



NSGEU Celebrates 68 Years!
(PG 14-17)



Feature: Cuts Have Consequences
(PG 4-5)



Correctional Officers Secure New Pay Plan
(PG 9)

THE UNION STAND

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

Spring 2026

Dear members,

After a long winter, I think we're all looking forward to enjoying the milder spring and summer months ahead!

Here at the union, the past few months have been busy and challenging. We have been pushing back against the Houston government's new agenda of cuts to the public service both behind the scenes and within the public eye, launching the "Cuts Have Consequences" online e-action campaign to highlight the impact these cuts will have on our communities, while trying to assist laid off members as they navigate the difficult and complicated process of exercising their placement rights.

One thing has become abundantly clear: the Houston government did not have a fulsome understanding of the budget cuts that were announced in February, or the impact these cuts would have on the people who deliver our public services. But they are starting to understand and feel the heat, as people push back against cuts to the services they hold near and dear, like our libraries, museums, and arts and cultural institutions.

The spring budget session has dealt a definitive blow to the Premier's popularity, with his polling dropping 16 points. We will be doing our part to keep the pressure up on Premier Houston and his government throughout the summer months and heading into the fall session of the Legislature, while preparing for arbitrations on the return-to-office mandate and job security language for our civil service members. We are also getting ready to engage in one of the first run-off votes in decades, in Nova Scotia's public housing sector, as ordered by the Nova Scotia Labour Board, after government made the decision to amalgamate all of the housing authorities.

At the same time, union staff are busy at bargaining tables for the community care sector, preparing for the next round of acute care bargaining, and advocating on behalf of our health care members at the IWK and NSH Central Zone as they deal with the impact of the One Person One Record rollout in their workplace (read more about this on page 8).

Staff and activists with the union have been working hard to maintain our existing rights and benefits, and preparing to fight for more, as all Nova Scotians feel the pressure of persistently high inflation at every turn.

It is more important than ever that members pay attention to what is going on within workplaces, communities and their union, and get

active in whatever way you can! Maybe that means just making an effort to read your union emails, attend your local meetings or regional social events, sign an e-action, or show up at a rally! And if you see your MLA over the summer, you should voice your concerns about these cuts. Your voice and participation make a real difference. This is your union!

I hope to see you at some of our events over the summer months!

In solidarity,



Sandra Mullen
President, NSGEU



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CONNECT WITH US!

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

-  facebook.com/nsgeu
-  [@thensgeu](https://instagram.com/thensgeu)
-  nsgeu.bsky.social

Hugh Gillis, 1st Vice-President, NSGEU.

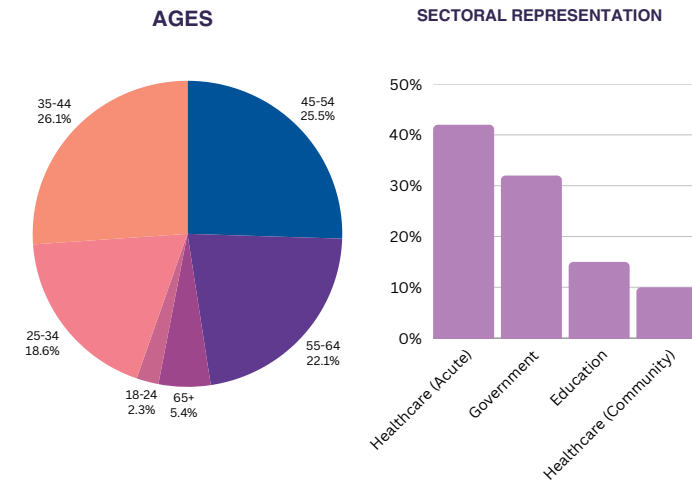
The role of 1st Vice President is to assist the President and work directly with local executives to strengthen the membership and move the unions agenda forward.

