



THE NO-ON STAND



President Jason MacLean spoke at the Broken Glass Voters rally at Province House in April.

Dear members,

It appears that Spring may finally be upon us! I, for one, am looking forward to this season of growth and change, as I hope that is what is on the horizon, politically.

I write this letter to you on the heels of a provincial election call. I am filled with optimism that Nova Scotians will realize that we all deserve so much more than Stephen McNeil and his Liberal government have done for us over the past four years. In fact, I'd like you to take a moment to consider this question: ***What has Stephen McNeil done to improve the quality of your life?***

I'm guessing that for the vast majority of you, the answer would be, ***"Nothing."*** That's because this government's miserly, confrontational approach to bargaining with all public sector unions has led to wage stagnation and effective wage cuts for the vast majority of our members. Wages aside, this Premier has cut funding from non-profit organizations and critical health care services, like our long-term care facilities, at a time where funding and support is needed more than ever.

In the weeks leading up to this election call, however, Premier McNeil has stopped crying poor and has started throwing money around – and a great deal of money, at that!

But they've done nothing to address the real problems that plague our province. Our *"Code Critical"* report clearly showed our health care system is in crisis; people are desperate to find placement in long-term care facilities; and our home support providers are on the verge of collapse, with new restrictions that have been placed upon them by the austerity-minded Liberals. Students are dealing with record-high tuition rates, and many of our young and creative minds are forced to leave Nova Scotia in search of opportunity and "innovation" that Stephen McNeil has promised, but failed to deliver on.

CONNECT WITH US!

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

 facebook.com/NSGEU

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

We've heard from many disappointed NSGEU members who reluctantly admit they supported Stephen McNeil and his Liberals in the last provincial election, and are bitterly disappointed in how they have conducted themselves over their first term. They've failed to deliver on critical promises that swayed many: a doctor for every Nova Scotian, ending Nova Scotia Power's monopoly, and respecting full, free collective bargaining. Let's not reward them with a second term.

Over the next few weeks, I am calling on you all to get political. We certainly are not telling you how you should vote. Rather, we're asking that you carefully consider how each of the political parties will treat you, a public sector worker. We know all too well the heavy-handed, dictatorial approach Stephen McNeil has taken towards collective bargaining rights, but where do the other parties stand? We need you to ask them that question. Then, we need you to get involved: take the time to cast your ballot, have conversations with your friends and family and let them know why you aren't supporting Stephen McNeil and his Liberal government, allow a political party to place a sign on your lawn, or even take an active role campaigning for a candidate. There are many ways you can make a difference during this election!

Together, we can improve the future of our province.

In solidarity,

Jason MacLean

President, NSGEU

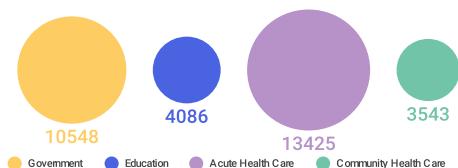
NSGEU

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



● Women ● Men ● Other/Did Not Specify

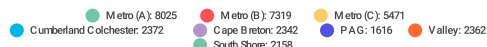
They work in four main sectors: Government, Education, Acute Health Care & Community Health Care



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

- 4-5 Vote or Lose** Three and a half years of McNeil memories
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NSGEU TWEETS

NS Fed. of Labour (@NS_Labour)

We have 106,000 people without a family doctor and overcrowded or closed emergency rooms. #nspoli @NSGEU@cupenovascotia

Metis Rebel (@MetisRebel)

Liberals make great promises. Then gut the place with policies conservatives can't get away with...

Tony Tracy (@Tony_Tracy)

Jason MacLean (@JMACL3AN), President of @NSGEU, speaks to assembled nurses at @NS_nurses AGM banquet. #NSNUStrongerTogether #NSpoli #canlab

BigJMCC (@BigJMCC)

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

S Skidmore (@Sussannes)

Thanks to @NSGEU for hosting me last night! Great support for upcoming CLC convention #solidarity @NUPGE @bcgeu

Global Halifax (@globalhalifax)

@JMACL3AN President of the @NSGEU discusses overcrowding at the region's largest hospital. globalnews.ca/halifax/videos/

THE STAND

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FAIRNESS
WORKS**

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

NSGEU



Vote or Lose!

With the Nova Scotia Provincial Election called on April 31, the province is in full campaign mode.

Premier Stephen McNeil is seeking a second term and after the last 3.5 years and the numerous attacks aimed at Public Servants and in particular NSGEU members, it is very important for our members to vote in a way that ensures Stephen McNeil does not get a second majority government.

Looking back, our members have been targeted by Bill 30, which legislated our home care workers back to work. Bill 37 stripped nearly 40,000 health and community services workers of their right to strike.

Bill 1 attempted to gut the NSGEU of its members and would have taken our members' right to choose who represents them away. Bill 100 gave unprecedented powers to universities to forbid the signing of any collective agreement, ban strikes, and take away the ability of unionized employees to start or continue certain grievances. Bill 148 takes away the right to bargain wages and removes key provisions from your contract without any negotiations.

Top that off with the attack on Nova Scotia Teachers and the legislated contract forced on them by McNeil and there is the perfect storm for the further erosion of your rights in the workplace.

