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THE UNION STAND

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

Fall 2026

Dear members,

This year has been a heavy one. Every time we turn on the TV or scroll our feeds, we are inundated with strife and chaos from around the world. Whether it's the ongoing war in Ukraine, a new war in Iran and the economic impacts those crises have had on, well, everything, or the rapid infiltration of artificial intelligence in our day-to-day lives, life feels quite tenuous and uncertain right now.

Closer to home, there has also been a great deal of uncertainty: most Nova Scotians are feeling the combined impacts of the housing crisis, soaring grocery and fuel costs, power rate hikes, and more.



Within the union, we started the year with the provincial government's announcement of five per cent cuts to public services, year-over-year, for the next four years. Almost nine months later, we're still trying to get a straight answer from government about which services and jobs these cuts will impact. One thing is clear: they do not have a plan on how to maintain the critical services that you all help deliver, and that Nova Scotians rely on.

We've run advertising campaigns, joined forces with other community groups who are impacted by these cuts, and have been working hard to raise awareness around this critical issue, and plan to continue this work as long as they continue to cut. We hope you'll continue to raise your voices with us.

But all is not doom and gloom. Together, with the Nova Scotia Federation of Labour (NSFL) and seven other public sector unions, we were successful in our legal challenge against Bill 148, the unconstitutional legislation that Stephen McNeil's government passed against public sector workers, which mandated a wage freeze and stripped away fairly negotiated provisions from tens of thousands of members' collective agreements. Together, we established important case law that will deter future (and current) governments from interfering with your rights to free and fair collective bargaining.

We are also poised to head back to the bargaining table with our Health Care workers in the coming months, where we will negotiate a deal that recognizes the critical role they play in our acute health care system. That deal will help set the stage for many other rounds of bargaining with other locals, so all members' support and solidarity is instrumental to our success. Together, we are stronger!

I want to take a moment to thank all of you for your contributions both within the workplace and your greater communities. Nova Scotia's public sector workers are the foundation of this province, and in the face of great challenge and uncertainty, we must remain strong and united.

I hope you are able to take some time to rest and reconnect with your loved ones over the coming weeks as we head into the holiday season. Take care.

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

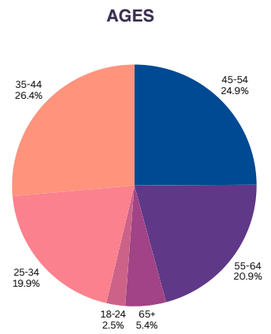
Hugh Gillis, 1st Vice-President, NSGEU.

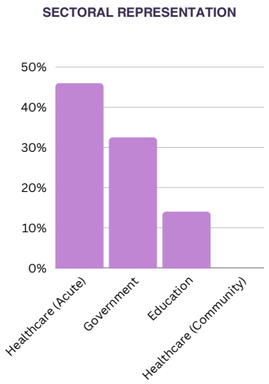
The role of 1st Vice President is to assist the President and work directly with local executives to strengthen the membership and move the union's agenda forward.



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

YOUR UNION AT A GLANCE







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

MEMBERS

38,803

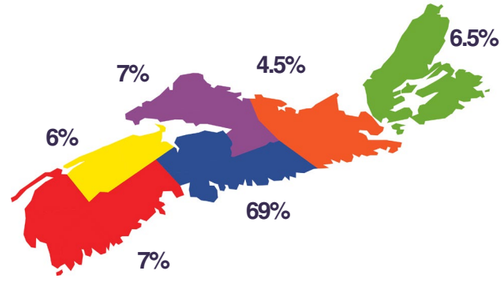
SIGNED MEMBERS

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



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

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

Bill 148: Consent Order Issued, Frequently Asked Questions

On November 9, Justice Ann E. Smith issued the Court Order in the Bill 148 legal challenge. You can read the Order **HERE**. To watch Sandra's video click **HERE** and to listen to the Bill 148 podcast click **HERE**.

The Order spells out who is eligible to receive compensation in the form of Charter damages from the Provincial government, as well as a timeline for this process.

Please see the up-to-date Frequently Asked Questions document below.

Note: this FAQ is intended for NSGEU members. If you are a member of a different union affected by Bill 148, we would encourage you to look up resources made available by them. For the purposes of this FAQ, whenever the term "members" is used, it refers to both current and former members.

Background/The Process

1. What is Bill 148?

Bill 148 (the Public Services Sustainability Act) was legislation introduced and passed in 2015 by the McNeil Liberal Government and enacted in 2017. It stripped away the collective bargaining rights of workers in Nova Scotia by imposing fixed wage increases over a four-year period and ended the continued accrual of service awards and retirement allowances.

