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THE UNION STAND

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

Summer 2026

Dear members,

As the Nova Scotia government wraps up their nine-day legislative session the federal government begins their own fall session in Ottawa. Facing increasing tariffs from the United States and a continuing rise in the cost of living. Canadian workers were looking for some hope and optimism from the Prime Minister.

Instead, working families got Bill C-39, the Building Canada Strong Act. Sounds hopeful, doesn't it? Just wait for it.

The bill will impose new conditions on an important part of the Canada Labour Code, section 107. This is the section that oversees strike actions and government's ability to intervene in work stoppages. This section has been used most recently in strikes involving national airlines.

President Mullen drove across the Cabot Trail as part of the President's Tour from August 6-8.

The labour movement was hoping to see this section amended with more restrictions or repealed altogether. The government says they have created a higher bar for when section 107 can be used. Labour disagrees.

Under the proposed legislation the minister would have to fulfil two conditions before using section 107. The first is that the minister must declare that a labour dispute is negatively impacting the 'national interest.'

The bill defines 'national interest' as events impacting the economy, causing serious social disruption and has effect on the freedom of association.

The legislation also creates a new special mediator role. This role would set out the parties' positions, make recommendations towards a new collective agreement and would submit a report to the Minister of Labour for consideration.

The federal government positions this as a 'higher bar' that must be met before any intervention can take place. The Canadian Labour Congress suggests otherwise.

Bea Bruske, CLC president says the new legislation gives the government the ability to end a strike unilaterally when it decides the national interest is at risk.

The point is the intent of a strike or work stoppage is to create economic impact; it's the most powerful leverage workers have against their employers. This legislation lessens the employer's incentive to bargain in good faith because any labour stoppage will have an economic impact and therefore be scuttled by the federal government.

Bruske told the media that during a time when workers are under attack due to the trade/tariff war they need more chances to be "elbows up", not to have their hands tied.

As we witnessed here in Nova Scotia with Stephen McNeil's Bill 148, governments are becoming more empowered to use legislation to try and circumvent free, fair collective bargaining. McNeil's bill was ruled unconstitutional, and its effects will continue to ripple through government and workers.

Collective bargaining is not something that should be legislated away as an inconvenience. Collective bargaining has improved the health and safety of workers, provided pensions and benefits to families and created good jobs so people can provide for themselves and their families. This is a time when the government should be bringing all sides together and focus on building a more independent and resilient workforce. It should not use the fear and uncertainty of the moment to ram through new anti-worker legislation.

Fair warning Prime Minister Carney: workers are watching and will have a major say in the next election.

In solidarity,

Sandra Mullen

NSGEU President

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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

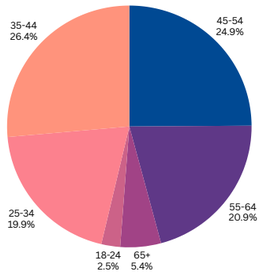
Hugh Gillis, 1st Vice-President, NSGEU.

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

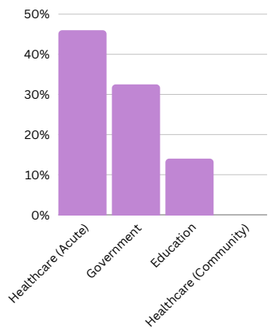
If you have any questions, you can contact Hugh at: hgillis@nsgeu.ca

YOUR UNION AT A GLANCE

AGES



SECTORAL REPRESENTATION



NSGEU STAFF

NSGEU HAS 73 PEOPLE ON STAFF THAT WORK TO SERVICE THE UNION MEMBERSHIP

MEMBERS

38,803

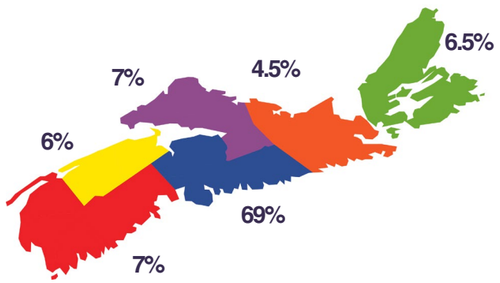
SIGNED MEMBERS

81%

FUN FACT

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

MEMBERS BY REGION



THE STAND

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Notes From the Field: President's Tour Summer Edition

Veith House may look like a typical three-story structure in the heart of Halifax, but if you walk behind it, you'll find it's anything but.

