

Pre-Convention 2013

**NSGEU**

# THE **20-20** STAND

## Moving Forward Together

### SHOW OF HANDS:

NSGEU members and elected delegates at Convention 2013 will help determine the union's priorities throughout the next term.

Find out who wants to lead the way, and is seeking election to NSGEU's Executive /10



*Pre-Convention  
Edition...*

# Embracing change

It is often said that the only constant element in our lives is change. I'm of the mind that change is not necessarily a bad thing, but rather, that it always presents some form of opportunity, if you approach it in the right way.

In this world of sophisticated technology and instant gratification, there seems to be a greater expectation that people grow and change along with their workplaces. Within the public service, we are slowly seeing the introduction of shared services emerge in some areas, and are watching carefully to ensure our members are a part of this change, rather than mere casualties of the process.

Nova Scotia, as a province, stands poised and ready for a period of tremendous change, also. We are preparing for an influx of jobs and economic productivity, due in large part to the upcoming shipbuilding project, as well as large-scale developments like the new convention centre in downtown Halifax. While you may or may not agree with the decision-making process or politics that led to these projects, one thing is certain: they will change the face of this province.

The labour movement is evolving, as well, battling back against a series of attacks from the Harper government, which seems bound and determined to erode the rights and strength of Canada's working class through changes to our EI program and the introduction of legislation that unfairly targets unions. Yet, as the gap between the richest and poorest in society widens, and the middle-class is pushed downwards, people across Canada are finally starting to stand up and say "enough is enough," stepping up to join the Idle No More movement, which now stretches from coast to coast.

The NSGEU is changing, too.

We're getting ready to move our staff into our new offices – a new home for our members – and we've recently relaunched our online home, as well: [www.nsg.eu.ca](http://www.nsg.eu.ca).

And at our upcoming Biennial Convention, the direction of our union – your union – is sure to be transformed through the introduction of a series of resolutions, as well as the leadership of a new Executive Committee (please see page 10 to 16 for a list



NSGEU President Joan Jessome

of candidates).

Change is inevitable. But I believe that the way we approach change often has the power to dictate the outcome, transforming it into either a positive or negative experience.

Which brings me to the theme of this year's Convention: "NSGEU: In Your Workplace, In Your Community, Moving Forward Together." We ask that, as we brace ourselves for an exciting and challenging time of great change, you will put your confidence in the NSGEU and stand with us and, of course, offer help and constructive criticism along the way. We want NSGEU members to be a part of the process, and to be united as we move forward together, into the future.

In solidarity,

Joan Jessome, NSGEU President

## THE STAND

is a publication of the Nova Scotia Government and General Employees Union. 100 Eileen Stubbs Avenue Dartmouth, NS, B3B 1Y6

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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.



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

### The Union Stand

is proudly produced by NSGEU with the help of members of the Canadian Energy & Paperworkers Union of Canada in Locals 165 & 506G.

NSGEU







**PINK LADIES** NSGEU Local 89 partnered with CUPE, NSNU and South Shore Health to celebrate National Pink Day on February 27th, promoting respect and anti-bullying within the workplace. Celebrations were held at all three sites within South Shore Health, including Dawson Centre. Staff donated \$2 to Big Brothers/Big Sisters and donned pink T-shirts for the day. Pictured are NSGEU Local 89 Clerical Support Staff (left to right): Janet Stevens, Nicolle Crowe, Tammy Zinck, Ann Delong, Annette Whynot and LaVerne Hawkins (Local 89 President).



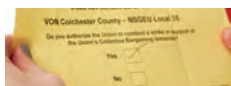
**COVER STORY: CONVENTION!**

The NSGEU's biennial Convention 2013 is being held from May 8 to 11. Get the scoop on what goes on at the four-day event. **PAGES 8 & 9**

**PLUS: CANDIDATE PROFILES** Find out who's running for NSGEU Executive for the upcoming term. **PAGES 10 to 16**



**UPCOMING EVENTS** A calendar of a few key upcoming union events, activities and significant dates. **PAGE 20**



**BARGAINING UPDATES** A summary of the most recent bargaining from the union's many locals. **PAGES 21 to 23**



**NSGEU WEAR** An assortment of beautiful union and Canadian-made clothing can be found on **PAGE 23**

**CONNECT WITH US!**

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



**On Twitter:**  
@NSGEU  
@PrezJoan



**On Facebook:**  
<http://www.facebook.com/nsgeu>



**FEATURED TWEETS!**



Here's a sampling of what our members and the public said to us, via Twitter:

**Jason MacLean (@JMACL3AN)**

Excellent meetings of the @NSGEU Constitution and By-Laws Committee. Lots of work completed for Convention. #NSGEU13 #solidarity

**Joan Jessome (@PrezJoan)**

NSGEU Local 88 Support staff St FX reject employer's offer, strike countdown starts Friday in position Mar 8th to strike

**Donna MacGregor (@macgregordm)**

Brothers & Sisters @ccrsb - School Cancelled but CO is open so the @NSGEU Local 71 Bargaining Team will be there. Let negotiations begin!

**Tony Tracy (@Tony\_Tracy)**

Watching @KyleBuott from @NSHealthNetwork & @HalifaxLabour speak at @NSGEU's Executive Board meeting. | #NSpoli #NSGEU pic.twitter.com/INvFXZiP

**Carrie Campbell (@ctothecampbell)**

That @NSGEU conference call got me PUMPED for convention.. Now just need to get elected as a delegate. #pickmepickme

# NSGEU 101!

## WHAT IS A STEWARD, ANYWAY?!

By Margaret Anne McHugh

What is the job of a Steward in the NSGEU? It's a common question.

Stewards are the union representatives in the workplace. There can be many stewards in a workplace. A few Collective Agreements limit them, but, in general, there can be a Steward in every unit, or office, or building, in a Local. They are the first point of contact for members who have questions or problems in the workplace and they are the "Go-to" people for information about the union.

NSGEU stewards and Local Officers are volunteers and do most of their work on their own time (so have some patience when they have to "get back to you").

If there is no Steward in your area you might want to become a Steward. You should start by attending your Local meetings. That is the place where you would be elected or ratified as Steward. You are responsible to your Local for the work you do as a Steward.