On top of these attacks we have been threatened with the outright privatization of home care services, Stephen McNeil tried his best to privatize the registries, automate our provincial parks and get rid of the Tourism Visitor Information Centres. Strong public information campaigns helped us defeat these initiatives, but a second McNeil majority is just a likely to dust these ideas off and try again. Add to this McNeil's habit of using legislation rather than negotiation, and there is not a single clause in any collective agreement that is safe.

It has often said that the "best predictor of future behaviour is ... past behaviour." That is why during the 2016 NSGEU Triennial Convention delegates passed Resolution R-16-23 to mandate the Union to take

all necessary measures to oppose the re-election of McNeil Liberal MLAs in the next provincial general election. That is why we launched our member to member campaign, "VOTE or Lose." Put simply, that is the choice facing each of you. We need to, at the very least weaken the McNeil Liberals if not vote them out. We have no idea what McNeil will do on Day 1 Term 2, but one thing is for sure – the provisions within our collective agreements will remain firmly in his sights.



What is Vote or Lose about? Mainly it is about you taking action to get rid of MLAs who have supported McNeil's numerous attacks on you. We want you to talk to your co-workers, friends and families about why they should not support McNeil or any of his candidates. We will be holding meetings throughout Nova Scotia to work with you on this, we will be sharing a lot of information with you over social media and encourage you to share it as well.

We remain a non-partisan union and won't be promoting a replacement, however we do want to use this campaign not only to punish the McNeil Liberals, but want to send a message to all political parties that we won't stand by when our members and their rights are attacked. We have- and will continue to defend our members' rights and fight any government regardless of their stripe if they decide to target us. We also want you to press EVERY candidate who comes to your door on where they stand on the issues you feel are important to Nova Scotia.

In order not to overwhelm members with campaign updates, I urge you all to follow our NSGEU Facebook site and our website for regular updates.

The only thing that can stop a second McNeil majority is **YOUR VOTE.**

Stephen McNeil's Report Card

In the Spring of 2016 we asked Nova Scotians: Name an accomplishment of the McNeil Liberal Government? The response was staggering to say the least. 72% of those polled across Nova Scotia were unable to name a single accomplishment. However, today if you were to ask Nova Scotians to name a screw-up of the McNeil Liberal government that list would be just as staggering. Here's just a sampling of what they have done:

- X Glennie Langille** – Just days after winning the 2013 election, McNeil transferred the position of Chief Protocol Officer from being a Civil Service position into a political appointment and quickly gave that job to a well-connected Liberal and personal friend of his, Glennie Langille.
- X Gutted "First Contract" Legislation** – The McNeil Liberals wasted no time in gutting the hard fought for first contract legislation.
- X Efficiency Nova Scotia** – Broke promise to make Nova Scotia Power (NSP) shareholders pay for Efficiency Nova Scotia. Instead McNeil just let NSP hide charge in your power bill.
- X Eliminated the Graduate Retention Rebate** – At a time when we all are trying to find ways to encourage our young families members to stay in Nova Scotia, McNeil killed the Graduate Retention Rebate and didn't reinvest the money back into post-secondary education! Today, we have the second highest tuition costs in Canada after cap was lifted; some schools have increased by over 30%
- X Bill 30** – Legislated over 400 home care workers back to work.
- X Kyle Harris Arrested for Assault** – after pleading guilty to a domestic assault incident that occurred in May 2014, was rehired by the Liberals to work as a researcher in the fall of 2015.
- X Nova Star Ferry** – Money all spent before first sailing.
- X Zach Churchill Spends 8k for Two Trips to Boston in Same Week** – At the same time the Premier was telling Nova Scotians the cupboards were bare, the Minister of DNR was spending thousands on questionable trips to New England.
- X Bill 37** – Stripped nearly 40,000 workers in the healthcare and community services sector of their right to strike.
- X Travel Nurses** – Fed up with how they were being treated by Premier McNeil there were nurse shortages due to retirements. Travel nurses were brought in from Ontario driving health costs up.
- X Leo Glavine Messes Up Flavoured Tobacco Ban** – After bringing in strong legislation, Glavine caves in to big tobacco and drops key provisions. Issue gets booted around for weeks.
- X Bill 1** – Attempted to deny over 24,000 health care workers the freedom to choose the union they want to represent them.
- X Broten Report** – McNeil hires a former Liberal Ontario Cabinet Minister to undertake his promised tax review. The review's findings are so flawed and unpopular the recommendations never see the light of day again once they were announced. As a reward for a good Liberal, Premier then appoints Broten as head of Nova Scotia Business Inc...
- X Minister Younger Saga** – Premier claims he was unaware of what was going on. In the end Liberals lose a key Minister, an MLA and a Chief of staff in the political fallout.
- X Minister Samson** Is less than truthful about \$2.5 million more in funding for Nova Star and skips cabinet while at a golf show in US.
- X Film Tax Credit** – McNeil cuts film tax credit with no consultation, leaving a vibrant industry in chaos. Minister Colwell's EA gets caught calling film makers pot smokers on Twitter.
- X Thoughtless Cuts** – Cuts funding to not-for-profits like CNIB, Eating Disorders NS, without warning.
- X Flat Line Budget for Healthcare** – McNeil froze health care budget for 2 years
- X Long-term Care(LTC)** – McNeil cut funding to LTC facilities across Nova Scotia and placed a moratorium on desperately needed beds. LTC wait list reaches highest point in history, McNeil Liberals adopt policy to just kick people off if they aren't ready to accept a spot.
- X Caught With Hand in Cookie Jar** – Liberal fined by Election NS for using caucus funds for by-election flyers.
- X Closed Mental Health Units** – Wait times for community based mental health care increases by 25%.
- X Kid's Dental Program Cut**– Even though mandate letter states it should be expanded
- X Bill 100** – Gives unprecedented powers to universities to forbid the signing of any collective agreement, ban strikes, and take away the ability of unionized employees to start or continue certain grievances.
- X Cuts Public Service** - Paving budget decreased by \$30 million and sold off Nova Scotia Paving Plant and eliminated chip seal crew.
- X Bernie Miller Contract** – Continued to shower "inner circle" with generous contracts while telling all of us we had to tighten our belts.
- X Conflict of Interest** - Key Liberal organizer Chris McInnis caught lobbying for firms interested in privatizing of registries.
- X Bill 148** – Bill is tabled that takes away the right to bargain wages and removes key provisions from public sector contracts.
- X Pharmacare Fiasco** – McNeil Liberals try to hide Pharmacare cuts as good news.
- X Northwood residents eat for \$4.20 a day** – McNeil cuts to long-term care leaves homes with no choice but to try and feed residents for less than \$5 a day. McNeil also took away their hairdresser.
- X Marilla Stephenson Fiasco** – McNeil moves a political appointment into a cushy and newly created Civil Service job by having her write her own job description and ensuring a trumped up process where she was the only applicant.
- X Boats.** Need we say more - Various Bluenose II and ferry mistakes.
- X Accessibility Bill 59 Messed Up** – In another example of failing to consult, the disabled community is outraged by what Joanne Bernard labeled "Historic Legislation."
- X Teachers** – McNeil tries to save students from a non-emergency with a one day lock-out of students.
- X Bill 75** – A vindictive piece of legislation that imposes a contract on Nova Scotia's teachers. 300 teachers not allowed to talk at law amendments and led to the first teachers strike in 122 years.
- X Jobs Record in Shambles** - More than 10,000 full time jobs lost. 5,000 fewer people under 24 in the workforce, second worst economy in Canada in 2017 and second slowest population growth in Canada. 2016 had lowest employment rate in last decade.
- X Liberals Helping Liberals** - Cue jumping on new schools Annapolis, Colchester and Spryfield.
- X Healthcare in Chaos** - Emergency room closures have increased by more than 30%, broken promise of a doctor for every Nova Scotian, longest wait times for hip and knee replacement surgeries in Canada.
- X And the list goes on.....**