Here, a flower garden and urban vegetable garden thrive, boasting an array of produce that includes tomatoes, beans and herbs. All distributed free to the community.

It's an important part of the mandate for this 50-year-old community service hub, and the workplace for NSGEU member, and urban farm coordinator, Lily Levy.

In August, Lily took President Sandra Mullen on a tour through this urban gem. Together with Local 67 President Monica Marsh, they demonstrated the broader scope of Veith House's work: a scope that includes helping new Canadians integrate into the community, offering youth camps in the summer months, general social services, family garden days, and distributing fresh veggies.

The visit to Veith House was a valuable opportunity for NSGEU members to share the joys and challenges of their work with the President. And it kicked off something even greater: a summer tour that saw Sandra visit more than two dozen similar workplaces, where she met more than 100 members, on a 1,500 km road trip from one end of the province to the other.

In the Halifax area, the President visited members of Local 222 of HRM, where Local President Aviva Donaldson offered a tour of the Dartmouth North Community Centre, as well as the HRM Fire and Emergency, Public Works, and Planning and Development. Just up the road, she was welcomed by an immunization team member at Public Health Services, LPN Colette Weare.

From HRM, the President's tour headed east - and off the mainland. First stop: The NSCC's Strait Area campus, where she visited Local 267 President Mark MacIver, as well as a team of maintenance workers. It was eye-opening to see such a thriving campus, and hear of the challenges faced by workers. The visit led deeper into the heart of Cape Breton, with stops to meet Local 39 President

Top left: Sandra met with Urban Farm Coordinator Lily Levy at Veith House. Middle left: Sandra met with Local 67 President Monica Marsh and Social Worker Serah Inaolaji at Veith House. Bottom left: Sandra met with HRM Local 222 President Aviva Donaldson at Dartmouth North Community Centre. Top right: Sandra met with Forestry Technician Keylen MacInnis at Whycocomagh Provincial Park. Middle right: Sandra on the Englishtown Ferry with Engineer 1- Cynthia Naismith. Bottom right: Sandra met with Local 4 President John Rowlings, and NSGEU member Rick Dexter at Valleyview Provincial Park.

Arlene Ragan, a Home Support Worker in Inverness County, and members in Local 470 and 1670 at NSLC in Baddeck and Cheticamp.

A true highlight on the island leg came at Whycocomagh Provincial Park. Here, Local 1 Forestry Technician Keylen MacInnis gave an hour-long tour of the park's facilities and sights, including stunning vistas of the Bras d'Or Lakes. Here, President Mullen, Keylen, and his co-workers in the park's maintenance facility discussed the importance of the park, the importance of its workers, and their concerns about potential civil service cuts.

Perhaps the most interesting moment in Cape Breton happened aboard one of the province's most iconic maritime vessels. The Englishtown Ferry has connected Englishtown and Jersey Cove across St. Ann's Bay for over 150 years. It's a 24-hour operation, and while no official visit had been scheduled, President Mullen made sure to meet and greet the all-female crew, and was delighted to spend time with NSGEU member, Engineer 1 Cynthia Naismith. It just goes to show, our members are everywhere!

With the island tour complete, the next leg of the President's tour was about to begin. 400 kilometres to the west, along the Bay of Fundy coast.

Here, Sandra was greeted enthusiastically by more park workers, including Local 4 President John Rowlings, and NSGEU member Rick Dexter at Valleyview Provincial Park. She toured the facility, met with workers and enjoyed stunning views of Bridgetown, just as the fog rolled in.