While in Opposition, Tim Houston opposed the legislation and committed to repeal it if he formed government. Once he formed government and became Premier, he reneged on that promise and instead, decided to continue the legal fight, which he ultimately lost.

2. Why did the NSGEU file a Charter Challenge against the Government of Nova Scotia regarding Bill 148?

Under the Nova Scotia Federation of Labour (NSFL), the Nova Scotia Government and General Employees Union (NSGEU), Canadian Union of Public Employees (CUPE Nova Scotia & CUPE Local 1867 Highway Workers), Nova Scotia Teachers Union (NSTU), Nova Scotia Nurses Union (NSNU), Unifor, International Union of Operating Engineers (IUOE) Local 727, Services Employees International Union (SEIU) Local 2, and the Canadian Union of Postal Workers (CUPW - EMS) challenged Bill 148 at the Nova Scotia Supreme Court.

They argued that Bill 148 interfered with free and fair collective bargaining and as a result, it violated the Canadian Charter of Rights and Freedoms. The Province of Nova Scotia under the leadership of Premier Tim Houston were the respondents to the appeal.

3. How did Bill 148 impact NSGEU members?

As part of an austerity push, the McNeil government passed Bill 148, which restrained wages over a four-year period to 0% in year one, 0% in year two, 1% in year three and 1.5% with an additional 0.5% on the last day in year four. Additionally, it eliminated the future accrual of long-service awards/retirement allowances in collective agreements. The negative impact was not limited to workers' earnings and benefits. It infringed on their Charter protected right to exercise freedom of association.

4. This legal fight has taken more than a decade. What has transpired in that time?

It has been a long road to get this legal victory. Please see the graphic below for a timeline on this 11-year battle.

5. What did the court decide?

On February 25th, 2026, Justice Ann Smith of the Supreme Court of Nova Scotia declared Bill 148 unconstitutional, ruling that it violated workers' Charter protected rights to meaningful collective bargaining.

Justice Smith found:

"[…] in removing wages from the items up for negotiation, the Act materially undermined the ability of the Applicant Unions to effectively bargain for their members."

"It is clear to this Court that the removal of the long service awards, along with the wage restraint caps imposed by the Act, had a hugely negative impact on the bargaining power of the Applicant Unions, and thereby their ability to meaningfully negotiate on behalf of their members."

"Bill 148 substantially interfered with the ability of the Applicant Unions to exert meaningful influence over important working conditions through a process of good faith collective bargaining."

"Bill 148 removed the Applicant Unions' leverage on monetary items and thereby upset the balance of power between the parties and negated the ability of the Unions to engage in meaningful bargaining."

"The evidence shows, and I find that Bill 148 did not respect the principle of the duty to consult and negotiate in good faith."

Remedy Decision

6. Why didn't the court decision in February 2026 include a remedy for the losses members experienced?

In her decision, Justice Smith determined that the declaration of her decision would be suspended for 12 months to allow the parties time to attempt to negotiate a fair remedy.

7. How was remedy decided?

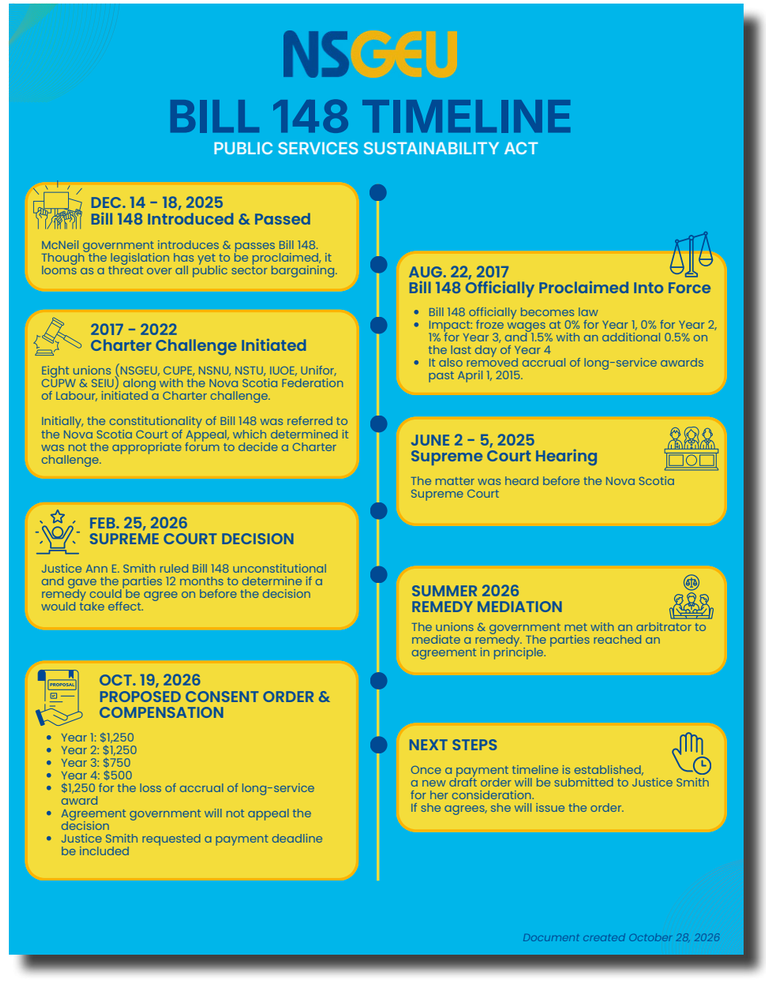
With the assistance of an arbitrator, the eight unions and the province entered into mediated discussions on remedy. The unions had predetermined that decisions would be reached by consensus, with no individual party having the authority to unilaterally determine the outcome. Through those discussions the unions and province reached an agreement in principle which was submitted through legal counsel as a proposed consent order to the court on October 16th, 2026. On October 19th, legal counsel representing the parties made a court appearance before Justice Smith, where she requested some minor clarifying amendments as well as an enforceable payment deadline before she would consider issuing the order.