If you have any questions, you can contact Hugh at:

hgillis@nsgeu.ca



YOUR UNION AT A GLANCE

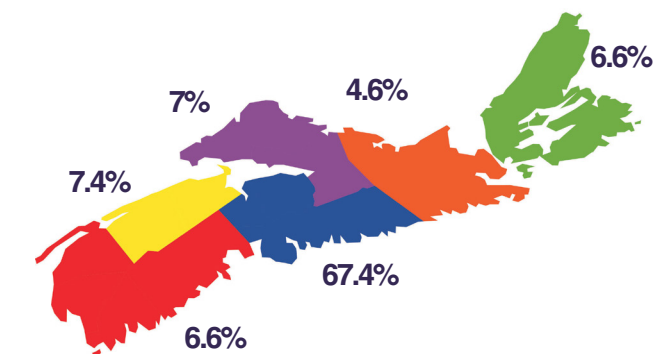


NSGEU HAS 71 PEOPLE ON STAFF THAT WORK TO SERVICE THE UNION MEMBERSHIP

MEMBERS
38,041

SIGNED MEMBERS
80.4%

MEMBERS BY REGION



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

WHAT'S INSIDE? THE STAND

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



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Cuts Have Consequences

It has been almost eight weeks since Premier Houston's disastrous Spring legislative session finally came to a close. That sitting was supposed to be an in-and-out, no-muss-no-fuss passage of his government's most recent budget ended up being a messy 46-day affair that managed to anger an impressive cross-section of the population in Nova Scotia.

The budget contained substantial cuts to the public sector: an estimated 443 FTE from the civil service alone, as well as \$130 million in cuts to grants-based programs, which many of our members help deliver in the community-based sector. But months later, the impact of these cuts is just beginning to trickle out.

First, we found out about the cuts to the museums and tourism information centres: a total of 40 NSGEU members lost their jobs in those areas. Government also eliminated seven Enumerator positions, six Inspectors, three Environmental Planner, 11 members who worked in the agricultural lab in Truro, and two members from the Department of Finance and Treasury. More job losses have followed at the Nova Scotia Communities Colleges and Cape Breton University: 17 and 3, respectively.

Outside of the direct impact on our members, we're starting to see how the three per cent cuts will impact things that we hold near and dear within our communities, like arts organizations and our public libraries.

One thing is clear: these cuts have consequences, and they will keep coming. It's just unclear where government will set their sights next.

Navigating the unknown

When asked for details in mid-May about how many layoffs or vacancy cancellations have taken place to

date as part of government's fiscal sustainability plan and how close, in each case, the current numbers get them to the five per cent target within the Civil Service, the response received was: "We report annually on total [full-time equivalent] reductions and will provide an update at budget 27-28."

Government added that reductions would be done through attrition "wherever possible," and that some smaller departments are exempt from the reductions, although the full list of exemptions was still being confirmed as of mid-May.



"Our goal is to protect the important frontline services that Nova Scotians rely on," the statement said.

But we know that frontline services are clearly impacted by these cuts. In fact, entire facilities have been closed as a result. And these are just the cuts for this year: the capital plan introduced by Houston's government in February included a five per cent reduction in the Civil Service each year, for four years. By year two, attrition

will be essentially non-existent.

At the same time, the NSGEU has learned that Public Service Commission has plans to recruit a new five-person team "dedicated to incorporating artificial intelligence into provincial government operations." The funding for this team will come from the province's \$4.4-million investment for this fiscal year to "establish artificial intelligence capabilities."

The union has reached out to the employer on multiple occasions for further details on this new team and finally received a response in early June. Given the broad nature of what appears to be the mandate for these positions, the union must want to see if AI technology is implemented as a result of their work, and if it affects employment. At that time, it would be the requirement of the employer to bring this issue

forward through the Employment Stability process.

The union response

It's important to note that the Civil Service Master Agreement has strong job protection language it accepted as part of a past contract — in lieu of higher wage increases — and that language has been preserved in subsequent contracts ([despite the employer's best efforts to remove it during the most recent round of bargaining](#)).

The union's job protection provisions state that when someone's position becomes redundant, is relocated or would otherwise be the subject of a layoff notice, they cannot be laid off. Instead, a worker could exercise bumping rights, accept a voluntary layoff but be entitled to recall, or voluntarily resign with severance.

That job security language has very effectively prevented past governments from cutting the Civil Service. On September 23, 2014, the Chronicle Herald published an article headlined "'Zero mechanism' for public service layoffs," quoting then-PSC Minister Labi Kousoulis saying his government would target the memorandum of agreement, as "the policy has a more negative impact on the province's finances than any wage increase in recent memory ... 'As it stands now, there is zero mechanism to have any layoffs.'"