If you decide to become a Steward, the NSGEU can offer plenty of help and lots of training. Each Local has a Chief Steward who should be familiar with the contract, and who tries to recruit stewards and maintains the Steward network. If the Chief Steward cannot help, the union has a Labour Resource Centre (LRC) where you can call with questions about your Collective Agreement or other matters pertaining to the union. Each Local also has an Employee Relations Officer (ERO) – a head office staff person assigned to them. If the Chief Steward or LRC cannot help, the ERO will be able to offer assistance.

Stewards are provided with two days of basic training and then two days of "Steward II" training six months later.

For very active Stewards and Chief Stewards there is also "Advanced Steward" training, a five-day course held annually at week-long school. Those who complete Advanced Steward training become eligible for the Steward mentoring program, where you come and spend two weeks shadowing NSGEU staff to truly understand all the parts of labour relations and the way that the NSGEU deals with grievances, from our database system to attending an arbitration hearing.

If you have questions about how the union works or want to know more about opportunities to participate in your union, think about taking a New Activist Course which will provide you with the information that you need to run for office, or to be a Steward, or OHS Committee member... There is plenty to do – so come and find out how you can get involved!

Unions are democratic, and this one is run by people who show up. So show up, stand up and fight back!



**MEET TEACH** Margaret Anne McHugh is NSGEU's Education Officer, and coordinates all levels of Steward training, as well as many other educational courses for the union.

### DID YOU KNOW?

Generally speaking, Stewards are elected and ratified every two years at each Local's Biennial meeting. Those meetings must be held within six weeks following NSGEU's Biennial Convention (in 2013, that will be prior to the end of June).

At this meeting, every Steward on the Local's list should be re-elected or ratified. If existing Stewards are not active, or no one has seen them at a meeting for some time, they should be removed from the list.

If you have any questions about this, please contact the NSGEU at 424-4063 or 1-877-556-7438.



# PROTECTING WHISTLEBLOWERS IN NOVA SCOTIA

By Ian Johnson

The idea of employees coming forward to raise concerns about illegal or dishonest activities in a government department or private company is not new. This practice (probably better known as “whistleblowing”) has been taking place for a fairly long time. In the United States, for example, it goes back to at least the 1860s. It has also been quite common in several other countries across the globe for some time.

What is newer is a set of legislated protections to support this practice and to protect any persons engaged in whistleblowing from reprisals. There are such legislated protections in place at the federal level as well as in Manitoba, Saskatchewan, New Brunswick, Ontario, here in Nova



represent a major step forward. The Union was strongly critical of the earlier Regulations and Policy almost from the time they were introduced. We said so in correspondence with the government and publicly in December 2004 before the all-party Human Resources Committee of the Legislature. We also pushed for a strong set of legislated protections.

It is probably too early to say what impact the new Act and Regulations have had. But it is interesting to note that from 2004-05 to 2007-08, only a few (if any) disclosures were made. That number increased to 15 disclosures in 2008-09 and again, in 2009-10 and 2010-11 to 23 and 26 allegations respectively.

At the same time, there are still improvements that could be made to the Act, the biggest one of which is to

*“It is probably too early to say what impact the new Act and Regulations have had. But it is interesting to note that from 2004-05 to 2007-08, only a few (if any) disclosures were made. That number increased to 15 disclosures in 2008-09 and again, in 2009-10 and 2010-11 to 23 and 26 allegations respectively.”*

Scotia, and come into effect this year in Alberta.

The legislated protections in Nova Scotia are found in a recent piece of legislation called the “Public Interest Disclosure of Wrongdoing Act”. It was first passed as Bill 118 by the Nova Scotia Legislature in December of 2010, and then, proclaimed and brought into effect in December 2011 with the adoption of a few regulations. The full text of the Act can be viewed online at: <http://bit.ly/13PM8f3>. The regulations that go with it can be found online at: <http://bit.ly/15I7Qjz>.

The new Act provides for the disclosure of a wrongdoing by a provincial government employee which is broadly defined as a violation of federal or provincial law related to her/his official activities, or the use of public funds or assets, any misuse or gross mismanagement of public funds or assets, any act or failure to act that creates a substantial or specific danger to human health or the environment,

or directing or counselling someone to committing a wrongdoing.

This disclosure has to be made in writing within an employee’s department or to the Ombudsman. It can be made publicly if the employee believes there is an immediate risk to human health or the environment. Any disclosure has to be made within a year of the employee becoming aware of the wrongdoing. An investigation has to be conducted when a disclosure is made, and an annual report has to be made by all departments and by the Ombudsman of any disclosures.

No reprisals shall be taken against an employee who has made a disclosure such as disciplinary action, demotion or termination of employment, or a threat of such actions. Any employee who feels a reprisal has been taken can lay a complaint with the Labour Board.

Considering that only “Disclosure of Wrongdoing Regulations” and “Disclosure of Wrongdoing Policy” existed prior to the new legislation since 2004, the new Act and Regulations

greatly expand the application of the Act to the broader public sector outside of the provincial government as well as to the private sector. We also feel the requirements of having to submit a disclosure in writing and having to do so within a year are too restrictive.

The procedures for internal department investigations need to be further clarified from what is covered by the regulations. There are no binding consequences for the results of an investigation. There should be greater provision for allowing an employee to make a specific disclosure public outside of an imminent danger to health or the environment. The role of a union or bargaining agent in assisting an employee to make a disclosure should be recognized.

We welcome your comments and questions about these recent legislated whistleblowing protections.

*- Ian Johnson is the NSGEU’s Servicing Coordinator and Policy Analyst.*



By Margaret Anne McHugh

Mayworks is a labour-sponsored celebration of the arts that seeks to bring workers and artists together, using art to explore economic and social justice.

Mayworks, in HRM, is a modest contribution to building a culture and society that celebrates the history and struggle of the working people of Nova Scotia. The festival is centred on May Day – May 1st – the internationally recognized workers' day.

The mission is to connect workers to artists and artists to workers, to promote working-class culture and celebrate workers as artists. Workers and artists share a common struggle for decent wages, healthy working conditions and a living, relevant culture, that reflects their lives. Art that expresses the condition of working people and their every day lives is often overlooked and the art created by every day people, newcomers, equity-seeking groups, and

people in poverty, also often has no venue. Mayworks promotes the artists who create works that speak to the struggles of working people, justice and diversity, and will promote art made by workers. All shows are free or low cost.