8. What is the amount of the provincial impact of the remedy?

Early estimates indicate that approximately 81,000 workers will be eligible for wage-restraint damages and approximately 55,000 workers will be eligible for service award/retirement allowance damages. The estimated total cost is $470 million, which has been accounted for in the province's 2025–26 budget.

9. Who ultimately makes the decision on monetary remedy?

Because the matter was heard before the Supreme



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Court, the remedy must flow through an order of the Court under its judicial authority per the Charter of Rights and Freedoms. Due to the fact that this is a Charter remedy, the Court is the only body that can determine the appropriate legal outcome and remedy. In other words, this process was not a democratic one where a vote would occur, and the ultimate decision on remedy rests with the Court. Bearing in mind that the decision impacts tens of thousands of members (past and present), spanning across eight unions, if a vote could have been part of the process it would be an inherently complex, impractical and potentially unreliable process.

10. Will the government appeal?

The Order prevents an appeal by government, and it is final and binding to all parties.

11. Why is the remedy being awarded as Charter damages?

Charter rights were violated so compensation is intended to be paid as Charter damages. Such damages recognize the infringement of rights, not the specific replacement of lost wages and benefits.

12. What would have happened if the parties did not reach an agreement?

Had the parties been unable to reach an agreement on remedy, the matter would have returned to Justice Smith to determine an appropriate remedy. If this occurred, government would have appealed the original constitutional decision. Not only would this have drawn out the process further, but it also would have posed a significant risk to the decision being overturned which would result in no remedy at all. A successful appeal by the government would have left workers open to future legislated attacks on their Charter rights.

Additionally, there was no guarantee that Justice Smith would have awarded any damages, as she would have made financial considerations with respect to any monetary remedy, in terms of the province's ability to pay and remedies awarded in other Canadian jurisdictions. It is important to note that there are several jurisdictions where similar legislation that impacted collective bargaining rights have been found to be constitutional, and therefore there was no award or remedy for impacted workers.

Compensation

13. How much will eligible members receive?

Compensation is issued as flat-rate Charter damages. The amounts are the same for all eligible members, regardless of salary, job classification, or hours worked.

Payments are broken down by the four-year wage restraint period:

1st Year: $1,250 (for the 0% wage restriction)

2nd Year: $1,250 (for the 0% wage restriction)

3rd Year: $750 (for the 1% wage restriction)

4th Year: $500 (for the 1.5% + 0.5% wage restriction)

Subject to eligibility requirements, any time worked in any of the four years (including part-time and partial years) will equate to the full lump-sum payment for the given year.

The specific four years vary by collective agreement, depending on when the agreement was in effect at the time the agreement expired.

Long Service Award/Retirement Allowance Impact:

Members will receive an additional $1,250 if they lost the future accrual of a service award /retirement allowance. This applies whether or not they previously opted for a payout of a long service award/retirement allowance. For employees who did not opt for a payout, any accrued service award remains intact. No service awards/retirement allowances will be reinstated.

The maximum total amount any single person can receive under this order is $5,000.

14. Who is eligible to receive these damages?

Any past or present employee appearing on an NSGEU seniority list who was impacted by Bill 148 and worked a full or partial year during the designated four-year period is entitled to general damages for that year.

15. Who is excluded from receiving payments?

Deceased individuals/estates are not eligible for payment under this Order.