Down the road, a meeting with member Monte Morrison at the NSLC in Weymouth highlighted a day that included a stop at historic Universite Sainte-Anne to meet with Local 45 President Arlene Comeau. Arlene is a Finance Officer, and has a firm grasp on declining admission numbers, that are creating challenges for universities all across the province. Here, Sandra also enjoyed a photo-op with more than 20 NSGEU members working at the university.

Other stops on the western leg included Blomidon

Continued...

Top: Sandra met with Chief Care Taker Chelsea Ulhman, Park Attendant Makena Rueff, and Forest Technician Jordan Apostoleris at Blomidon Provincial Park. Middle: Sandra met with SHYFT Key Worker Victoria Samson. Bottom: Sandra toured the AGNS and met with Graphic Designer Deborah Vail.

Provincial Park, with Chief Care Taker Chelsea Ulhman, Park Attendant Makena Rueff, and Forest Technician Jordan Apostoleris - Chief Steward of Local 4. Our members at Blomidon Provincial Park were essential in helping a dog rescue off the Jodrey and Woodland trail system in August that made national news. The yellow lab Reese, fell 21 meters, was located by drone, and lifted back to safety by the Kings County Rope Rescue Team.

After Blomidon, Sandra traveled to Orchard Court to visit Darcy Thibaudeau of Local 130 - and at the far end of the province in Yarmouth - a visit to Local 59 YACRO to chat with Erica Sisco Dube. Also in Yarmouth, the President was very pleased to have the opportunity to meet Victoria Samson, a member of the new NSGEU Local 68: SHYFT Youth Services. At SHYFT, Samson does incredible work with young people, helping to make transition plans for residents, cooking meals, and also operating a community garden.

Finally, the tour came full circle and back to the city, at the Art Gallery of Nova Scotia. President Mullen, along with 1st VP Hugh Gillis met with Local 108 President Shannon Parker. On the visit, she met with members staffing the gallery, and toured a current exhibit featuring the works of artist Harold Cromwell. Cromwell is an artist who hails from Weymouth, Nova Scotia, the President's hometown. Sandra was also pleased to be able to purchase a book about the life of Cromwell, a book designed by NSGEU member and Graphic Designer, Deborah Vail.

After more than four weeks, and many kilometres logged, the President's summer tour has now come to an end. It was an exciting and rewarding time for all, but it's just the beginning.

President Mullen is planning on expanding the tour through the year with regular visits to workplaces across the province, so stay tuned.

If you would be interested in a visit from President Mullen at your workplace, email:

smacintyre@nsgeu.ca ■

Above: Sandra toured Universite Sainte-Anne and took a group shot with Local 45 members. Below: Sandra with Local 45 President Arlene Comeau.

Above: Sandra chatted with park workers at Whycocomagh Provincial Park. Below: Sandra visited NSCC's Strait Area campus where she visited Local 267 President Mark MacIver, as well as a team of maintenance workers.

Above: Sandra toured Orchard Court Long term Care to visit OTA/PTA Darcy Thibaudeau of Local 130, and CCA Ricardo Callejas.

Above: Sandra toured the Art Gallery of Nova Scotia with 1st VP Hugh Gillis and Local 108 President Shannon Parker.

Nova Scotia Provincial Housing Agency – Run Off Vote

At the end of September, unionized housing employees voted to decide which union will represent them going forward, with the results to be announced on October 8, assuming there is a clear majority winner in each election.

Those working in the Trades/Maintenance/Grounds/Custodial classifications voted over two days, September 22/23.

Those working the Clerical/Technical/Professional classifications voted on September 28/29.

Because the NSGEU was the only union who represented employees in the Supervisor classification, there was no vote required, and those employees will continue to be represented by NSGEU.

How did we get here?