Now, Premier Houston's government is taking issue with that same language, arguing that despite the clear job protection language that only allows layoffs to occur in very defined circumstances where an employee refuses a reasonable offer of alternate employment, they can effectively lay off an employee at the end of their notification period.

The union and employer are scheduled to go before an arbitrator in November to have the issue heard.

The push-back

In the meantime, the union has mounted a public awareness campaign. Leading up to and during the legislative session, we ran radio advertisements, talking about the importance of supporting our public services, and what is at risk due to budget cuts: https://nsgeu.ca/wp-content/uploads/2026/02/nsgeu_hccss_r30e_full-mix.mp3

Then, in May, we launched a series of online ads targeting each of the areas that have been hardest hit by layoffs, so far: [Cape Breton](#), [Yarmouth](#), [Shelburne](#), and [Guysborough](#), as well as a [province-wide campaign](#), and one for [NSCC](#). Each of these tailored ad sets drives people to an e-action they can complete to send a message to the Local MLA, Premier, and Opposition leaders to let them know how they feel about the impact these cuts will have on their community. If you haven't yet had a chance to send a message, you can do so



by visiting

Many other stakeholders are standing up to push back against these regressive cuts, as well. The collective rage seems to be having an impact: according to an Angus Reid poll from April, just 26 per cent of Nova Scotians say the province is on the right track, which represents a steep decline from just a year ago when 53 per cent had the same view. And Houston's personal popularity dipped by 16 points to 34 per cent: the lowest it's been since he took office.

In the fall, the NSGEU plans to continue to keep the pressure on our elected officials with a continuation of our public facing campaign in other new spaces. Please keep an eye out for these ads and share them with your friends and family to help us keep the pressure on our elected officials to protect our public services! ■

NSCC Workers Pay the Price for Houston's Cuts

Tim Houston asked Nova Scotians to trust him. He told people that as a chartered accountant he had the ability to manage the province's finances while making the investments needed to fix health care.

For years the Houston government benefitted from revenue windfalls that were spent without oversight or accountability. And when those additional revenues dried up it revealed that the premier had no plan.

So, what did our accountant Premier do to address this shortfall? He cut. Under his leadership the Premier announced a five per cent annual reduction to the civil service and an additional three per cent reduction to public services across the board.

The troubling thing was, neither he, nor any member of his government seemed to understand the consequences of such cuts. And as Nova Scotians have learned in the last 10 years, cuts have consequences.

For members working for the Nova Scotia Community College the consequences came quickly. As a result of the premier's decision, 17 NSGEU members lost their jobs. The loss of these jobs have impacts on NSCC campuses and on the people who work and learn there.

The NSCC provides Nova Scotia with the ability to recruit, train and put more skilled labour into the workforce. At a time when the federal government is investing in skill trades and employers are crying out

for more skilled workers it is a bad decision to force the NSCC to cut jobs.

The NSCC is not just a leader in producing skilled labour, it also provides good jobs in campuses around the province. Cuts to the NSCC is bad for post-secondary education and the economy.

The NSCC was put in a tough position by the Houston government, but it is equally disappointing that they chose to balance their books on the backs of

hard-working employees. These were employees who were important to the overall delivery of programs and services.

The union launched a e-action campaign encouraging people to send the Premier, their MLA and the Minister's responsible a letter calling for a reversal to the

cuts. These letters are important as it sends a message to government that people are watching and they care. The Houston honeymoon is over: its time to keep the Premier and his government accountable for the choices they make. They need to learn that cuts have consequences. ■

Stop the CUTS!

NSGEU



Bill 148 Battle Continues

As reported to members in the last issue of The Stand, and via email, the union was successful in its long-standing fight against the regressive anti-worker legislation known as Bill 148.

More than a decade after the McNeil Liberal government passed Bill 148, the Supreme Court of Nova Scotia issued a historic decision that rules government violated the constitutional rights of public sector workers by imposing a non-negotiated wage pattern on the entire public sector (0%, 0%, 1.0%, 1.5% & an additional 0.5% on the last day of the agreement); removing long-standing articles from various collective agreements (ending the retirement allowance/public service award as of April 1, 2015); and prohibiting an arbitrator from awarding anything above the above-noted wage pattern.