Local 82 Member Wins Big Right Before Retirement



President Jason MacLean presents member Irene Tower with her winning travel voucher.

The lucky winner of the NSGEU's Dream Vacation contest was Irene Tower, an Accounting Clerk and member of Local 82 (NSCAD)! She won a \$3,000 travel voucher with Air Canada Vacations.

The big win was the icing on the cake, so to speak, for Irene: after 11 years of working at NSCAD, she was getting ready to retire in April when she got the good news about her big win! What a fantastic way to start out her retirement! She is thinking about using the certificate to visit family in Scotland in the future.

The NSGEU launched this contest to build our connections with our members and ensure we have the most accurate, up-to-date contact information for you, so we can reach you with information that is important to you.

The entry form collected some important basic pieces of information, such as members' name, local number, mailing address, and personal email address, and gave entrants the opportunity to earn extra ballots by providing us with a cell phone number, or following us on Twitter and visiting our Facebook page. The contest was only open to members who are signed and in good standing at the time of the draw, each person was only permitted to enter once, and current sitting NSGEU board members were not eligible to participate.

In total, a total of 4,887 NSGEU members entered!

Congratulations, Irene, and thank you to the many members who took the time to enter our contest! ■

Welcome to the NSGEU



L to R- Darlene Warner (President), Marlene Samson (Chief Steward), Murielle Vincent (Vice President), Claudine David (Secretary/Treasurer)

The employees of Louisdale Community Homes Association voted overwhelmingly in favor of joining NSGEU on February 2nd, 2017.

The 13 employees of Louisdale Community Homes Association

support adults with disabilities in one four-bed group home and one three-bed small option home located in Louisdale, NS.

We are proud to welcome these workers to the NSGEU, and look forward to representing them into the future! ■

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



You are the NSGEU

New branding campaign calls attention to diversity of our union

You may have seen some friendly, familiar faces around town lately, in some unexpected places. That's because in early April, the NSGEU launched a new, year-long branding campaign designed to raise public awareness of the diversity of our union, and the importance of the work our members do!

The campaign features 31 NSGEU members who work in a wide variety of areas – from nurses and lab techs who work in traditional health care settings to marine ferry captains and forest technicians who spend most of their days on the ocean or in the woods.

The tagline for the campaign is, “We are the NSGEU. We are proud to work for you!”

“People sometimes forget that a union is not just a leader or a building; it is a sum of its parts, and that means we are our members,” explained Jason MacLean, NSGEU President.

“We wanted to remind Nova Scotians that NSGEU members are doing really interesting, valuable work in our communities, and that they’re making a

difference and improving people’s lives.”

The campaign was unanimously approved and supported by the NSGEU’s Board of Directors, and will be featured in a wide variety of public spaces throughout the province: on buses and billboards, community hockey rinks, at Centre 200 and Scotiabank Centre, in Cineplex theatres for the next few months, and will appear on Tim Horton’s in-store digital displays later this year. There’s also a social media component to the campaign: each week, we are featuring short video interviews of the featured members, so they can talk about the work they do.