This year's festival runs from April 26th to May 5th in a variety of venues. The 2013 festival includes a mini-theatre festival and a line-up that includes:

- Workers Take the Mic – A Karaoke Night
- A NS/Cuba Art Exhibit by Jude Caborn
- An East Coast book launch of Raising the Workers' Flag: The Workers' Unity League of Canada (1930-1936) – presented as an evening of working-class history, brought to life in song, and through theatrical readings from the book.
- Puppets etc. – outdoor street

theatre, giant puppets, cardboard storyboards, and story telling through song.

- Heartwood, a play which is one woman's story of her struggles with the mental health system, and which is sponsored by the NSGEU!
- Dapopo Café Theatre – an always sold out show where you order your performance from a menu and it is delivered to your table!
- Steel and Coal: Work and Protest – song and theatrical vignettes about the history of Industrial Cape Breton
- Marx in Soho. A one man show, of a play by Howard Zinn, where Marx defends his theories and philosophies inconsideration of modern history!

Check out all the dates, times and details at [www.mayworkshalifax.ca](http://www.mayworkshalifax.ca).

- Margaret Anne McHugh is NSGEU's Education Officer.



*to our new online home!*

**WWW.NSGEU.CA**

We launched the new & improved [www.nsg.eu.ca](http://www.nsg.eu.ca) at the end of February. Come check it out!



**CANINE COMPANIONS:** Murphy (left) is a therapy dog, while Austin was training to follow in Murphy's pawprints before he suddenly passed away.

## GOING TO THE DOGS...

By Sandi Leaf

For the past three years, I have been volunteering at the IWK once a week with my dog, an eight-year-old Great Dane named Murphy.

You may have seen Canine Therapy mentioned in the media recently, but just in case you haven't: therapy dogs are trained to provide affection and comfort to people in hospitals, retirement and nursing homes, schools and hospices. Therapy dogs come in all sizes and breeds, but they must have a good temperament: friendly, patient, confident and gentle in all situations.

Murphy and I have done a great deal of training to help us get involved with Canine Therapy. Murphy has passed a series of temperament tests, and also successfully completed the Canine Good Neighbour test through the Canadian Kennel Club!

We don't actually visit patients at the hospital, but rather, we work with two of the hospital's mental health programs. The Adolescent Centre for Treatment (ACT) provides rehabilitative mental health treatment for teenagers 13 to 19 years of age. The facility has apartment-style living areas with four bedrooms each, and the average stay for teens is four months. The other facility we visit, the Centre for Collaborative Child and Family Treatment (Compass), is a 12-bed inpatient treatment service for children up to 13 years of age with severe behavior disorders.

Originally, our goal was to volunteer with Therapeutic Paws and St. John Ambulance

LOCAL  
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(both of these organizations visit senior citizens, and Therapeutic Paws also has a reading program for children called Paws to Read). But I soon found out about the IWK's ACT and Compass programs through Adina and Amy MacRae of

Sublime Canine, who didn't have time to help with the program and asked if Murphy and I would be interested, instead. They provided the program with my contact information and three years later, it has been a fabulous experience for both of us.

Some of the teens have chosen to stay in touch with us after they have graduated from the ACT program (Murphy, naturally, was even invited to attend their graduation luncheon!) We have also been invited guests to Sackville High School to talk about the benefits of Canine Therapy (again, Murphy was the star of the show).

I was in the process of working with my younger, three-year-old Great Dane, Austin, to prepare him to take over for Murphy one day, but we were recently dealt a devastating blow when Austin passed away suddenly. Despite this loss, Murphy and I plan to continue our volunteer work, partially in his memory, trying to bring comfort to others through our visits.

- Sandi Leaf is a member of Local 77 and avid proponent of Canine Therapy programs.



It's important for the NSGEU to have your most up-to-date contact information, so we can ensure you are receiving important communications from us.

Even if you've provided us with your work contact information, it's critical to keep another email or phone number on file.

**If you'd like to make sure your contact information is complete and current, simply call us at:**

424-4063

or

1-877-556-7438

Or email us at:

[inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca)

**NSGEU**



# CONVENTION 2013:

*In your workplace,  
In your community,  
Moving forward together!*



**SHOW OF HANDS:** Delegates vote in a plenary session during the second day of Convention in 2011.

## WHAT DELEGATES CAN EXPECT AT NSGEU'S 2013 BIENNIAL CONVENTION

Biennial Convention is undoubtedly the most significant – and exciting – event the NSGEU organizes and hosts.

Every two years, members from a cross-section of our membership are elected to represent their local, and they gather for a four-day conference, held in the heart of Halifax. There, the future of the Union is shaped through a series of resolutions, and the election of new leadership.

Since the founding Convention was held in 1958, this event has determined the direction and core principles of this union, which proudly represents almost 30,000 women and men providing valuable public services throughout Nova Scotia.

This year's Convention, which will be held from May 8 to 11 at the Westin Hotel, promises to be the largest we've held to-date, including approximately 306 voting delegates. The theme of the 2013 Convention is:

***NSGEU: In Your Workplace, In Your Community, Moving Forward Together!***

Over the course of four days, these elected delegates will have the rare opportunity to step outside of the

workplace and their daily lives to discover the true spirit of solidarity. They will have input into a range of causes that are at the heart of NSGEU's commitment to your community, as well as a variety of other key initiatives and issues that matter to all NSGEU members.

Convention can, of course, seem a bit overwhelming at first, especially to new attendees. Rest assured, however, there are "rules of order" that govern when people can speak and what they can speak about. These rules are in place to ensure fair, safe and open debate. To help first-time delegates get comfortable with these rules, the NSGEU hosts a New Delegate Seminar on the first day of Convention (May 8, 3 to 5 p.m.). This workshop is truly invaluable to new attendees and, as such, is highly recommended.

We are confident that anyone who attends 2013 Convention will find it an empowering experience, one where new friendships are forged, connections are made, and our members are able to make a meaningful contribution to the future of the NSGEU.

We look forward to seeing you at Convention!





*Schedule of events:*

**Wednesday, May 8** – Constitutional Amendments begin on Wednesday night, and may continue Thursday morning, if necessary; hospitality night.

**Thursday, May 9** – President’s Report, Executive Director’s Report and Financial Report are presented; Keynote speaker address; General Resolutions begin.

**Friday, May 10** – General Resolutions continue; reports from the Provincial standing committees are presented; Banquet held in the evening.

