2010.

# Atlantic Labour School/Weeklong School

The 2017 Weeklong School was energizing! Members came from our sister union in New Brunswick, NBU, as well as from our sister union in PEI, PEIUPSE, and joined our members in a week of learning, sharing, practicing, celebrating, and studying. This year's classes seemed to be overflowing with ideas and creative energy. If you have been active in your local or in any way in the union, we urge you to apply to attend the next Weeklong School.

There are classes in Mobilizing, Leadership, Communications, Advanced Steward, Facilitator Training. If you apply and are selected, the union will cover your salary to allow you to participate. You can find out more by visiting NSGEU's education page on our website [nsgeu.ca](http://nsgeu.ca).



Attendees of the 2017 Weeklong School:

Above: Communications Class (top) and Talking Mobilizing Among the Generations Class (bottom)

Right: Advanced Steward Class (top), Facilitator Training Class (middle) Leadership Class (bottom)

# NSGEU Education Courses:

<b>New Activist</b>	<b>Pre-Retirement</b>	<b>Bully-Free Workplaces</b>
<p><b>Eligibility:</b> Members with no prior training. Recommended for New Stewards prior to Steward I.</p> <p><b>Description:</b> An introduction to the NSGEU and the labour movement. Review of workers rights, union processes, grievances, mobilization and the importance of strong locals.</p>	<p><b>Eligibility:</b> Usually within one to two years of retirement.</p> <p><b>Description:</b> An overview of pension politics in Nova Scotia. Presentation from CPP and your pension plan, i.e., NSHEPP, PSSP, etc., retirement benefits. Benefit information varies according to location and Local members.</p>	<p><b>Description:</b> A six-hour interactive workshop that explores bullying issues in depth with small group activities; engages participants to help understand solutions to workplace bullying.</p>
<b>Upcoming Dates:</b>	<b>Upcoming Dates:</b>	<b>Upcoming Dates:</b>
<p><b>Monday, March 21 &amp; Tuesday, March 22</b> (split class) Metro A, B &amp; C Location: NSGEU Office (Dartmouth)</p> <p><b>Wednesday, April 5 &amp; Thursday, April 6</b> Cumberland/Colchester &amp; Pictou/Antigonish/Guysborough Location: NSGEU Office (Truro)</p> <p><b>Wednesday, April 18 &amp; Thursday, April 19</b> South Shore Location: Best Western (Liverpool)</p> <p><b>Tuesday, May 1 &amp; Wednesday, May 2</b> Cape Breton &amp; Pictou/Antigonish/Guysborough Location: NSGEU Office (Sydney)</p> <p><b>Wednesday, May 16 &amp; Thursday, May 17</b> (split class) Metro A, B &amp; C &amp; Cumberland/Colchester Location: NSGEU Office (Dartmouth)</p> <p><b>Friday, May 18 &amp; Friday, May 19</b> (split class) Valley Location: Old Orchard Inn (Wolfville)</p>	<p><b>Saturday, March 17*</b> Location: NSGEU Office (Dartmouth)</p> <p><b>Saturday, April 21*</b> Location: Annapolis Basin Conference Centre (Cornwallis)</p> <p><b>Saturday, June 2*</b> Location: Dalhousie Agricultural Campus (Truro)</p> <p>* Dates are subject to change. Please check the online calendar.</p> <div data-bbox="602 1325 1027 1896" style="background-color: #00a0e3; color: white; padding: 10px; margin-top: 20px;"> <p><b>If you're interested in participating in any of the courses or workshops listed here, the NSGEU can help make it happen!</b></p> <p>We cover your transportation and child/eldercare costs (as defined by the NSGEU Board policies) and will also help arrange for your time off work (except for Bully-Free).</p> <p>For more information contact us by calling 902-424-4063 (toll-free 1-877-556-7438) or emailing <a href="mailto:inquiry@nsgeu.ca">inquiry@nsgeu.ca</a>.</p> </div>	<p><b>Open Sessions</b> (any member can sign up to attend, if space is available, but time off from work is not covered by the union):</p> <p><b>Wednesday, January 24</b> Location: NSGEU Office (Dartmouth)</p> <p><i>Note: If your employer is interested in hosting a Bully-Free Workplaces session, please have them contact our Bully-Free Workplaces Coordinator, Susan Coldwell (scoldwell@nsgeu.ca)</i></p> <div data-bbox="1084 1476 1490 1938" style="text-align: right;">  </div>

# Union Threads

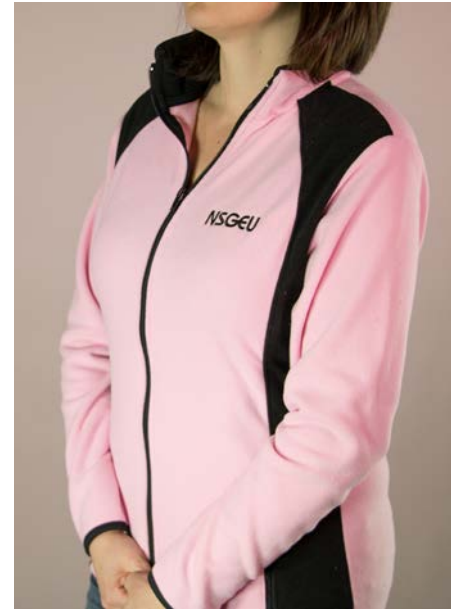
There's a whole range of colourful NSGEU clothing available at the union office at 255 John Savage Avenue. For more info, call Jackie Creemer at 424-4063 (toll free at 1-877-556-7438) or email [jcreemer@nsgeu.ca](mailto:jcreemer@nsgeu.ca).



NSGEU unisex golf shirt \$15.00 (xs-2xl)



NSGEU sweatshirt \$30.00 (xs-2xl)



Micro-fleece jacket \$15.00 (xs-2xl)



Unisex zip up jackets \$30.00 (s-3xl)



Unisex zip up jackets \$30.00 (s-3xl)

# HAPPY NEW YEAR!



**NSGEU**

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