“Over the past few years, we’ve done some great campaigns, but they’ve all been in response to negative actions by Stephen McNeil’s Liberal government,” MacLean said,

“This time, we wanted to create a campaign that was positive and focused on the good work our members are doing each and every day. We hope our members are as proud of this campaign as we are!” ■



New campaign Facebook cover photo.



New campaign advertisements are featured on billboards across HRM and Sydney, Metro transit buses, Cineplex theatres, and the Scotiabank Centre.

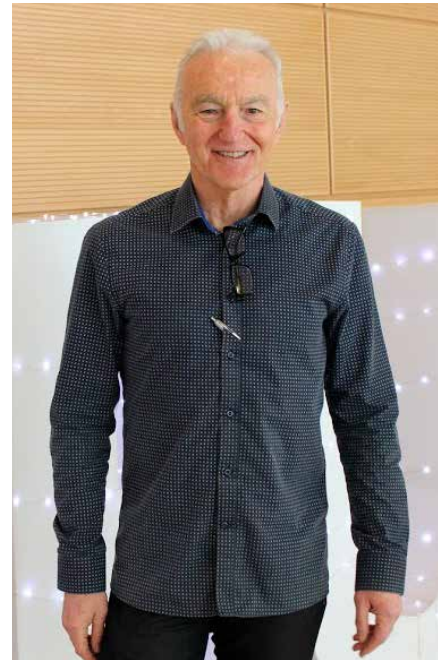


Meeting the Membership

In April 2017, President Jason MacLean headed out on the road to Cape Breton to visit with members of Local 480C, Cape Breton Correctional Facility (CBCF), Local 1995, Cape Breton Regional Municipal Police (CBRMP), Local 18, Cape Breton University (CBU), Local 20, Nova Scotia Hearing and Speech, Local 267M, Nova Scotia Community College (NSCC) Marconi Campus, Local 470D and 1670, Nova Scotia Liquor Corporation (NSLC), Local 1, Department of Transportation and Infrastructure Renewal (TIR), and Local 55, Workers Compensation Board (WCB).



Heather Grant, Local 20, Nova Scotia Hearing and Speech



Bill Baillie, Local 18, Cape Breton University.



Darren MacDonald, Local 1995, Cape Breton Regional Municipal Police



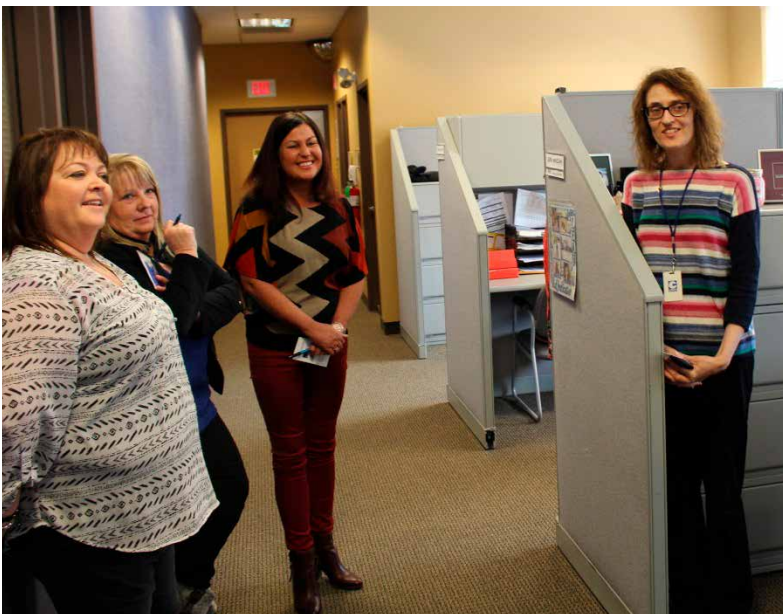
Keri MacDonald and Jim Ross, Local 1670 and 470D, Nova Scotia Liquor Corporation



**Danny Laffin, Local 1, Civil Service,
Department of Transportation &
Infrastructure Renewal**



**Aggie Aucoin, Local 267M, Nova Scotia Community
College, Marconi Campus**



**Members of Local 55 at the Workers Compensation
Board, Kelly Johnston, Gloria Ley Spencer, Elizabeth
Hodder, and Gina MacLean**



**Tony Legace, Local 480C,
Corrections**

CONTINUED FROM PAGE 11

On February 27 and 28th, President MacLean toured workplaces in the Valley region. He visited with members of: Local 56, Shannex; Local 49, Canadian Mental Health Association; Local 51, Community Inclusion; Civil Service members who work in Community Services, Environment, and the Department of Natural Resources in Kentville; Local 73, Annapolis Valley Regional School Board; Local 27, Evergreen Home for Special Care; Local 470, NSLC in Berwick.

On March 6, he traveled to Yarmouth and visited with members of Local 45 who work at the University Sainte-Anne in Church Point; Local 267B, Nova Scotia Community College; Local 59, Yarmouth Association for Community Residential Options; Local 480i, South West Nova Corrections; Local 25, Western Regional Housing Authority.

The tours could not have happened without a lot of work from the Local leadership! Thank you for all your time and effort. Visiting members in their place of work allows the President to talk one on one with the members about any workplace concerns you may have. It also gives Jason an opportunity to learn more about the important work you do. Give us a call at the NSGEU office if you would like President MacLean to visit your workplace and he will do his best to be there.