**Saturday, May 11** – Continuation of General Resolutions and Committee reports; election of NSGEU Executive Committee.



**A LOOK AT LAST TIME:**  
**(ABOVE)** Kelly Abi-Daoud, of Local 63 (Metro Community Living), took a turn at the microphone during 2011 Convention;  
**(LEFT)** Monika Harvey, of Local 93 (Pictou Co, Cumberland, Colchester East Hants Health Authorities), also stepped up to have a say during last Convention;  
**(BELOW, LEFT)** The theme of Convention 2011 was *“Our Province, Our Services, Worth Protecting.”* This time, it is *“In Your Workplace, In Your Community, Moving Forward Together.”*

# EXECUTIVE COMMITTEE ELECTIONS

**The 300-plus delegates who attend this year's Biennial Convention will determine the NSGEU's priorities and direction for the next term. It's up to the NSGEU's five-person Executive Committee to ensure those priorities and directions are followed. The Executive Committee is elected by Convention delegates on the final day of Convention (May 11). Any Convention delegate can run for a position, and has until May 10 to seek nomination. So far, 11 people have been nominated for the Executive Committee. On the following pages, they introduce themselves to you!**

## *Presidential Candidate: Joan Jessome*

To My Sisters and Brothers,  
It has indeed been a privilege to represent you as your President these past 14 years. The challenges have been many, and your support has been great! The NSGEU is a union of integrity, fortitude, and spirit. A union I have been proud to lead, but as with any leader, we don't do it alone. Our successes are achieved by the hard work of our members, activists, Board of Directors, NSGEU staff and our legal firm of Pink Larkin.

I would be honoured to have your trust in me to lead our Union for another term, I humbly ask you for your support. I should also, if elected to serve NSGEU for another term, tell you that this will be my last term in office as President of NSGEU.

NSGEU is on the move, in membership growth, increased activism of our members, community work and this year we will move into a new Union members building. We are moving forward in our workplaces and our communities together.

We live in exciting times, or should I say scary. For certain, in Canada over the next two years, we the Labour movement predict, that we will see unprecedented attacks on the rights of workers by the Federal Government and several Provincial governments. If there ever was a time to "Show Up", Stand Up", Shout Out and be "Idle No More" now is the time. The recent changes to EI alone will impact close to 2500 NSGEU members who work in the education system and as seasonal workers in government. The changes will also impact our families as many struggle to acquire fulltime permanent work. There are pieces of legislation like Bill C377 and others that will be proposed in Parliament that have the potential to disintegrate unions. Now, I know not everyone in a union will link arms and sing solidarity forever, but members overwhelmingly benefit as do their families and communities from the hard work of labour unions. In my role as President for the next term, I will be calling on all of you to stand up for worker's rights. I have a saying "The World is Run by the People Who Show Up": NSGEU will be showing UP!

In the NSGEU our main focus is negotiating contracts and servicing them for our 30,000 members, this is very rewarding work that we do every day to make a difference in the working lives of our members.

But, we are so much more than that! We are an active participant

in reducing bullying in the workplace, advocating on issues of poverty, mental health, homelessness, health & safety, human rights and labour rights, we are involved at every level in the labour movement. Our members are proud to be public sector workers delivering services to Nova Scotian's, you make a difference! We Show Up in our communities, many of our members in every community are volunteers giving back. This is just a sample of the threads that weave us together as NSGEU members.

We have great opportunities and challenges ahead of us and have built the foundation and resources to tackle them, united we stand, divided we fall. Let us not miss the opportunities to stand tall, fight for our public services, protect our jobs, enrich our communities, build a better Nova Scotia for us and our families, we do this shoulder to shoulder together.

Again, thank you for your support; I look forward to speaking with our delegates at Convention and meeting you the members when and wherever possible.

Idle No More,  
Joan Jessome





## Secretary-Treasurer Candidate: Tracey Fisk

Dear Brothers and Sisters. I would like to take this opportunity to introduce myself and share with you that I have put my name forward for the position of Secretary / Treasurer of NSGEU.

Some of my union involvement and accomplishments are as follows:

- Current President of Local 42 Healthcare (3700 members)
- Treasurer - Metro A Regional Council (2 terms)
- Vice President Local 42
- Organizing/mobilizing/strike preparation for Local 42 potential strike (2012)
- Have worked collaboratively with fellow NSGEU locals during potential job action
- LPN at Nova Scotia Rehabilitation Centre for 22 years
- Member of NSGEU nurses council
- Life-long interest and exposure to accounting practices

My foremost union education came during this term as president of Local 42. From the organization and mobilization of members for a strike vote to the setting up of picket line and preparing to take our 3700 brothers and sisters from local 42 out on strike. I along with some remarkable

NSGEU members from local 42 as well as from many different locals and the NSGEU staff put forward a monumental effort. The feelings of unity, harmony and cohesion that I felt from members I did not know at the time was life altering. Many of these members I can now call friend. It was a lot of hard work, long hours and sleepless nights, but in the end I was never more proud. Proud of what we can do together and proud of myself for being part of it.

One of the biggest things I learned was about me. I use to fight change and figured the status quo was fine. I now embrace change and believe the status quo needs to be shaken up every now and then. I am stronger than even I gave myself credit for. I learned its ok to have a voice and to speak up for what is right.

I now want to be part of what I am sure will be an amazing and exhilarating next chapter in NSGEU from moving in our new building to facing the many upcoming struggles and challenges we will face as a union in Nova Scotia.

I know there will be a great deal of work ahead and big shoes I will need to fill if I am selected as your new Secretary /treasurer. I look forward to the opportunity and I am up to the challenge. One thing I know is I won't



be in this alone. The NSGEU is a group of 30000 very diverse and amazing people. Whether you are a member from Cape Breton, Metro and Yarmouth or anywhere in between we are all brothers and sisters and we are all NSGEU. I am proud to say no matter what happens I am included in your ranks.

In Solidarity,  
Tracey Fisk

## Secretary-Treasurer Candidate: Karen Hamelin

My name is Karen Hamelin and I am a proud member of a fairly new local in the university sector. Taking part in collective bargaining for Local 88, StFX University has been an amazing experience so far. Being an active member of my union has taught me so much. That is the main reason I offer up my name for the position of Secretary/ Treasurer of the NSGEU Executive.

Who am I?