The process started back in December 2022 when the government consolidated all the regional housing authorities into a single provincial housing agency. In May 2023 the NSPHA applied to the Nova Scotia Labour Board to consolidate all collective agreements into one and for one union to be selected to represent all unionized workers.

As a result of the employer's application the NSGEU negotiated a 3.5% monetary increase for members as a rollover to March 31, 2024, for all five of the unions agreements.

In October 2023, all impacted unions (NSGEU, UFCW, CUPE, USW, and IUOE) took part in a three-day hearing with the labour board. The position of all unions was to maintain the status quo and allow all unions to continue to represent their members.

Five months later, in March 2024, the labour board ordered that employees would maintain their respective unions and collective agreements, but that the parties must negotiate common language in their agreements.

The NSGEU took the lead in the negotiations, with staff member Dustin Rioux being the lead negotiator on behalf of all the unions. The parties made great progress, and agreement was reached on all but a few items. In January 2025, negotiations ended with an expectation that the labour board would mediate those few remaining items.

However, in March 2025, the NSPHA applied again to the labour board requesting that the current process stop and requesting that the labour board either establish three separate bargaining units, or one single bargaining unit. Much to the surprise of the unions, the labour board scheduled a hearing in December to hear from all parties.

The NSGEU saw this delay and immediately began advocating for the employer to rollover the existing collective agreements and mirror the wage increases that were ordered in the civil service agreement. This work continued until the labour board issued their decision in May 2026.

Run-off Votes Ordered

In May 2026, the unions received the order from the labour board which outlined the process for a run-off vote. The labour board ordered the establishment of three new bargaining units. One to represent Trades/Maintenance/Grounds/Custodial, one to represent Clerical/Technical/Professional and one to represent Supervisors.

Each union was given the opportunity to compete in any run-off vote where they currently represented workers. This gave the NSGEU an immediate advantage as they were the only union representing supervisors, as a result, the labour board awarded the Supervisor bargaining unit to the NSGEU by acclamation.

After a series of meetings between all parties that spanned nearly four months a campaign period was established, and an electronic vote was scheduled September 22/23 and 28/29.

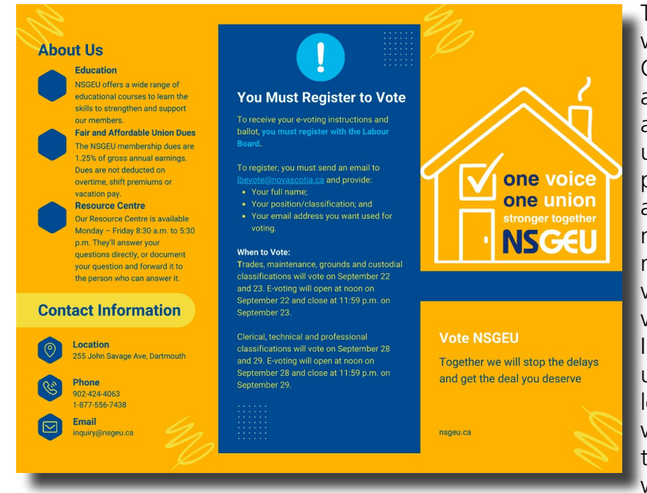
One Union. One Voice. Stronger Together

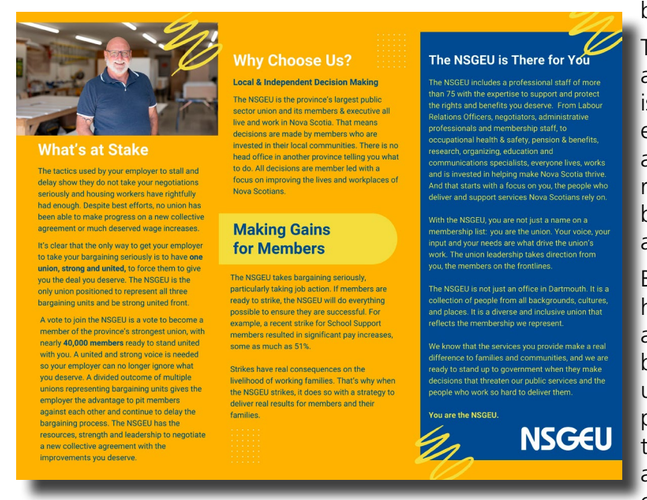
In the lead up to the official workplace campaign period NSGEU President Sandra Mullen hosted a series of zoom meetings with the current NSGEU membership. The purpose of the meetings was to identify the issues that were most important to them and raise awareness of the upcoming vote.