The Canadian Mental Health Association supports a great local food program called SOUP (Sharing Our Ugly Produce). SOUP is a Saturday soup cafe. President MacLean had the opportunity to eat soup with the CMHA volunteers and clients while in Kentville.



Elizabeth Spencer, Local 51, Community Inclusion Society



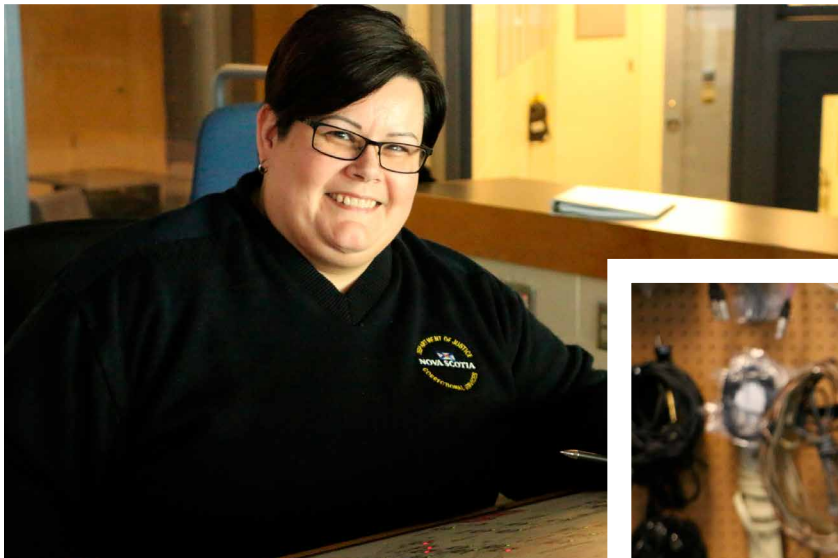
John Brazner, Local 4, Civil Service, Department of Natural Resources



***Nadine Doyle, Local 56, Blomidon Court
Long Term Care Facility***



***Susan Graves, Local 27, Evergreen Home for
Special Care***



***Amanda MacInnis, Local 480I, South West
Nova Correctional Facility***



Clarence Doucette, Local 45, Université Sainte Anne

Around the Union in Photos



NSGEU President Jason MacLean attends the Broken Glass Voters rally at Province House in May. Broken Glass voters say they would rather crawl over “broken glass” than vote Liberal.



Lorna MacMillan from Human Resources and Social Development Canada speaks during North American Occupational Safety and Health (NAOSH) week at NSGEU.



Danny Cavanagh, President of the Nova Scotia Federation of Labour (NSFL), speaks at a luncheon for the International Day for the Elimination of Racial Discrimination at NSGEU.



Guests in attendance at the NSFL International Day for the Elimination of Racial Discrimination lunch.



Guest speaker David Ladouceur at the NSFL International Day for the Elimination of Racial Discrimination.



NSGEU ERO Corry MacKinnon attend Broken Glass Voters rally at Province House.



President Jason MacLean lays a wreath with members of Health, Safety & Environment Committee, Tracey Fisk and Emily Fisher-Jackson at the Day of Mourning ceremony at Province House.



Broken Glass Voters rally at Province House in May.



NSGEU board members Anne McCrate, Tracey Fisk, Kim Jenkins, Tammy Young and Sandra Mullen hosted an event for CLC candidate Sussanne Skidmore (turquoise scarf) in April.

Admin. Professional Profiles

The NSGEU represents over 7,000 Administrative Professionals who keep organizations across the province running smoothly. Administrative Professionals work in the Civil Service, health care, school boards, universities, colleges, NSLC, tourism, housing authorities, pension services, and more. They hold a great degree of responsibility in their daily activities and include: research, accounting, payroll staff, health promotion, clerks, and secretaries, to name a few.

Administrative Professionals are critical to workplaces and to the delivery of effective and efficient services to families and Nova Scotian communities. Yet, despite this, their work is often invisible. Melissa Marsman, President of Local 423 and Board member representing Trade Union Administrative Professionals, organized the interviews of a variety of Administrative Professionals in healthcare in order to highlight our members who work in this area. We hope you enjoy learning more about the important work our members do. Thank you Melissa for these submissions!

Hi there,

My name is **Ashley Schnare**, Local 189, I work in Health Information Services (Admitting) as a Health Information Clerk at the South Shore Hospital.

I have been in my job for about three years, but I have worked at South Shore Regional Hospital for about seven years in different departments.

I was drawn to the job because I needed a change and it seemed interesting. I love my job. I learn



new things all the time and I love working with the public.

One thing I wish the public knew is that our jobs involve quite a bit more than registering patients. Even though there may not be anyone standing in front of the desk, doesn't mean I'm not busy doing other parts of my job. I'm not sure the public realizes this.



Hi there,

My name is **Debra Hartnett**, Local 1246, I work at Voice Services at the HI Site as a Clerk B/ Receptionist.

I started working at the NSH Site on the switchboard in 2003. I was drawn to the job because I thought it would be interesting & difficult.

I like my job. I really enjoy the interaction with lots of people, both on the phone, and in person.

Best Day: When get to help



people who are in good spirits.

Worst day: When I have to deal with a person who is frustrated with trying to locate someone at the hospital and I can't help due to confidentiality requirements.

Voice Services provides information and support to all ten hospitals within the Central Zone. I don't think that the public is aware of the size and the variety of locations there are within the Central Zone.