Well, I have been married for 25 years and I am the mother of three beautiful children so I know a little bit about keeping tabs and reconciliation.

In 2012 I watched my first grandchild enter this world. So I know how to shift my focus to a singular phenomenon and record every waking minute of it. Just check out my facebook. Those perfect lips are not mine but they represent someone very important to me furthermore, they represent the strong voice I hope my granddaughter will have as she grows, having experienced a Grandmother like me.

I am a proud NSGEU member since January, 2009. Founding President of our local was the first position I held and it was a very positive introduction to the power of working collectively and representation of a diverse group. Elections over the past four years have resulted in my roles as Occupational Councilor; Labor Management Committee member, Bargaining Committee member and more recently a Board of Director's member for the Post Secondary Education sector and Steward for my local.

What am I?

A proud sister who made her first motion as a Board member and the significance of that motion continues to reverberate. Pledging financial support in the name of building solidarity across union platforms was a valuable and timely lesson for this union movement newbie.

A support staff member who presented her first grievance (for herself) in consultation with our Chief Steward and our ERO. PRICELESS!

A Bargaining Committee member who is fighting hard and holding out long enough to make an important stand for a fair and equitable contract that at the very least makes an effort to keep up with the cost of living.

Who do I represent?

I am one of the 30,000 plus members of NSGEU asking for and receiving daily all the supports of our union; the Voice, the Education, the Grievance Support, the Collectively Negotiated rates of pay.

I am one of the "just a hint over 35" New Activists and others who have a keen understanding of the importance and the power of this NSGEU Union. AND who see that sometimes the greatest achievements in work/life balance are made through union service and volunteering.

I work in the university sector, more specifically a university in Antigonish, Nova Scotia. We may be late bloomers in the union movement but we're catching on quickly.

What do I bring to the role of Secretary/ Treasurer?



A member with a combined 25 years of experience in administrative assistant, budget accounting and leadership roles who is a recent business degree graduate who welcomes the challenge of the Secretary/ Treasurer role. If you think this role is intimidating, picture yourself stepping back into the classroom where all of your fellow students are younger than your own children.

This portfolio provides more work experience and personal detail. Please take a look and let me know at Convention 2013 whether I am the person you want representing your union in the very important role of Secretary/Treasurer. See you at Convention 2013. (e-portfolio for printed version of the STAND is - <http://karenhamelin@weebly.com>)

## Secretary-Treasurer Candidate: Paul Hagen

Hi Sisters and Brothers, my name is Paul Hagen and I am offering for the position of Secretary-Treasurer of NSGEU. I have been the Treasurer of Local 8 for the past 4 years. I work for the Department of Education as the Coordinator of the SAP Business Support Centre (BSC). The BSC provides overall co-ordination, implementation and support of SAP Modules (Finance, and Human Resources) for the Regional School Boards. Previous Civil Service positions include Senior Project Leader IT with the Department of Health, Business Analyst and Auditor with the Provincial Tax Commission. I have been active in NSGEU for 21 years, serving on local executives, various committees and as a steward. I currently hold the position of Civil Service Professional Occupational Chair. I am on the Bargaining Union Negotiating Committee (BUNC), a member of the

Pensions and Benefits Adhoc Committee, and NSGEU Trustee on the Public Service Superannuation Plan Trustees Inc. I live in Dartmouth, with my wife Arlene and three teenage children.

The next few years will contain unique financial challenges to NSGEU. The Secretary-Treasurer will be tasked to ensure cost saving are realized with the new building. Bill C-377, an Act to Amend the Income Tax Act requirements for Labour Organizations will require greater disclosure of NSGEU revenues and expenses. My experience as a Local Treasurer and previous work as an Auditor has provided the foundation which is necessary in performing the duties of Secretary-Treasurer. In preparing to represent NSGEU on the Civil Service pension plan, I have completed detailed investment, financial and funding



training. With your support, I hope to apply these talents to serve the Union.

In closing, I hope to have an opportunity to meet you at convention and answer any questions you might have.



## 1st Vice-Presidential Candidate: Jason MacLean

I would like to take this opportunity to announce my intention to re-offer for the position of 1st Vice-President. It has been a privilege to represent the Members of NSGEU on the Executive Committee for the past 8 years, serving two terms as your 3rd Vice President and the previous two terms as your 1st Vice President.

I am member of Local 480C in Sydney employed as a Correctional Officer at the Cape Breton Correctional Facility. Being first elected as your 3rd Vice President; I certainly do not forget my promise to make all members proud and I feel that I continue to do so. I also vowed since to be a voice, and I will remain committed. If re-elected as your 1st Vice-President; I will continue to represent EVERY member, by bringing practical experience and passionate motivation that I believe fuels me to lead us into the future.

This has been a very busy and productive

term. I am very proud to have worked with many locals directly; I have participated in various rallies across our province and I am always available to our members for questions or guidance. I feel honored to tell you that I am a 2012 graduate of the Canadian Labour Congress' Labour College of Canada; this educational experience has helped me grow as a leader both within our union and within my community and has prepared me to be even more affective for us moving forward.

I've also continued to represent the NSGEU in the broader labour movement, as Vice President Representative of Workers of Colour and Aboriginal Peoples with the Nova Scotia Federation of Labour where I am Chair of the NSFL Anti Racism/Human Rights Committee who has successfully participated with the NSGEU and other Unions with Labour's entry in the Halifax Pride and Cape Breton Pride Parades. I remain an active member of the Cape Breton District Labour Council and I am also a Workers Representative of the Employment Insurance Board of Referees.

As your 1st Vice-President; I have represented the NSGEU nationally serving as a Vice-President of the National Executive Board of NUPGE, and as a fraternal guest at the PEIUPSE 2011 Annual Convention. I am currently a NUPGE Representative on the CLC Human Rights Committee and the CLC

Workers of Colour Working Group in which I report to the NUPGE Components Equality Working Group.

Over the past 8 years I have seen the change that we can influence for workers in all communities across Nova Scotia. I feel I need to restate my commitment and I want to ensure all members that I know the importance of this position and I do not take your support for granted. If re-elected I will continue dedicate my time and apply my knowledge and experience to the best of my abilities for the next term as your 1st Vice-President. I also hope to see you in May at our 2013 Bienial Convention and would love the opportunity to speak with you about your concerns for the upcoming term.