This was an enormous win for the NSGEU and the eight other unions representing public sector workers impacted by this legislative overreach.


While the judge issued her decision in February, she must also issue an order, which we are still awaiting. Once that order is issued, the government has a finite period of time to decide whether they will appeal the decision.


If the government chooses to appeal the decision this fight will drag on for an even longer period of time.

If they do not appeal, the judge's decision allows parties to attempt to negotiate a remedy within an additional 12-month time limit, with the judge reserving jurisdiction on the case to order a remedy, if required.

Cost to address 'big mess' wage restraint legislation could top \$300M, says Houston

A Supreme Court judge ruled earlier this year that Bill 148 is unconstitutional

 Michael Gorman · CBC News · Posted: May 21, 2026 3:38 PM ADT | Last Updated: May 21

  Listen to this article ⓘ
Estimated 2 minutes



Nova Scotia Premier Tim Houston says his preference is to resolve the matter with unions without having to return to court. (CBC)

Tim Houston had promised to repeal Bill 148 when he was campaigning in August 2021. But when he was elected Premier, he broke that promise and continued to waste taxpayers' money on this legal challenge, which he has now lost.

We certainly hope Premier Houston does not double-down and continue to fight legislation that he opposed when in Opposition.

In comments made to media in May, Houston laid the Bill 148 debacle at the feet of his predecessors in the

former McNeil Liberal government, stating: "It's a big, big mess that they left us," and musing that it could cost \$300 million to resolve.

He also told reporters that "lawyers are still lawyering," but that an appeal was not his first choice, though he would "have to keep that option open."

We will continue to keep the membership updated on the status of this ongoing fight. ■

One Patient One Record Rollout

After more than a decade of planning, the provincial government finally pushed “go” on the long-awaited digitization of Nova Scotians’ medical records in the acute care sphere.

Nova Scotia is the last jurisdiction in the country to transition from paper medical records to a digital system – Newfoundland made the switch just a few weeks before us, at the end of 2025. Here in Nova Scotia, the decision was made to go-live with the project – known as One Person One Record (OPOR) -- on December 6th at the IWK Health Centre.

The switch was anything but smooth. Member concerns filtered through to the union gradually, and were not completely unexpected. But by early April, it was clear that the transition was still causing a great deal of stress on the front lines. So, the NSGEU reached out to members working at IWK to survey them on the OPOR rollout was going. Data was collected from 260 members over an eight-day period, with a focus on what this experience has been like at the IWK. ([Read the full report here](#))

Members were asked to identify which (if any) of the following issues they had experienced or witnessed in the workplace as a result of the OPOR implementation: additional stress for staff, incorrect or missing documentation, medication errors, direct harm to patients, delays in patient care, missed appointments, other, or none of the above. Only five respondents witnessed none of the above. Almost all (250 of 260 respondents) reported additional stress for staff, 224 reported incorrect or missing documentation, 188 said patient care was delayed, and 97 reported missed appointments. There were 83 reports of medication

errors and 58 reports of direct harm to patients. Four months after implementation began, 82.4 per cent of respondents reported they were still experiencing impacts of OPOR on their duties.

“The shift to a province-wide electronic record system is long overdue, but we must listen to the real concerns that are being raised by frontline workers,” said NSGEU President Sandra Mullen.

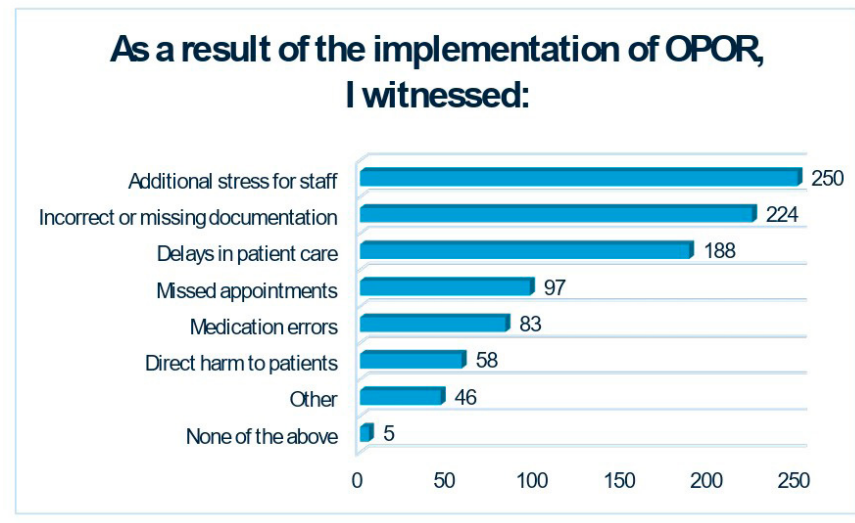
After meeting with management at IWK and NSH, the union shared the report findings publicly and called on government to consider slowing down the planned rollout at a much larger facility, the Central Zone of NSH, until the issues at IWK had been resolved.