Local housing presidents were also consulted, and some members were taken off the job to support the union contacting members and gathering volunteers to help with the campaigning.

Each union was provided with time slots where they could visit the various housing workplaces and speak directly to employees. Further work was done to meet people outside their workplaces and answer their questions. These meetings were held across the province and were attended by NSGEU staff, housing members, and board members.

The Winner Is…





The results of the vote will be announced on October 8, 2026. For a union to be awarded a bargaining unit that union must receive 50% plus one of registered and eligible voters. If no union has received a majority after the initial vote a second run-off vote will be scheduled. In that instance the union that received the least number of votes will be eliminated and the remaining unions will remain on the ballot.

The results will only be announced when there is a declared winner for each bargaining unit. If a second run-off vote is required, the results will be delayed until there is a winner.

Because the NSGEU has already been awarded the Supervisor bargaining unit the union has already begun planning to bargain their next collective agreement. Once the other bargaining units have been awarded to a union it is expected that bargaining will be scheduled. The housing members have been without a collective agreement for three years. We hope to have the privilege to represent these members and support the important work they do into the future. ■

Political Round Up

If you blinked, you probably missed it. The Houston government opened and closed their fall legislative session in just nine days. And the premier was absent for four of those days.

The government passed all four bills they introduced, which included some positive changes for working people.

The government passed a bill to end the practice of tip stealing. This means that employers will be required by law to ensure tips and gratuities go to the people who earn them.

The government also reduced the amount of time an employee must work before they are entitled to overtime pay from 48 hours a week to 44 hours. The bill also expanded overtime eligibility, so workers qualify for overtime pay when extra hours are voluntary and permitted and not just when overtime is required by the employer.

The NDP offered an amendment to further reduce the hours of work before overtime is paid from 44 to 40, which is where most other provinces are. The proposed amendment was voted down by government.

Despite that, these are positive moves forward and are an important starting point for future improvements. NSGEU President Sandra Mullen spoke to the legislation at Public Bills Committee. She spoke in favour of the changes but also pushed government to make overtime more accessible to all workers, reduce the threshold to 40 hours and to provide workers with paid sick days. The Nova Scotia Federation of Labour also spoke out in favour of the changes while also pushing for more improvements.

Premier Tim Houston spent four of the session's nine days out of province. He says his time was better spent courting potential investors for major projects including Wind West. (Paul Poirier/CBC)

NDP Leader Claudia Chender says a few good legislative changes do not make it a good session. (Paul Poirier/CBC)

The law goes into effect on April 1, 2027.

The government also passed the Public Safety Act which included measures to better support victims of intimate image abuse, address properties linked to serious criminal activity, establish a modern framework for conservation officers and enable the rapid shutdown of entities listed as terrorist organizations.

Government also committed, through legislation, to conduct an independent review of performance-based regulation that ties utilities earnings to its performance rather than its cost. This is in response to the cost of people's power bills versus the lack of reliability in the service. People pay a high price for a service that is not always there for them when they need it. This review will seek to shift the model away from a guaranteed profit to a one that balances costs with performance.

The premier missed nearly half of the legislative session to attend Canada's Investment Summit in Toronto, hosted by Prime Minister Carney. The summit is part of the federal government's plan to attract $1 trillion in investments in Canada over the next five years. This is part of Canada's response to the ongoing trade war with the United States.