Thank you to the members of NSGEU, the Board of Directors, the Executive Committee, the staff of NSGEU, and the Provincial Committees in which I have had the chance to work with for your continued support this past term. As a proud NSGEU member, I am very excited to represent you and I plan to continue to be an excellent leader that this membership deserves!

In Solidarity,  
Jason MacLean



## Secretary-Treasurer Candidate: Lois MacDougall

Why Lois MacDougall for Secretary/Treasurer????

I am a single mother of two children. I live in Glace Bay, Nova Scotia and I work for Addiction Services on the Northside.

My role as Shop Steward started in 2006. I then went on to be the President of Local 94. I sat on Regional Council that year and I continue to be on that Council where I was elected to the Board of Directors. I was the interim Chair of the Political Action Committee. I took the training required at various workshops and experienced weeklong school. I now have advanced stewardship, and mobilizing training.

As Local President, we went from looking around our building to get enough people for a quorum to anywhere from 20 to 50 people in attendance at every local meeting.

Our Local has met many challenges over the years but none so challenging as having 5 co-workers lose their jobs. During my leadership we were able to secure volunteering severance at a higher rate than the Collective Agreement allowed for two

affected employees and secured meaningful employment with the employer for the other three. We were relentless. We held more 4 rallies in one day. We showed up in places where we knew media and the hierarchy of the District Health Authority would be. We showed up where local politicians were. We had a presence that no one could ignore. We did it!!!!

As part of the Bargaining Committee, I saw many areas in which the Union is challenged every day. The "wants" and the "gets" are two different things. This is an area where I would like to see everyone—in every local experience at some time in their lives. I look forward to the next round.

I am very passionate about the Union and the activities that I am involved in. I am very pleased to be able to have input in the new building that will house NSGEU in the near future by providing input into the accessibility issues for those with disabilities.

If you think you have seen it all, as we muddle through the days and weeks of employment, you need to attend

convention. When I attended my first convention, I really didn't think I was going to wake up from that dream. In our locals we are so focused on the things that happen in the workplace, but really don't see much of the Union outside of that. Wow, I was truly amazed in the fact that I couldn't believe the pots that the Union had their hands in. That's a positive thing. We are so much more than the Local. We look after lots of things. In my leadership, I encourage and will continue to encourage those who have not attended to do so.

My education will certainly help should I become elected into the position. I have a background in Accounting. I graduated from Cape Breton University from the BBA Program with a concentration in accounting. I am already responsible for administration in my day to day role at Addiction Services.

I am a hard worker and pride myself in the job that I do. I have integrity and will be proud to serve the Union that has served me.

## 1st Vice-Presidential Candidate: Darren McPhee

It has been a privilege serving the NSGEU membership for 5 terms on the NSGEU Executive. I take this time to communicate to you, my intention to offer for the position of First Vice President.

This past term, your Executive worked hard to address the needs of our membership as we continue to prosper and grow. We have accomplished much but there is a great deal more to achieve together.

I am a mental health Social Worker in Community Services, elected for the past 10 years as your Secretary/Treasurer. Since 1996, I have served in leadership capacities in my Local, Region, committees and lead NSGEU's strategic planning, workshops and conferences. I attended our National Union's Leadership Development and recently represented NS Labour at the Canadian Governor Generals Leadership Conference. These opportunities increased my understanding the broad effects Labour Union achievements have on our society. We must recognize our Union successes reach further than our membership. The rights we achieve become improvements for all workers. Conversely, losing these rights would become losses for all Canadian workers! Recent government attacks on Trade Unions are not isolated to effectively reducing the voice of Labour in the USA. These ideas are pushing North! As our National Union predicted this agenda has jumped our boarder! Bill C-377, Right to Work legislation and efforts to remove Rand Formula are not only attacks on Canadian

Unions but also the rights held by all workers in Canada!

During the past term, NSGEU has made much progress in our communications. Upgrading our website and completing our new NSGEU Building will allow members to meet and communicate with each other and also with others outside our membership. Building these resources will ensure we have the necessary tools to help fight future threats for our members.

Our strategic priorities this term had one common thread, the belief that the retirements continue to increase and it will present new challenges. It is now more important to ensure NSGEU's plan to address this includes mentoring and communicating the experience from our current activists, while educating and building leaders from within our emerging activists. This knowledge transfer would ensure we continue to have leaders with the skills to blend the knowledge of the past with new ideas to make progressive decisions.

As an Executive member, I have always made my decisions considering the entire membership while respecting individual membership needs. I am fair, honest, approachable, and have demonstrated I work well with NSGEU individual members, groups and committees to make recommendations that strengthen our Union.

I would like to acknowledge my family – Allana, Lachlan and Kieran and thank them for their continued support which has allowed me to fulfill my obligations to you



with confidence. I would like to thank the NSGEU membership, Executive, Board of Directors, and the staff for their support and guidance. It has been a pleasure working with you to successfully complete another term together. Our commitment to making positive decisions is demonstrated in our success at completing major projects that enhanced service to our Union members. It is our combined efforts that will ensure NSGEU's continued progress and position as the Strongest Union voice in Atlantic Canada.

I am proud to be a member of NSGEU and more proud to have been afforded the privilege of serving you, the membership of NSGEU, on your executive. It is on this foundation and with pride I continue this commitment to you and ask for your support for the position of 1st Vice President for NSGEU.

In Solidarity,  
Darren McPhee

## 1st Vice-Presidential Candidate: Dawn Ferris

Thank you for the opportunity of being your as 2nd Vice President since 2011. I have been humbled by the level of support you have shown since my first election as 3rd Vice President in 2009. I want to thank you for this privilege; it has been a wonderful experience. I am now asking for your trust and support once more as I run for 1st Vice President.

I have thought about listing all of my roles and duties that I have been assigned and enjoy immensely; but instead of boring you with a long grocery style list, I would rather talk about my commitment and what I can do to serve the membership as we move forward together.

Having been passionately involved with NSGEU for many years, and especially since my 2009 election, I have dedicated myself to our members enthusiastically and with a smile, working for you is a gift. It has been a blessing to have the opportunity to support my community of choice, the NSGEU. One of the many things I have

enjoyed has been the facilitation of courses; there is nothing more rewarding than helping others to become inspired, engaged and empowered!

Working with our members, being invited to participate and attend Local meetings and events has been a wonderful experience that I value.