“Government and the employers must ensure the transition is being done in a way that protects Nova Scotians and the people who are responsible for delivering care,” President Mullen said at the time.

Government and the employers chose to move forward without delay. Thankfully, feedback from our members at NSH in the Central Zone indicates that the rollout within the adult system has been far less problematic, and that some of the more serious issues that occurred with the rollout at the IWK were addressed at the NSH Central Zone go-live.

Still, members are reporting issues with workflows and internal system incompatibilities, as well as changes to their work duties, as a result of OPOR.

The union has continued collecting member feedback and taking it back to the employer on a regular basis to share our members’ concerns in an attempt to ensure they are addressed in a timely manner so both patients and care providers are protected. ■



Correctional Officers Earn New Pay Plan

Correctional Officers play a vital role in the protection and security of public safety. They work in challenging conditions and preform their duties with professionalism and dedication.

When the union spoke to the employer about compensation concerns and workplace safety issues, the employer was willing to work together and review both job descriptions and pay and address issues of recruitment and retention.

In a true example of collaboration and cooperation the union, Department of Justice, and the Public Service Commission came together to identify problems and put forward meaningful solutions.

The most meaningful solution was the creation of a new Adult Custody Classification Pay Plan (ACC Pay Plan). The new pay plan reflects a shared commitment to strengthen recruitment and retention and long-term workforce stability across correctional facilities.

Key highlights from the new ACC Pay Plan include:

- Wage increases are above the Civil Service increases obtained in the arbitration decision.
- Pay rate increases of up to 7.1% for Correctional Officers
- Pay rate increases ranging from 1 to 5% for other ACC positions
- Introduction of an expanded CO 1-2 classification to support career development and retention
- Transition of Correctional Officers from the current maximum step to the new

maximum step within the ACC Pay Plan

- Retroactive pay adjustments for Correctional Officers, effective April 1, 2025.

The work process and results are a credit to the union and the employer who worked together to deliver an improved ACC Pay Plan that addressed the concerns of the members. This work created a solid foundation for future discussions. ■



NSGEU Defends Public Liquor Sales in Nova Scotia

When Premier Houston's government began exploring expanded alcohol sales in grocery and convenience stores in spring and summer 2025, the NSGEU moved quickly to protect public sector workers.

The proposal was framed as modernization and convenience. But the issue went far beyond where people buy beer or wine. It raised serious concerns about job security, the loss of public revenue, and the shift from responsible public oversight to a model of private profit.

In May 2025, the government launched consultations and polling, pointing to changes in provinces like Ontario. NSGEU responded by launching the "Keep Liquor Sales Public" campaign.

The message was clear: Public Liquor Works for Us. Let's Keep It That Way. The campaign highlighted the role NSLC workers play in customer service and in upholding social responsibility and protecting communities.

A province-wide radio campaign warned that privatization would drain money from public services, put good jobs at risk, and weaken safeguards. Nova Scotians were urged to "put a cork" in privatization.

The campaign focused on:

- protecting local jobs
- keeping revenue in public hands
- maintaining responsible, publicly controlled sales

The numbers backed it up. In 2024–25, the NSLC returned more than \$280 million to the province. That revenue supports healthcare, education, infrastructure,

and other essential services.

NSGEU repeatedly made this point: public liquor sales help fund the services people rely on.

The campaign also underscored the NSLC's strong record on responsible retailing. In 2024–25, workers challenged more than 2.1 million customers for ID and refused nearly 14,000 sales.