Any employee terminated for cause following the enactment of Bill 148 is not eligible.

16. How will disputes on eligibility be resolved?

The arbitrator who mediated the settlement will retain jurisdiction to resolve eligibility disputes.

17. What is the timeline for payment?

The Province is responsible for identifying anyone who is entitled to damages. This effort will include creating a list of all persons entitled and encouraging anyone who may be eligible to identify themselves to the Province.

By June 30th, 2027, they must provide a list of individuals who have been identified as entitled to damages, how much they are entitled to, and provide a means for any individual to review this information.

By September 30th, 2027, they must have reviewed and corrected any identified errors or omissions in their list. All errors or omissions must be brought forward by this date.

The Justice has ordered that all damages under this order must be paid out no later than December 31st, 2027. Nothing in the Order prevents the government from paying damages prior to the December 31st, 2027 deadline.

The process for identifying edibility and entitlement and the means in which it will be publicized is currently being established and will be communicated once determined.

18. Do members and former members, including retirees, need to update contact information or identify themselves now to confirm eligibility for the remedy?

No, however we encourage you to watch for future communication on the process. Communication will be shared once the Province has established a clear process for identifying eligibility and updating information.

19. What is the process for seeking compensation?

The exact method for how members should identify themselves as being eligible for damages has yet to be determined, but the Province is responsible for establishing such a process. Government will provide funding to employers for compensation for all eligible employees. At this point it is unknown when and how payments will be made.

20. What if the amount I am entitled to is inaccurate or I have been left off the list of eligible members?

You should make an objection by the September 30, 2027, deadline. The process for making an objection will be communicated once finalized.

21. Will the payment be treated as taxable income?

We do not anticipate this payment will be taxable. This is because the money is being issued as court damages, not as regular employment pay, so they are not subject to withholdings. However, the final decision on such matters always remains with the Canada Revenue Agency.

These payments are also not subject to union dues.

22. Will this payment affect my LTD, Workers' Comp, or EI?

We do not anticipate any financial impact on eligible employees currently on Long-Term Disability (LTD), Workers' Compensation (WCB), or Employment Insurance (EI). This is because the money is being issued as court damages, not as regular employment pay.

23. I noticed a reference to a payment that must be made to the Applicant, what does that mean?

The government is being made to pay a portion of the unions' legal fees associated with the hearing process.

Eligibility

24. I am retired now, but I worked during the years of wage restraint. Am I entitled?

All eligible members, past included, who were employed during the years of wage restraint are entitled to the share of a remedy, so long as they were not terminated for just cause or are not deceased.

25. I was employed by two different employers affected by Bill 148 during this time and/or belonged to more than one union. Does this affect my entitlement?

No. However, no individual is entitled to more than one payment of damages with respect to any given year of wage restraint.

If you have additional questions regarding the proposed Bill 148 consent order, please email nsgeu_b148@nsgeu.ca. ■

OPOR Rollout Continues

Nova Scotia Health has finally completed their roll-out of the One Person One Record (OPOR), their clinical transformation initiative that promises to improve the delivery of healthcare for patients across Nova Scotia.

Nova Scotia was one of the last jurisdictions in Canada to introduce a province-wide digital record management system, and the transition to a modern, province-wide system was clearly long overdue.



In February 2023, the Nova Scotia government entered into a 10-year, $365 million agreement with Cerner Oracle in February 2023, as they were selected as the vendor to usher our healthcare system into the digital era. The new Clinical Information System (CIS) they promised is a computer program designed to collect, store, manipulate, and share information in the healthcare delivery process throughout the province, regardless of where a patient accesses care. Their clinical suite is advertised as helping "care teams across the continuum seamlessly document and access critical patient data, create efficient workflows, and support patient safety initiatives."

The OPOR rollout had a rocky start at the IWK, where frontline workers reported serious concerns with training, support, program design, workload, and safety which spanned many months after the CIS was introduced on December 6th, 2025.

A few months later, the NSGEU went public with members' concerns at the IWK, which included serious patient safety incidents and near-misses, issuing a public report and media release. This led to the employers establishing regular meetings with the union, where we have been able to bring members' reports to the employer to be addressed. NSH continue with their rollout in Central Zone in May, and then to the remaining zones on November 14th, 2026.

While the staggered rollouts within Nova Scotia Health have gone smoother, members still have issues about program design, connectivity with other internal systems, and the impact this has on workload and patient care.

The union remains committed to ensuring members' concerns about this clinical transformation initiative are both heard and acted upon by the employers and government. We encourage members who have incidents to report do so with both their employer and the union. ■

Setting The Table: Health Care Bargaining to Begin



In the face of sustained inflationary pressures, the NSGEU is prepared to head back to the bargaining table with one of its largest groups of members: Health Care.