Evenings and weekends, rain or shine, I have enthusiastically attended and participated in events, rallies, demonstrations, picket lines, workshops and conferences. I am committed to supporting our members in NSGEU, in the labour movement, and in the



## 2nd Vice-Presidential Candidate: Michael McKenzie



My name is Michael McKenzie. I am the father of two adult children, Jason and Tiffany, and soon to be a grandfather for the first time.

I have been involved in various youth activities in my community throughout the years, both coaching and at the executive level for minor baseball, hockey, curling and soccer. I have also sat on the Board of Directors for LIONS International and achieved a Life Time Membership with LIONS International for the work I carried out in my community.

With NSGEU I have had the opportunity to;

- attend a CLC Convention,
- attend NUPGE Convention,
- attend the NUPGE Leadership Training in Ontario in 2004,
- be a past 3rd Vice President of NSGEU,
- be a member of the Board of Directors for 5 terms,
- be a facilitator for the Leadership Training at Weeklong School,
- be a facilitator for NSGEU Education Programs,
- organize new Locals,
- work with NUPGE on the Champions for Change Campaign,
- act as a Strike Coordinator on two occasions for NSGEU and
- represent Local 60 in many different capacities. (i.e. Local President, Vice President, Chief Steward, Negotiating Committee Member, Joint Union-Management Committee Member and Safety Committee Member)

I offer good representation, good communication and teamwork skills, and a positive attitude. I am willing to ask the important questions for you, the members of NSGEU.

A strong team will move NSGEU forward into the future in a positive way. With your support, I will be part of that team.

If you have any questions please feel free to call or email me (Phone: 902-759-9879, Email bldgmck@gmail.com).

Thank You.



community. I am an activist, an NSGEU activist, and I am proud to be so!

I have proudly represented our members on the Executive of the NSGEU, on the Board of the Nova Scotia Federation of Labour and Nationally through NUPGE our National Sister Union. I have been passionate about being a voice for NSGEU. The privilege of speaking at numerous events has been an added bonus while representing you. Our members deserve a leader who is engaged and aware of the political landscape and I will be steadfast in my determination to represent NSGEU members as we move forward together.

The NSGEU has had one of the busiest terms in recent memory; in 2012 over 30 Locals took strike votes with one Local, Local 68 – The Elizabeth Fry Society, ending up on strike for 7 days. It has been obvious that Governments, both Provincially and Federally, have set their sights on workers to solve the debt issues. We have had to

fight and our members took on this fight with a determination that has made me very proud.

We have great changes coming in this upcoming term; a resolution will be on the floor at Convention to change our term from a two-year to a three-year term and this is exciting to me (democracy is another passion of mine). Whether we move forward with a 2 or 3 year term will depend on the members; you will have your say on the floor and your vote will count. We are moving into a new building; a very exciting time for NSGEU; and there will be both Provincial and Federal elections. These are just a few of the many changes that we will face; but we will face them together. Together we are stronger, and this is not just a statement, for me, it's a belief.

Please consider me for your next 1st Vice President and my promise to you is I will continue to represent you with my dedicated passion for my community of choice, the NSGEU.

## 2nd Vice-Presidential Candidate: Kelly Murphy

**H**ello Sisters & Brothers,  
I would like to take this opportunity to announce my intention of running as 2nd Vice President of the NSGEU. With my experience, knowledge, dedication and compassion as an activist, I will represent all members of the NSGEU proudly as your 2nd Vice President.

I grew up in the small town of Canso, and now currently reside in Halifax. For the past 12 years I have worked as a Community Support Worker with Metro Community Living, where I support adults with mental illnesses and developmental disabilities in a small options home. I love my job and the work that I do, and I know at the end of every day I have made a difference. I am also thankful that at the end of each day I am a member of the NSGEU, because I know that the benefits I have are there because of our union!

It has been a busy and trying two years for all members of the NSGEU; completing a tough round of bargaining and setting a mandate for the next round, lays offs, privatization and contracting out, strikes, strike votes & count downs to strikes. In addition are the attacks the Federal Government is making on unions and all workers. It has been rough, and it will continue to be, and we need strong leadership within our union to rise up, stand with us and lead us through this fight. My level of activism this past term, and previous terms, has shown that I am more than

willing, capable and dedicated to doing just that.

Mobilizing our members is key, and I am actively involved with this on a daily basis. Whether it is helping to organize new work places with NSGEU's Organizing Officers, working towards getting more young workers active as Chair of 2 Young Workers Committees, facilitating multiple courses with the NSGEU and the CLC, planning, organizing and leading rallies, as well as Strike Coordinator for Local 68, and assisting other Local's as they prepare to go on strike.

Communicating NSGEU's messages to the membership and the public is a crucial part of mobilizing and I have done this. I have spoken at numerous rallies and events, on important occasions, such as Labour Day, and was invited as a guest speaker at conferences and panel discussions. I am also active in sharing NSGEU's message through the use of social media tools like Facebook and Twitter. But the importance of communicating one on one with members and the public is not lost on me either.

I am very honored to say that I am currently a leader of the NSGEU and the broader labour movement in various positions. Within NSGEU, I am the President of NSGEU Local 63A & 63B as well as a member of the Board of Directors; Municipally, I am the Executive Vice President of the Halifax – Dartmouth & District Labour Council; Provincially, as the General Vice President Representing Young



Workers on the Nova Scotia Federation of Labour, and Nationally I sit as a member of the Canadian Labour Congress Young Workers Advisory Committee. I feel that this experience would be a great asset and a strong base to grow from continuing on as your 2nd Vice President.

As a Trade Unionist I believe in Solidarity and given the opportunity, combined with my passion, commitment, energy and experience, I can assure you that I will represent all members of the NSGEU respectfully and fairly. I am confident that I can prove this to you if elected as your 2nd Vice President.

In Solidarity, Kelly Murphy

## 3rd Vice-Presidential Candidate: Raymond Theriault

Hello All, many of you may know me already from all my extensive union activities, but for those who don't, please allow me to introduce myself. My name is Raymond Theriault; currently, I'm the President of Local 19 Support Services at the Capital District Health Authority and have held this position for the last two consecutive terms. My occupation is as a Baker at the VG Hospital site, preparing baked goods for five sites within CDHA.

My history in the union spans across a period of 23 years, which includes four years with CBRT, two years with CAW, and 17 years with NSGEU. I have held many positions including Local 19 bargaining Chair and have completed all the educational courses available. I have attended many rally's and information pickets over the years supporting the causes; you may have seen me at one or more in your area.