Union representing NSLC employees speaks out against potential privatization of liquor sales

By Jesse Liuci
Published: June 24, 2025 at 10:42AM EDT



An NSLC store on Kearney Lake Road in Halifax is pictured on May 29, 2025. (Jesse Thomas/CTV Atlantic)

President Sandra Mullen reinforced the message in media interviews, noting Nova Scotia already has more than 300 retail outlets and calling the proposal "a solution in search of a problem."

As consultations unfolded, it became clear the government was facing pressure on many fronts. Public opinion showed it wasn't a slam dunk, due to dire budgetary predictions in the budget updates, people expressed concerns about

the impact on public revenue. Rural MLAs raised concerns about the loss of good-paying jobs in their communities, and local producers worried about being pushed aside by large national retailers. Health and safety advocates and community groups also pushed back, arguing there was already broad access to alcohol and no clear public need to expand sales.

Faced with that pressure—and no clear public consensus, the government backed away from broadening privatization.

The principle at the centre of NSGEU's campaign was simple: alcohol sales should serve the public interest, not private corporations. ■

Mileage Rates Must Move to Quarterly

If you are a public sector employee who is required to use your personal vehicle to do your job, the annual setting of kilometrage rates every April is likely important to you. Kilometrage or mileage is not a gift or a bonus from your employer, it is meant to reimburse you for expenses you incur for fuel and maintenance on your vehicle.

How are rates set?

Mileage reimbursement rates for Nova Scotia Civil Service employees are adjusted annually on April 1, as set out in the collective agreement.

Each year's adjustment is based on the average year-over-year change in the Nova Scotia Private Transportation Index (PTI) from the previous calendar year (January to December), as calculated by Statistics Canada.

The PTI reflects the cost of operating a personal vehicle and includes factors such as:

- vehicle purchase and leasing costs
- gasoline prices
- maintenance and repairs
- insurance premiums
- registration and licensing fees
- parking costs

Statistics Canada tracks these costs monthly and calculates an annual average change, which is then applied to existing mileage rates.

The formula works in times of stability. However, issues to arise when outside forces act on the world stage and throw oil prices into turmoil. For example, 2025 was relatively normal with no wild fluctuations in oil & gas prices and the formula determined that that rates would decrease for 2026 by 0.71%.

The Problem

Once the rates are set for the year, it becomes difficult to address upheavals like the US attack on Iran at the end of February which sent oil & gas prices soaring over over 30%. This would leave workers incurring a cost greater than the reimbursement with no remedy until April 2027. This issue isn't new. We saw it during the CPI spikes in the years following COVID-19.

A simple way to address the issue is to move from an annual setting of rates to a system where rates are examined throughout the year. The NSGEU has raised this at the Civil Service bargaining table in the past and Presidents have made requests of government to change the frequency of rate setting.

The most recent request was sent by President Sandra Mullen in early April of this year. In her letter to the Premier, she stated, "Nova Scotians depend on services delivered by Home Care workers, Social Workers, Case Aides, Inspectors, Public Health nurses, and many more. Workers providing these services need immediate relief and should not be out

of pocket in order to provide government services that people rely on."

On June 16th the NSGEU was informed that rates would revert to the slightly higher rates from 2025. While this is a positive move by government, it is still unilateral and it would be far more beneficial for both government to ensure that the rates are set more frequently.

A change to quarterly setting would provide relief to workers in some instances and may provide savings to government in others. ■



premier@novascotia.ca
April 10, 2026

Honourable Tim Houston
Office of the Premier

Dear Premier Houston,

Re: Fuel Price Increases

I am writing regarding NSGEU members who must use their own vehicles to deliver services to Nova Scotians and the hardship these people are now facing.

Currently, kilometrage rates are set annually based upon the average annual percentage change from one calendar year to the next. This year, there was a small drop in reimbursement rates almost coinciding with the sharp increase in fuel costs brought about by the instability in the middle east.

With fuel prices increasing 32% in Nova Scotia, workers who are required to use their vehicles to deliver public services are left paying the price. This burden is further intensified by the growing cost of living across the province.