The Health Care bargaining unit has been designated as the first group to begin the bargaining process in the acute care sector. As a result of the creation of the Health Authorities Act in 2015, the NSGEU now bargains as part of a Council of Unions in the acute care sector, representing four bargaining units: Health Care, Nursing, Support Services, and Administrative Professionals.

The Council of Unions met earlier this year and determined that for the next round of negotiations in the acute care sector, the Health Care group will be the first to enter the process.

Along with Unifor and CUPE for the Health Care Council, we collectively represent approximately 9,800 skilled health care workers in this bargaining unit, working in a wide variety of roles at Nova Scotia Health (NSH) throughout the province and the IWK Health Centre. The NSGEU is the lead union at this table.

Bargaining committee members have begun preparation for negotiations, with the NSGEU concluding its bargaining surveys and analysis recently.

Committee members will convene in the coming weeks to examine their respective bargaining survey results and develop bargaining proposals.

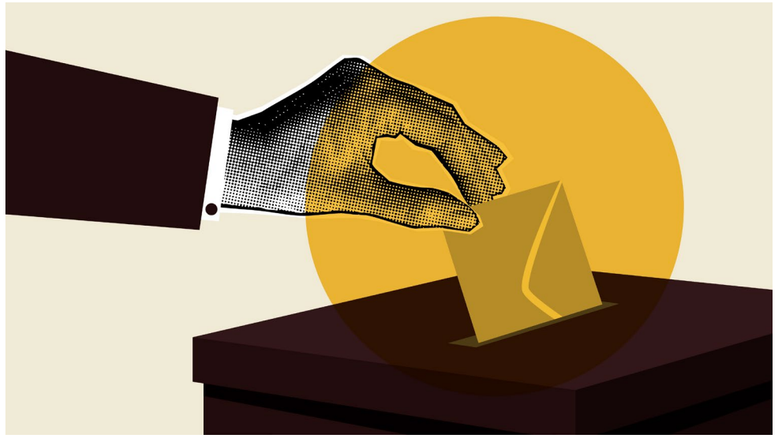
No bargaining dates have been determined. If you are a member of the Health Care bargaining unit, please keep a close eye on your email as bargaining gets underway and speak with your coworkers to ensure they are receiving updates from the union. ■

Labour Board Releases Housing Run-off Vote Results

On October 8th, after a two-week campaign, the Nova Scotia Labour Board released the Nova Scotia Provincial Housing Agency (NSPHA) run-off vote results. The Labour Board ordered the run-off vote to determine what unions will represent the three new NSPHA bargaining units.

New bargaining units were created to represent Supervisors, Clerical/Technical/Professional, and Trades/Maintenance.

All supervisors within the NSPHA were already represented by the NSGEU so a run-off vote was not needed, and the Labour Board awarded the Supervisor bargaining unit to the NSGEU.



The International Union of Operating Engineers, Local 721B won the right to represent the Trades/Maintenance bargaining unit with 53.1% of the vote. The NSGEU finished with 20.1% of the vote.

CUPE Local 4840 won the right to represent the Clerical/Technical/Professional bargaining unit with 53% of the vote. NSGEU finished with 47% of the vote.

Overall, this was a disappointing result for the NSGEU. Many members, staff and volunteers worked hard during the campaign to attend information sessions, meet with members, and be a presence at worksites around the province.

Following the results, an exit survey was sent to former NSGEU members to get feedback and learn lessons from this process. The survey received 36 responses and provided some insights into why people voted as they did. The survey was anonymous.

Those who voted in the Clerical/Technical/Professional bargaining unit reported that the deciding factor in their choice was that CUPE was more willing to stand up to the employer and threaten job action. CUPE was viewed as being a stronger advocate for the needs of their members.

Those who voted in the Trades/Maintenance bargaining unit did so because they felt the IUOE had more experience representing trade workers and they felt it was a better fit.

The result of the run-off vote was an important reflection point for the union. The NSGEU is not just a building in Dartmouth. The real power and drive of the union come from its members. People are stressed with heavy workloads, stagnating wages, the cost of living and increasing interest rates. The message was clear. Members want their union to take bold and aggressive actions with their employer when their bargaining proposals are ignored.

The union is committed to learning from this experience and improving our communication with members and their needs. Moving forward, the union is pleased to continue to represent the supervisors and that bargaining unit has already met to plan the next steps to bargain a new collective agreement. ■

Welcome to the NSGEU!