The premier said his presence at the summit was important to Nova Scotia's economic future and he returned with some "sincere interest by business to investment" but he did not return with any actual deals or agreements for the province.

The NDP as official opposition pressed the government on two key issues: affordability and health care. The opposition pointed out that the cost to rent a home in Nova Scotia has skyrocketed under the Houston government, that rents were at an all-time high and people can't afford a home to live. The government's response remains the same: the solution to the housing crisis is more housing. However, the government is clearly out of touch with what people can afford when it comes to buying or renting a home. Building more homes that cost north of $750,000 is not affordable for most working families.

The government is out of touch with the financial realities faced by many Nova Scotians.

The NDP also held the government accountable on their promise to "fix healthcare", especially when it comes to women's health. NDP Leader Claudia Chender said that five years into a promise to fix health care, the government still can't say how many specialists we should have to lower the years-long wait time for women desperate for care.

On Friday afternoon, Nova Scotia Lt.-Gov. Mike Savage gave royal assent to the bills that passed this session. (Taryn Grant/CBC)

The opposition also called on government to table their fiscal update in the legislature where it can be properly debated and examined in an open and transparent way. The government refused and held back the fiscal update until after they closed the legislature. That means at a time when the province is facing a potential $2 billion shortfall in revenue and families are struggling to pay their bills, the government will avoid any scrutiny or debate on their fiscal management. This is another sign of a premier and government out of touch with the needs of real people and a fear of being held accountable.

The government did announce a budget consultation process. An opportunity for Nova Scotians to have a say in how the next budget should be created. A committee was announced, and Minister of the Public Service Commission was appointed to lead the consultation. There will be an online component where people can make submission as well as a virtual and in person series of meetings.

People can sign up for an information session at https://yourbudget.novascotia.ca.

The committee members are:

- Dave Culligan, founder, threesixfive video and film production agency
- Coun. Jocelyn Dorrington, Town of New Glasgow
- Janet Hazelton, President, Nova Scotia Nurses' Union
- Jeff Hennessy, President, Acadia University
- Kristan Hines, Managing Director, Atlantic, National Public Relations
- Sean Kirby, Executive Director, Mining Association of Nova Scotia
- Shannon Lynch Colbourne, President and CEO, Cape Breton Beverages, Trans-Atlantic Preforms, Nova Scotia Spirit Co. and Annapolis Cider Company
- Laura Mackenzie, CEO, Screen Nova Scotia
- Max Medyk, founder, ImmigrateAI Global.

This is an opportunity for people to have their voices heard on what their priorities are for the next provincial budget, "albeit in a limited fashion".

All-in-all this was yet another disappointing legislative session by the government. The legislature is a place where government is held to account, is forced to answer questions and show with real actions what they are doing to make Nova Scotia better for people. A nine-day legislative session and hide and seek approach to fiscal management is not what people expect from their leaders. ■

Union Campaigns Against Houston's Careless Cuts

In mid-September, the NSGEU rolled out a cheeky new advertising campaign designed to highlight the harmful impacts the Houston government's spring budget was having on people, services, and communities throughout Nova Scotia.

As we all know, in February, the government announced sweeping cuts to the civil service – five per cent per year over the next four years – as well as three per cent per year to public services, such as grants-based and arts and culture organizations. The blowback from these cuts was swift and vicious – rightfully so – with hundreds of protestors surrounding the Legislature, and the Minister of the Public Service Commission and Premier being booed off stage at the African Heritage Month Gala.

As MLAs began feeling the pressure from their constituents on these cuts, they began backpedaling on some.

"It has become very clear that this government did not put much thought or consideration into the impact these cuts would have on the people they serve," said NSGEU President Sandra Mullen, "We want to give them pause to fully consider their decisions."