Nova Scotians depend on services delivered by Home Care workers, Social Workers, Case Aides, Inspectors, Public Health nurses, and many more. Workers providing these services need immediate relief and should not be out of pocket in order to provide government services that people rely on.

The NSGEU asks that the province and other public employers explore a quarterly setting of mileage rates, rather than annually. A quarterly adjustment is a fairer approach that would help workers manage drastic increases in expenses.

The NSGEU would be happy to work with government on finding a solution to this problem.

I look forward to your reply.

Sincerely,

Sandra Mullen
President

SM/dt

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Welcome to the Union!

We are excited to welcome two new locals to the union so far this year!

The employees of Searidge Foundation, a rehabilitation centre located in Annapolis Royal, voted overwhelmingly to join NSGEU in March. The new members there are Case Managers, Counsellors, Support Staff, Maintenance, Housekeeping, Kitchen Staff and Administrative Professionals. They challenge, support and inspire those struggling with drug addiction dependencies and mental health challenges.

The employees of Canadian Mental Health Association (CMHA) - Colchester East Hants voted in favor of joining the NSGEU in February. These members provide 24-hour support with activities of daily living in a small option home, social support in the drop-in youth program and the club, Independent Living support in an apartment program, and job skills support in the kitchen.

We'd like to offer a warm welcome to these new members. ■



Local 180 members elected their first Local executive, along with First VP Hugh Gillis, pictured right. Organizer, Lori Smith (not pictured), and Labour Relations Officer Terrance O'Callaghan (not pictured) in attendance.

NSGEU's Cancer Care Fund

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

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

This fund was created by the NSGEU Women's Issues Committee in 2011, and since that time, more than \$103,000 has been distributed. In 2025 we gave a total of \$12,300, and so far for 2026 we have given a total of \$7,200.

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

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

NUPGE Heartbeat of Care Campaign

This spring, our national union, the National Union of Public & General Employees (NUPGE), launched their "Heartbeat of Care" campaign, which is designed to shine a light on the team of specialized health care workers who keep our system running, but are so often overlooked.

"Healthcare is a team effort, yet many indispensable roles often go unrecognized and undervalued. From the lab technologists processing life-saving results to the environmental services workers sanitizing surgical suites and the health records clerks managing vital patient data, these workers are the backbone of our hospitals, clinics and communities.

The Heartbeat of Care campaign is profiling the specialized workers who have been overlooked for too long. When more than half of the team is working short-staffed every single day, everyone feels it."

This Canada-wide campaign was developed with feedback collected from NUPGE components' members, including NSGEU members. Their input was crucial in developing this campaign.

"The NSGEU represents an amazingly diverse group of health care workers. In some cases, these positions are unique and very difficult to recruit and retain workers for, but our health care system cannot operate without them," says NSGEU President Sandra Mullen, "Helping people understand the importance of the work all health care workers do is critical, and awareness campaigns like these help enormously with educating the public."

We encourage all NSGEU members to visit the website, complete the e-action form, watch the video, and share it with your friends and family members! We all benefit when our public health care system is supported and improved. ■

Heartbeat of Care

**STAND UP FOR THE TEAM
KEEPING CARE ALIVE**

We rely on them in our time of need. But today, chronic shortages and burnout are pushing them to the breaking point. Let your elected representatives know: we need a national healthcare workforce plan.

[SEND A LETTER](#)

> Vital link identified...

Role: **RESPIRATORY THERAPIST**

SUPPORT_NEEDED

NSGEU Celebrates 68 Years!



On April 14, the NSGEU Board of Directors along with President Sandra Mullen showed support for striking Long Term Care CUPE workers in Dartmouth.



On April 19, NSGEU celebrated 68 years as a union! The Board of Directors gathered to honour the union's history in fighting for job security, fair treatment, and improve working conditions for members, who first organized to prevent arbitrary hiring and firing.





Weeklong labour school took place at St FX University the beginning of June. This five-day program develops the next generation of union leaders and activists. Members are selected based on their level of education path with the union and how they intend to use their experience at the school to advance the goals of the union and support its members.



The CLC convention took place May 11-14th in Winnipeg. NSGEU President Sandra Mullen along with members from the Board of Directors attended.