Over the course of the past year, the NSGEU has welcomed a number of new members and locals into the union. They include:

• Local 155 - Canadian Mental Health Association – Colchester East Hants

In February, the employees of Canadian Mental Health Association (CMHA) Colchester East Hants voted in favour of joining the NSGEU. The employees of Canadian Mental Health Association-Colchester East Hants Branch provide twenty-four-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.



• Local 180 - Searidge Foundation

In March, the employees of Searidge Foundation voted overwhelmingly to join NSGEU. Searidge is a drug rehabilitation centre located in Annapolis Royal. The new members are Case Managers, Counsellors, Support Staff, Maintenance, Housekeeping, Kitchen Staff and Administrative Professionals.

• CCAs at the Bridge (added to Local 34)

Continuing Care Assistants who work at The Bridge Integrated Services Shelter were successfully added to the Local 34- Northwood Homecare Inc- bargaining unit through a Voluntary Recognition Agreement with their employer.

• LTCAs at Northwood Bedford West (added to Local 41)

In May, Long-Term Care Assistants (LTCAs) were added to the bargaining unit through an amendment to the certification order.

• Local 132 - The Meadows

In October, employees at the Meadows, a newly constructed home for 144 long-term care residents located in Lower Sackville, voted 87.5% in favour of joining the NSGEU.

• Local 133 - Sagewood

At the end of October, the employees of Sagewood, a home for 55 long-term care residents located in Lower Sackville, voted unanimously in favor of joining the NSGEU.

• Local 200 - Nova Scotia Provincial Housing Agency, Supervisors

In August, the Labour Board ordered that all unionized supervisors in the NSPHA would continue to be represented by the NSGEU and would not be required to vote as part of the ongoing run-off votes for the remainder of the bargaining unit.

We are pleased to welcome all of these new members into the NSGEU and look forward to representing your interests in the workplace for many years to come! ■

Specialized Services Staff Spotlight

Name: Kerry McKeen

Job title, length of time in position: NSGEU's Occupational Health and Safety (OHS) Officer, one year (joined staff November 6th, 2025)

Can you tell me a bit about your background in occupational health & safety, why this area is so important to you, and what you've learned?

My interest in occupational health and safety began when I joined the Safety Branch of the Department of Labour, Skills and Immigration in an administrative role. After expressing an interest in the work, I was encouraged to shadow OHS Officers, participate in safety initiatives, attend internal officer training courses, and pursue OHS coursework through the University of New Brunswick. Eventually, I was hired as an OHS Enforcement Officer, where my responsibilities included conducting workplace inspections, investigating incidents, and providing legislative training to new officers, while continuing my own education.

What initially interested me about OHS was realizing just how much more there was to it than the typical health and safety information most of us receive when starting a new job. I began to appreciate how much goes on behind the scenes to ensure workplaces are safe and how important it is that employers understand and fulfill their responsibilities. Equally important is ensuring employees understand their rights. The education aspect of OHS has always been particularly rewarding to me, and I believe that helping people understand not just what their rights and responsibilities are, but why they matter, is an important part of creating safer workplaces.

My time with NSGEU has given me an even greater appreciation for the importance of looking beyond basic legislative compliance. It's one thing for an employer to have a policy in place or to provide training, but it's another to ensure those measures are meaningful and effective. Are employees actually understanding the training they've received? Are policies being put into practice? Are employers genuinely addressing concerns, or simply checking a box? I believe workplace health and safety should be about more than meeting minimum requirements. It should be about creating workplaces where safety is taken seriously, employers are held accountable, and employees feel informed, supported, and confident in exercising their rights.

What role does the union play in OHS workplace issues?

The union challenges employers when they aren't meeting their obligations under the OHS legislation. It's not just about responding when an incident occurs, but also advocating for meaningful preventative measures that protect our members before something happens.

As the union's OHS Officer, I provide members with education, guidance, and support to help them understand their rights and responsibilities, navigate workplace safety concerns, and feel confident speaking up when something isn't right. I support Joint Occupational Health and Safety Committees (JOHSC) and work with Labour Relations Officers to address concerns that may not be adequately resolved by the employer.

What do you wish more people understood about health and safety in the workplace?

I wish that more employees understood their rights when it comes to workplace health and safety, particularly their right to refuse unsafe work and their protection from reprisals when raising safety concerns. We often see situations where employees haven't received adequate education about these rights or how to exercise them. I also wish more employees recognized the value of participating in their JOHSC. These committees provide an important opportunity to have a voice in identifying hazards, addressing concerns, and influencing safety improvements in the workplace.

If members have safety concerns at work, what should they do?

The occupational health and safety legislation promotes collaboration between employers and employees to resolve workplace safety concerns. We encourage members to first raise their concerns with their immediate supervisor. If the issue remains unresolved, they can bring it forward to their JOHSC or Health and Safety Representative. Of course, NSGEU is always available to provide guidance, support, and assistance in navigating the process, particularly when members encounter challenges in having their concerns addressed.