Hi there,

My name is **Laurie d'Entremont**, of Local 190. I work as a General Office Clerk at the Yarmouth Regional Hospital Laboratory Department.

I register patients for bloodwork, cardiac appointments, respiratory appointments, Diabetic Education Centre appointments, and stock up the lab with various bottles and labels for printers.



I have been doing my job for over 10 years and I enjoy interacting with the patients.

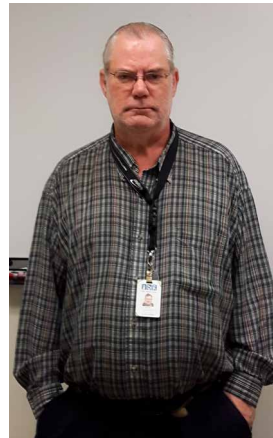
When people get blood drawn outside the hospital in Tri-County, the requisitions come to me and I do the blood registrations. I also enter cytology requisitions for specimens in the afternoons and provide patient care for urgent bloodwork and appointments.

**Hi there,**

My name is **Kevin Aylward**, Local 423, buyer at the IWK Health Centre Purchasing Department. I purchase all consumables for the Stores & Distribution Departments, lab and pediatric units, just to name a few.

I have been in the Purchasing Department for 12 years but I have worked in the IWK for a total of 40 years in other positions. I was drawn to this position by more responsibility and that I would be part of the NSGEU.

I love my job. I have only taken three



sick days in the last 40 years. I like dealing with outside vendors and my co-workers at the IWK best of all.

Mondays are a busy day for me as I must make sure stores & distribution departments have all the supplies they need for the upcoming week.

I don't think people know that myself and one other buyer are responsible for purchasing all items/supplies for the IWK Health Centre. We work hard to try to find the best price without compromising patient care.

Hi there,

My name is **Patricia Dwyer**, Local 191. I work for the Nova Scotia Health Authority at the Valley Regional Hospital and I am a General Office Clerk in the Food and Nutrition Services Department.

I have been in this position for seven years. I love helping people and try to be kind, compassionate, and caring with each patient and support them during a hospital stay that may be a little uncomfortable and scary for them.

I love my job and feel so fortunate to work with wonderful co-workers who have become my second family.

The best day ever was when I received a pair of handmade, knitted slippers by a patient as



a gift to say thank-you for my kindness to her. The worst days would be when patients that have been with us for an extended period of time pass away. I develop a relationship with them through our daily conversations and it saddens me to know that they have passed away.

I am the "Dial for Dinner" food service operator. Patients order their own meals using my service and I aid them in making healthy food selections following their dietary limitations. Patients must eat to gain strength which will promote recovery from illness or surgery. Sometimes it requires coaching on my part to convince a patient to try to eat when they really aren't interested in food.

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Hi there,

My name is **David Watts**, Local 38. I am a Staffing Officer at Northwood Home Care.

I have been a Staffing Officer for one and a half years. I enjoy the challenges of building schedules and the idea of scheduling for a living brought me to this position.

I really enjoy my job because there is never a dull moment



and things are always changing. All days are good because you never know what the day is going to bring. You always have to be on your toes.

Scheduling is like a giant puzzle that is constantly changing. Just when you think you have it done, it changes and you have to redo it. This is a challenge.

Hi there,

My name is **Sandra Lahey**. I am an Administrative Assistant in Public Health Services, Healthy Communities. I have been in my current position since June, 2015.

The people I work with on a daily basis are what I like best. We have some of the nicest people here. I have made some great friends. A few of us walk every lunch hour together. It is a great group of people that are knowledgeable, professional and caring. They really want to help people and go above and beyond on a daily basis to make sure they give the best service to the public.

I don't wake up in the morning and dread coming to work. My best days are when the



babies & preschoolers attend the clinic. They cry a bit when being immunized; but, the nurses are excellent and have developed techniques to get the job done fast.

Our nurses are kind and patient here so the kids get along great. I have actually seen some little ones give the nurse that immunized them a hug before they leave our office. That speaks volumes. The kids are so sweet; I look forward to clinic days.

I find our people to be passionate about their work; they are so genuine in wanting to help people. They work hard to care for the less fortunate in our community and to educate people on a healthy lifestyle.

Hi there,

My name is **Sheri Cunningham**, I am a Quality Management Coordinator with Mental Health and Addiction Services, Northern Zone.

I am fortunate to be able to work with staff to ensure we are meeting service specific standards and work on quality improvement initiatives to make progress and change as deemed appropriate to better serve clients.

As a Quality Management Coordinator, some of my work that has to be accomplished is very much defined by standard requirements and policies. I work with staff to ensure that they understand the need for change and help managers and front line staff to see things from a



quality improvement perspective.

I would like the public to know that as a collective group of Administrative Professionals, we all work towards helping front line staff to work with the public and serving the clients within Mental Health and Addictions every day.

We are behind the scene ensuring that policies and processes are in place, that reports are written and programs are evaluated, and that others have their resources and information and results to ensure that services can be delivered on a regular basis.

Together Administrative Professionals, Health Care Workers, Service and Support Staff and Nurses make the whole engine run.

Federal Government Introduces Bill C-45 to Legalize Marijuana

In April, the federal government announced their plans to legalize the sale of recreational marijuana by July 1, 2018, at the latest.