The union's new province-wide marketing campaign highlights the impacts from the Houston government's spring budget that has forced job reductions in the public service and the restructuring choices that weaken the public services that people rely on. It presents a satirical perspective on the real-life consequences that the Premier's "careless cuts" have had on the services people depend on and the lives of those who deliver those services. The "Careless House of Cuts" highlights the government's pattern of cutting first and understanding the consequences later.

"The careless nature of the cuts arises from the inability of cabinet ministers to explain the impact of the cuts on people and services," said Mullen. "The government's approach is creating uncertainty in workplaces across the province and raises questions about the future of the services communities rely on every day."

The campaign comes as workers in several government departments continue to receive news of staffing/FTE reductions, voluntary severance opportunities, and program changes.

"Every cut has consequences," said Mullen. "Behind every position is a worker, a family, and a service that supports Nova Scotians. Fewer workers mean less capacity to deliver the programs and services communities depend on."

The ad is intended to raise awareness about the nature of these cuts and the impact they will have on public services. The campaign's creative concept uses tongue in cheek satire to compare the government's approach to an over-the-top bargain salesman, promoting cuts without acknowledging the consequences. You can view the ad here. ■

NSGEU Family Picnic

The Oakfield Provincial Park family picnic took place on a stunning Saturday in July. First VP Hugh Gillis attended, along with the NSGEU Social Recreation Committee, and NS Federation of Labour President Melissa Marsman. NSGEU President Sandra Mullen was happy to see so many familiar faces, and meet many members who attended for the first time.

Halifax Pride

Halifax Pride 2026 was an incredible turnout! NSGEU 1st VP Hugh Gillis took part, along with The Federation of Labour, and our members at NSLC.

Cape Breton Pride

The crowds came out for Cape Breton Pride! NSGEU President Sandra Mullen attended along with 1st VP Hugh Gillis, 2nd VP Tammy Gillis and former 3rd VP Peter Perry.

Riverbreeze Corn Maze

A beautiful Saturday was spent with our members at Riverbreeze Farm, where President Mullen and 2nd VP Tammy Gillis chatted with NSGEU members and their families taking in the fall festivities.

Halifax Wanderers Game

Labour Day celebration took place at The Halifax Wanderers game, where the President took part in the ceremonial coin toss on the field.

Alexa McDonough Lecture Series & NSLC Harvest Helpers

President Mullen took part in a panel discussion after a lecture from Judy Darcy, the keynote speaker at the Alexa McDonough Women's Leadership Centre's annual lecture "Fulfilling Canada's Healthcare Promise: A Call to Action." She also visited NSLC workers taking part in Harvest Helpers at L'Acadie Vineyards in September, where our members take part in the harvest to better their knowledge in local winemaking.

Wishing Peter Perry a Happy Retirement

Celebrating NSGEU 3rd Vice President Peter Perry and his retirement!

Peter has served on the NSGEU Executive since May 2022 and is a Director of the Federation of Labour.

On behalf of everyone at the union we thank him for his contributions to the Executive, the Board and the membership. He has been an NSGEU member of Local 122 at the IWK for over 33 years, working as an Anaesthesia Assistant and previously served as his Local President. He has also served as a Health & Safety Representative, NSHA Bargaining Council Representative, and on multiple NSGEU committees.

Peter is Secretary- Treasurer of the NS Health Coalition, where he plans to continue in his role.

We thank Peter for his commitment and dedication to the labour movement. Join us in wishing Peter a safe and happy retirement with his wife Marilyn and his son Christopher.

Meet Your Newly Elected 3rd Vice President

Congratulations to our newly elected 3rd Vice President Matthew Beson!

Matthew is Social Worker from Local 14, and Regional Council Board member for Pictou Antigonish Guysborough.

An NSGEU member for over 23 years, and serving his second term on the board, we look forward to working more closely with Matthew on the Executive Committee.

Health Support Services Week

The Foundation of Healthcare

Scan to update your member info

October 19-23

NSGEU

NSGEU

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