Many NSGEU workplaces have OH&S committees, but not all are at full complement or meet regularly. Why should members get involved, and is it difficult to do so?

In a workplace with 20 or more employees, there is a legal obligation for an employer to establish and maintain a functioning JOHSC. Getting involved is a great opportunity for members to learn more about workplace health and safety, access training, and have a voice in identifying hazards and recommending improvements.



NSGEU's Occupational Health and Safety Officer Kerry McKeen.

Members are entitled to paid time for committee meetings and related duties such as investigating workplace incidents, and rights to refuse unsafe work. You can ask to see the Rules of Procedure/Terms of Reference for your workplace's JOHSC to better understand how to become a member. The JOHSC has to maintain at least a 50/50 membership of employer to employee members. It can always have more employees than employer members but never the other way around. Joining the JOHSC is a valuable way to help make your workplace safer for everyone.

Outside of work, what do you enjoy doing?

When I'm not at work, I can usually be found spending time with my kids, reading, or playing video games. I also enjoy creative hobbies like knitting and embroidery, and seem to have made being indecisive about wall paint colours part of my personality. ■

New NSGEU Staff

Kristian Robichaud

Resource Centre Representative

Prior to joining the NSGEU team, Kristian was a Retail Product Specialist with the NSLC. He spent three years serving as a Steward before joining the Resource Centre team in June 2025 and joined on a permanent basis in March of 2026.

Kristian's role as a Resource Centre Representative allows him to connect with members and share knowledge, which he thoroughly enjoys.



Jane Stevens

Servicing Administrative Assistant

Before NSGEU, Jane worked 15 years with the Department of Justice and Public Prosecution Service as a Legal Assistant. While her direct involvement with the union was minimal, she spent many years learning the importance of the union, and what it meant to have union support as a member.

Her journey to employment with the NSGEU started off as a Servicing Administrative Assistant for three months in December 2025, and in February 2026 she became a permanent employee of the NSGEU.

She is a proud mother of three adult children and nanny to three grandsons.



Cora Haggett

RN, Labour Relations Officer

Cora worked as an LPN with NSH, Local 101 for 12 years. While working with NSH, she returned to school to pursue a Bachelor of Science in Nursing. Cora graduated in 2026 from St. FX and became a Registered Nurse. While working for NSH she worked on a Medical Teaching Unit at the Halifax Infirmary for the majority of her career and then worked with Mental Health and Addictions at East Coast Forensics Hospital.

Cora joined NSGEU in March 2026 and represents a large percentage of the nurses in Local 101. After spending her career advocating for and supporting patients, she now has the privilege of advocating for and supporting nurses.



Dillan Rigby

Resource Centre Representative

Dillan comes from the Nova Scotia Liquor Corporation, where he has worked as a Store Clerk for the past five years. He has been involved with Local 470A as a Shop Steward, Vice President, Joint Occupational Health and Safety Representative, Provincial Council Member, and 470 Umbrella Secretary.

At the Resource Centre, he enjoys the opportunity to draw on his customer service experience to support and assist members, while continuing to learn about the different collective agreements and functions of the NSGEU.



Lori-Anne Coffin

Resource Centre Representative

Lori is a former Local 66 member and spent 18 years with Regional Residential Services Society, supporting adults with intellectual disabilities living in community.

While a member of Local 66, Lori was a steward and held positions as both Secretary and President of the Local. She also co-chaired our Joint Occupational Health and Safety Committee. As a Resource Centre Representative, she enjoys helping members and learning more about the various workplaces NSGEU represents.



Mindy Russell

Servicing Administrative Assistant

Mindy started with NSGEU in January 2026 as a front desk Receptionist/Administrative Assistant and is now in a term as a Servicing Administrative Assistant.

She was previously a member of Local 267, and an Administrative Assistant at Nova Scotia Community College. As a member for over 18 years, she had the opportunity to be involved with her Local as Local Treasurer and Local President.

She enjoys being part of an organization that helps ensure fair treatment of employees in various workplaces across the province.



President's Tour Visits Mount Saint Vincent University (MSVU)

On October 21st, NSGEU President Sandra Mullen arrived at MSVU to meet with Art Gallery Technician and Local 81 President David Dahms. David took her on a tour of the campus that started with the art gallery, to view the current exhibit by Celina Eceiza: A material called earth volume 2: I will remember this body.





The exhibit featured a large mural painting, hand dyed and embroidered textiles, and burlap flooring, mixed with pieces from the permanent collection to form an impressive body of art.