It's an initiative rife with risk for the Trudeau Liberals. Legalization of marijuana was a notable plank in the federal Liberal's election platform and it's important they get it right in Canadians' eyes. To date, they've struggled to follow-through on many of their major promises. Abandoning electoral reform and renegeing on Nova Scotia Healthcare funding are only two examples of how Justin Trudeau has struggled in the first part of his mandate.

On the other hand, the successful execution of a legalized regime in time for the next federal election could be seen as a win for the federal government. But between now and then, a lot has to be worked out; from regulations with the provinces, to how the Senate will take to the bill, not to mention how public opinion evolves on the issue.

From our perspective, NSGEU has been working to determine the best model for distribution and sales in Nova Scotia. As part of this project we undertook two surveys in early 2017 to gauge opinions of both our membership and the general public. Before taking a public position, we want to share our findings with you – the membership.

Between January 26 to February 20 2017 there was an active survey and we received a total of 358 responses.

Here's what we heard from you:

79% of our members support the regulation and restriction of access to non-medical marijuana with 21% opposed. As well, 70% of our members would support the regulated

sale of marijuana through NSLC stores, 92% would support the sale through publically controlled stand-alone marijuana dispensaries, private sales through private dispensaries comes in at 35% and private drug stores came in at 51%. ■




Bully-Free Workplaces



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.

Dos and Dont's of Social Media: A Guide



After four years of the McNeil government's attacks on labour rights and on the free collective bargaining process, cuts to public services and threats of contracting out, delegates at the NSGEU 2016 Convention passed a resolution that we would organize against the McNeil Liberals in the next election. This means that the union will be communicating information to our members during the run up to an election to remind you of this party's anti-labour record.

Constitutionally, the NSGEU is a non-partisan non-profit organization – and we will not be telling you who to vote for. However, the NSGEU Constitution allows us to work against any government who works against us – so we will be telling our members not to vote for the McNeil Liberal government.

Almost all of our members work for organizations funded directly or indirectly by the government. As the election unfolds, you may ask yourself what you can or cannot say online in social media.

Here is a list of social media Dos and Don'ts for ALL NSGEU members to consider. ****If you work in the Civil Service, please see the next page.**

DOs

- Please repost, share, retweet, and email any union communication you receive on your own personal time and on your own personal social media sites.
- NSGEU members are not required to be silent on workplace issues that affect you as union members. You have the right to raise your voice as a union member about issues like government legislation that takes away free collective bargaining rights, contracting out, and cuts to public services.
- As an employee of a public sector employer, you should conduct your work efficiently and impartially. You should not share your personal views with clients in your workplace and always maintain the confidentiality of the work you do where necessary.
- It is the Union's position that you can use your work email to distribute union information to coworkers. However, you must do this on your own time and not during work hours.

DON'Ts

- Keep in mind that you should not be critical of your direct employer (i.e. if you work in government finance, you shouldn't criticize the financial decisions of government)

- There are a list of specific cautions in our NSGEU Social Networking Policy: In posting content, NSGEU members may subject themselves to discipline, lawsuits or criminal charges if they engage in any of the following:

- Violate an employer's confidentiality policy I. Example: Unauthorized disclosure of confidential information relating to corporate affairs, clients, patients, coworkers. II. Example: The unauthorized posting of photographs containing confidential information relating to corporate affairs, clients, patients, coworkers.

- Harm, or do something that is likely to harm, the company's reputation I. Example: Making insulting, scandalous, rude, insubordinate or insolent comments about the workplace, this includes comments about management, coworkers, clients, and the company's services or products. II. Example: Posting racist, discriminatory or violent comments. III. Example: The unauthorized posting of photographs that may harm the company's reputation.

- Harm, or do something that is likely to harm, the employer's operations I. Example: Gossip and other unprofessional postings can cause strife and disruptions among colleagues in the workplace.

- Breach the Canadian Criminal Code

- Act in a manner inconsistent with job obligations I. Example: An employee charged (implicitly or explicitly) with customer or public relations should not air his private views about his employer, colleagues, clients, etc. II. Example: A health care employee posts scornful comments about the services provided by her employer.

- NSGEU social networking policy can be found on-line at: <http://bit.ly/2q410rm>

If you have any concerns, questions, or comments, or experience any issues related to your participation in union activity during the election or after, please contact your Employee Relations Officer by contacting us at 902-424-4063 or toll-free at 1-877-556-7438 or by email at inquiry@nsgeu.ca. ■

Note: Civil Service Members

Members in the Civil Service have more restrictions on what you are able to say publicly than the rest of the membership.

Recently, you have received a communication from your employer, via Laura Lee Langley, outlining what you can and cannot do as an employee during an election. A few of the items were of particular concern to us, as they affect your ability to speak publicly about the government. However, the restrictions were taken directly from the Civil Service Act and as an employee of the Civil Service, you are subject to them. Even though these restrictions may not be able to withstand a Charter Challenge, we would not want members subject to discipline in the meantime.

Section 38 (1) of the Civil Service Act says that an employee shall not (except during a leave of absence):

(e) publish or broadcast media statements of a partisan character which would in any way support or oppose a candidate or political party;

(f) draft or speak, in a partisan context, on policies directly associated with the employee's work, or in any way to support or oppose a candidate or political party;

Consequently, although you will see and hear non-Civil Service NSGEU members stating their opposition to the McNeil Liberal government, and posting pictures of themselves with placards that read, "I am not voting for the McNeil Liberals because..." we are asking you to refrain from participating in that aspect of the campaign on social media.