Civil Service Bargaining Unit Negotiating Committee met on April 24 at NSGEU. Occupational Councillors from across the province brought their concerns forward to the union and discussed the recent Bill 148 decision, budget cuts and job cuts to public services, and the recent return to office mandate.

NSGEU Financial Statements

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2025

	2025	2024
	\$	\$
ASSETS		
CURRENT		
Cash	1,069,897	1,250,737
Accounts receivable	1,462,629	1,456,373
Prepays	557,107	541,240
	<u>3,089,633</u>	<u>3,248,350</u>
RESTRICTED INVESTMENTS (Note 4)	22,812,639	19,823,554
CAPITAL ASSETS (Note 5)	14,299,141	14,305,157
	<u>40,201,413</u>	<u>37,377,061</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	1,647,844	1,369,214
Current portion of long-term debt (Note 6)	3,395,509	482,962
	<u>5,043,353</u>	<u>1,852,176</u>
LONG-TERM DEBT (Note 6)	-	3,783,422
LONG-SERVICE OBLIGATION (Note 7)	2,440,210	2,487,802
POST RETIREMENT BENEFITS OBLIGATION (Note 8)	2,512,000	2,341,001
	<u>9,995,563</u>	<u>10,464,401</u>
MEMBERS' EQUITY		
INVESTED IN CAPITAL ASSETS (Note 9)	10,903,632	10,038,773
UNRESTRICTED	19,302,218	16,873,887
	<u>30,205,850</u>	<u>26,912,660</u>
	<u>40,201,413</u>	<u>37,377,061</u>
COMMITMENTS (Note 11)		
CONTINGENCIES (Note 12)		
Approved by the Board		
<i>Sandra Muller</i>		<i>Don McIn</i>
_____ President		_____ Secretary-Treasurer



NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

	2025 Budget Unaudited \$	2025 Actual \$	2024 Actual \$
REVENUES			
Member dues	24,871,336	24,933,971	23,420,853
Other income (Note 10)	425,000	1,251,005	1,748,931
	<u>25,296,336</u>	<u>26,184,976</u>	<u>25,169,784</u>
EXPENSES			
Wages and benefits	<u>10,287,006</u>	<u>10,138,697</u>	<u>9,647,881</u>
Staff Travel	<u>469,755</u>	<u>443,743</u>	<u>451,125</u>
Negotiations and servicing			
Arbitrations and grievances	2,607,499	2,765,997	2,255,993
Negotiations	871,975	632,817	662,682
Organizing	175,000	56,001	136,374
Education	1,185,000	610,552	707,626
Communications and research	500,000	249,685	487,235
Health, safety and environment	10,000	2,994	-
Convention	975,000	844,591	1,373
Defense	865,410	767,924	455,750
	<u>7,189,884</u>	<u>5,930,561</u>	<u>4,707,033</u>
Administrative and financial			
Rebates to locals	375,000	388,070	361,925
Meetings, provincials committees and councils	1,070,250	879,100	891,917
General and office	1,446,000	1,235,141	1,311,037
Affiliations	1,764,860	1,595,476	1,403,854
Building	1,291,500	1,148,833	1,262,476
Amortization	915,000	685,450	651,672
	<u>6,862,610</u>	<u>5,932,070</u>	<u>5,882,881</u>
Officer off the job			
Wages, benefits and housing	190,119	188,629	183,914
Travel	30,000	18,610	22,969
	<u>220,119</u>	<u>207,239</u>	<u>206,883</u>
Presidential			
Wages, benefits and housing	221,962	213,753	206,714
Travel	35,000	25,723	31,795
	<u>256,962</u>	<u>239,476</u>	<u>238,509</u>
TOTAL EXPENSES	<u>25,286,336</u>	<u>22,891,786</u>	<u>21,134,312</u>
EXCESS OF REVENUES OVER EXPENSES	<u>10,000</u>	<u>3,293,190</u>	<u>4,035,472</u>





NSGEU Family Picnic!

Saturday, July 11, 2026 11 a.m. to 2:30 p.m.

Oakfield Provincial Park, 366 Oakfield Park Rd, Grand Lake, NS

You're invited to the free NSGEU Family Picnic. Join us for pizza, ice cream and games for the kids. Rain date: Sunday, July 12, 2026 same time.

[Click here to register!](#)

NSGEU

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