After the gallery, David took Sandra to the library to meet with members who have worked for the Mount for over a decade. They then toured the Digital Media Zone, met with IT members, visited Athletics, and met with Administrative Assistants from Business & Tourism.

In the new year, Sandra plans to continue the President's tour with more education visits to our members at NSCC, Saint Mary's University and Dalhousie University. ■







Help Sock It To Poverty!

Every year, heading into the cold winter months, the NSGEU's Human Rights Committee organizes a campaign called Sock It To Poverty. This involves the collection and/or purchase of new winter items like socks, gloves, mitts, and scarves to be distributed to those in need across the province. Items collected or funds raised are distributed within the region in which they were donated.



We are asking members, if they are able, to:

1. Attend your next local meeting and make a motion/request that your local consider a financial donation to the campaign.

2. Set up a donation site at your workplace to collect any NEW socks, mittens, and hats.

The deadline for making donations is December 31st, 2026.

Financial donations through locals should be made payable to NSGEU with Sock It To Poverty noted in the memo section. The union uses these donations make a bulk purchase of high quality socks from a local manufacturer (Stanfields) and distributes them to people in need in your region in the New Year.

If you are setting up a donation site at your workplace, you can download a poster here. The posters can be used for advertisements and decorating your donation box. You can also download a tally sheet for your donations. Once you have collected your donations, please contact your Local President or Regional Council Chair (if you don't know who this is, please contact us at: inquiry@nsgeu.ca). ■



Members of the NSGEU Human Rights Committee(pictured in January) sorted through donations from the annual Sock it to Poverty campaign. A total of over $7,000.00 was donated, along with sock and toque donations, which allowed the team to purchase more socks for distribution during the coldest months of the year. Committee members: Sarah McNeil of Local 100, Committee Chair Sherry Dennis of Local 8, and Karl Roach of Local 1246, look forward to gathering even more donations for this years campaign!



Health Support Services Recognition Week took place October 19th to 23rd. The week was dedicated to recognizing the crucial contributions of our members who work behind the scenes to keep Nova Scotia's healthcare system running smoothly. NSGEU 1st VP Hugh Gillis, 3rd VP Matt Beson and board member Nicole Turple visited workplaces, dropping off swag to members at multiple sites across HRM.













Members from our Ad-hoc Allied Healthcare Council along with 1st VP Hugh Gillis were busy visiting our members around HRM the first week of November. With stops at the Halifax Infirmary, Veterans Memorial, Bayers Lake Outpatient Centre, Dartmouth General Hospital, and Cobequid Community Health Centre. Thanks to all our members who came out to say hello, grab some swag and chat about the union.









NSGEU President Sandra Mullen co-chaired a meeting for the NUPGE Nurses Working Group in Ottawa on October 26th.

Sandra was pleased to take part in the conversations on all matters important to our nurses, as NSGEU represents one of the largest and most diverse cohorts, representing CCA's, LPN's, RN's and PN's.

Components shared their provincial concerns and key issues with retention and recruitment. NSGEU proudly shared some of the advances on issues negotiated in our last agreement.

Sandra was joined by board member Cindi Mattinson, Local 101 President Nicole Saulnier and NSGEU Labour Relations Officer and RN Cora Haggett.



Members of the Home Support Occupational Council met at the NSGEU office on October 7th to discuss issues related to their sector.



NSGEU President Sandra Mullen attended the Halifax rally organized by the Canadian Labour Congress on October 2nd.These nationwide rallies are in opposition to Bill C-39, a federal omnibus bill that would grant the Minister of Labour unprecedented powers to shut down legal strikes.





The NSGEU Women's Issues Committee members and friends volunteered at Ronald McDonald House in Halifax in October. Chair Heather McAdam organized the event, where members produced 70 meals for families who stay at the Ronald McDonald House.





The NSGEU Board of Directors gathered to show solidarity with other unions fighting Bill C-39.





NSGEU President Sandra Mullen met with the Women's Issue Committee and the Health, Safety & Environment Committee on October 16th.



Members of the Home Support Occupational Council met at the NSGEU office on October 7th to discuss issues related to their sector.



The NSGEU Trade Union Admin Professionals Occupational Council volunteered at Feed Nova Scotia today. They sorted 5,000 pounds of non-perishable items, 4,400 pounds of perishable items, and 2,800 pounds of local apples.



We are excited to announce that a new NSGEU website is on its way!

We've heard plenty of feedback from staff and members over the years and are working hard to ensure that NSGEU becomes an easy-to-navigate resource for our members to find important information about their collective agreements, upcoming union events, and contact information.

We plan to roll out our new website in the new year, so please keep an eye out for an email announcing the site relaunch.

NSGEU

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Publication Mail Number 40010698