However, our legal counsel has advised us that you are able to participate in other union activity during the campaign. ■



Questions about the Public Service Superannuation Plan



Why does my pension adjust at age 65?

- The PSSP provides a pension with 2 components: the lifetime pension and the bridge benefit. The lifetime pension is paid to you for your lifetime. The bridge benefit is paid to you from the time you retire until you reach age 65. The bridge benefit provides additional retirement income until you are eligible for the CPP Retirement pension at age 65.

What is Indexing? How much is it?

- Indexing is the cost of living increase which is applied to your pension in retirement. The amount of the increase is determined every 5 years based on the funded status of the Plan.

Indexing has been set at 0.85% per year, for the 5-year cycle starting January 1, 2016 to December 31, 2020.

Who is the beneficiary of my pension after I die?

- In the event of your death, your surviving spouse, eligible children and/or possible dependants automatically receive a survivor benefit.

If you do not have a surviving spouse, eligible children, or a dependant, you may wish to designate a beneficiary.

Many, but not all members of the NSGEU are also members of the Public Service Superannuation Plan (PSSP). If you are not sure which pension plan you belong to, please contact your employer.

What is the Public Service Superannuation Plan (PSSP)?

- The PSSP is a defined benefit pension plan. It is designed to offer you a lifetime pension benefit when you retire.

How much am I contributing to the Plan?

- The amount that you contribute is based on your salary. You will contribute 8.4% of your salary up to the Year's Maximum Pensionable Earnings (YMPE) and 10.9% of your salary which is in excess of the YMPE. In 2017, the YMPE is \$55,300.

The amount you contribute is matched by your employer.

What happens if I resign from my job?

- If you decide to leave your job before retirement, you will have different options depending on how long you have participated in the Plan:

Less than 2 years: a refund of your contributions with interest which you can take as a lump sum or transfer to an RRSP.

More than 2 years: a deferred pension payable at age 60 (or earlier if you qualify) or the commuted value of your deferred pension. This is the present value of the deferred pension to which you are entitled – it is a mathematical calculation based on your age, service and salary.

How much will I get when I retire?

- Your pension is based upon a formula using your length of contributory service and average earnings. The Plan has introduced a new interactive website where you can review your annual statement and use the Pension Projection tool to estimate what your pension could be when you retire.

Visit: nspensions.hroffice.com

Who is in charge of the Plan?

- The Plan is governed by its own pension legislation, the Public Service Superannuation Act. The Plan transitioned to a joint governance structure on April 1st, 2013. The trustee of the PSSP is the Public Service Superannuation Plan Trustee Inc. At the direction of, and under the oversight of the trustee, the Nova Scotia Pension Services Corporation administers the PSSP.

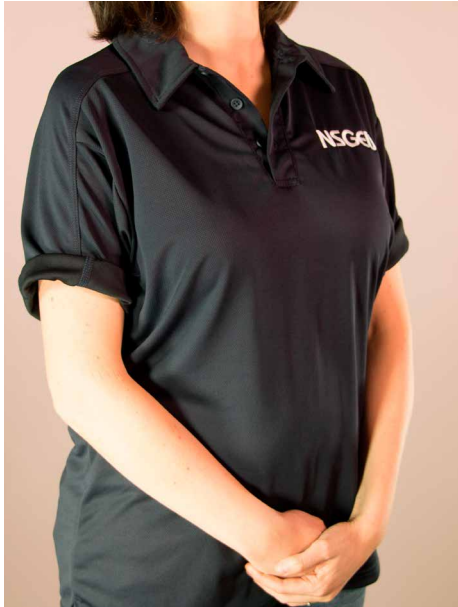
Where do I find more information?

- To find out more information on your pension plan visit nspssp.ca

While this document may summarize certain provisions of the Nova Scotia Public Service Superannuation Plan, the Nova Scotia Public Service Superannuation Act & Regulations governs the actual terms of the Plan. The Plan may be amended from time to time. Every effort has been made to ensure the accuracy of the information in this document, but if there is any difference between this document and the terms of the Plan, the Plan's documents prevail. ■

Union Threads

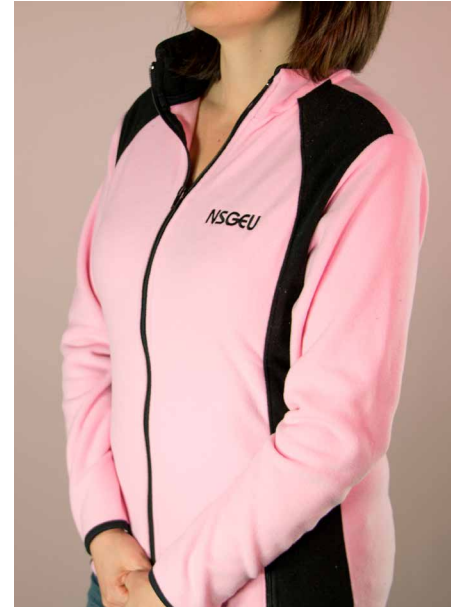
There's a whole range of colourful NSGEU clothing available at the union office at 255 John Savage Avenue. For more info, call Jackie Creemer at 424-4063 (toll free at 1-877-556-7438) or email jcreemer@nsgeu.ca



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)

On Tuesday, May 30th, 2017

Vote or Lose!

NSGEU

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