As a trade unionist, my passion and drive comes from my strong belief in the labour movement. Solidarity is our strength which enables us to make changes to benefit our members and our union. The word "Union" to me means Solidarity – One Big Family Standing Together. We are all in the fight together- fairness for everyone.

My leadership has been shown in many ways, fighting to stop contracting out/privatization of services. A leader at bargaining, and as a local President;

Developing two business plans to show the importance and value of our members work, saving hundreds of jobs. We had the largest attendance ever at local meetings, upwards of 350 members during the last bargaining round. When members needed to know the facts, I make sure they receive the information loud and clear. My true dedication is shown when you see me walking the hallways on my breaks, lunches or after my work shift, spending hours to stop and interact with the members almost every day. Going above and beyond for our members, they need to know you are there for them. When I became involved with Local 19 as president, Local 19 was in trouble, needing help. Spending everyday face-to-face with the members I have earned their trust, and created relationships, they know I am there for them, 100% of the time. We haven't won all the battles, but we have made great strides.

If given the opportunity to be your NSGEU 3rd Vice President, I pledge my dedication and commitment to representing all in the upcoming term. To me, family comes first and you are all a part of the NSGEU family. With the upcoming changes that any government has either made, or is trying to make. I will be there to support and bring forth your issues of concerns and help to develop strategies against the issues that negatively impact us.



For those of you that may be attending Convention, I look forward to seeing you again or meeting you for the first time. Prior to Convention I will attempt to contact each delegate to see what your members express they would like to see the Union accomplish over the next few years. I am interested in knowing what issues matter to you; the things that make a difference and what would improve your working life; I am dedicated to providing you all the representation that you need and want. I look forward to growing and learning as your 3rd Vice President if elected, and would like to thank all of you for taking a moment to consider me to represent you and our fellow sisters & brothers.

## 3rd Vice-Presidential Candidate: Donna MacGregor

I am Donna MacGregor, and I am honored to have this opportunity to offer myself as a candidate for NSGEU's 3rd Vice President.

I am a single mother of a 13 year old son and an Administrative Assistant with Chignecto-Central Regional School Board. I have been with CCRSB since 1991 and have seen many changes over the years within my workplace and within the union.

I am President (finishing my fourth term) and Chief Shop Steward of NSGEU Local 71C, an Occupational Council Board Member representing School Board locals within NSGEU. I am chair of the NSGEU Women's Issues Committee, have Advanced Steward Training and have completed the union's ERO Mentorship program.

Over the years I have held various offices and have been part of many committees. Through Local 71 I have been Secretary-Treasurer; a steward in my workplace; a member of the CCRSB/NSGEU Joint Consultation, as well as a member of the Professional Development and Administrative Assistant In-service Committees. I have been past Chair of NSGEU's Ad Hoc Administrative Professionals Conference Committee and have facilitated three conferences as well as contributing to the logo design for NSGEU Administrative Professionals.

I've been on the bargaining team for NSGEU Local 71 through three collective agreements and am currently working on our fourth. I was one of the lead members involved in the battle for storm days for Local 71 which resulted in a 97% strike vote, which was settled through the conciliation process and worked to bring solidarity to our local.

I believe that as brothers and sisters of the largest union in the province, Convention is a time to celebrate the camaraderie of the union. Convention 2013 is our opportunity to choose the future of NSGEU and I want to be part of that future.

As an activist with NSGEU for many years, I have been able to contribute to the work life of members in Local 71 as well as provincially through Occupational Council and the NSGEU Board of Directors.

I am very proud to have been part of the Board that worked to

make the dream of a new building a reality. It is exciting to be involved in its development and I can see how this building will become a great pride to NSGEU.

I believe the combination of my education and experience makes me a strong candidate with a unique vision. My life as a single mom, caring for a son with a disability, gives me the ability to relate with real Nova Scotia families. I understand the struggles and the joys of living in rural Nova Scotia.

NSGEU has supported me in my role as mother and caregiver. Through the union, I have been given many opportunities for growth and learning. Such things as having funds for childcare and travel, have allowed me to access these opportunities. This is something I have never been able to do elsewhere.

Every day, members are working hard to help their fellow brothers and sisters in the workplace and I have been fortunate to be able to continue this legacy.

As 3rd Vice President I will be able to continue my work and contribution to the union. I am dedicated to the membership and NSGEU. I know the importance of public service and am prepared to fight to keep the integrity of the services we provide each and every day. I will continue to promote solidarity among the membership and in the workplace. I have developed the skills and gained the knowledge needed to bring NSGEU into a strong, bright future.

In Solidarity, Donna MacGregor





# STEPPING UP FOR OUR HOME SUPPORT WORKERS

By Ian Johnson

The NSGEU Home Support Occupational Council has been working on one vital aspect of long-term care, which has been neglected for some time. The legislative framework for long-term care is very outdated. For example, the Homemakers' Act was first passed in 1981, and the Coordinated Home Care Act in 1990. Nothing has yet come forward to replace either of these Acts.

Not willing to wait, the Occupational Council began in 2004 with the difficult work of developing a new piece of legislation, one that would give direction to organizing and providing a vital component of continuing care services: Home Support Services.

This new legislation was finalized in 2005, and was called the "Home Support Services Act." It would clarify who are the clients, how funding is to be provided, the qualifications and the

training needed as well as the rights, benefits, and protections of workers. It would also establish a Home Support Services Advisory Council, whose focus would be to develop a provincial strategy for the recruitment and retention of home support workers or continuing care assistants.

Once developed, the Council began an extensive lobbying campaign in support of getting the proposed Act adopted. Letters and e-mails were sent to the Minister of Health, Department of Health staff, the former Home Support Nova Scotia Association, District Health Authorities, and local MLAs. Meetings were held with Department of Health staff and Home Support Nova Scotia. Through all these efforts, the Council received a commitment that work would begin at some point to develop a new legislative framework for continuing care, and for which our members would be involved as stakeholders.

In October 2010, the Council set up an Ad-Hoc Committee to develop a revised Act which was accepted by the Council in October 2011. The title of the Act was changed by the Council in November 2012 to the "Continuing Care Assistants Act", and at the same time, a new lobbying campaign was developed.

All NSGEU members will be asked to send an on-line postcard in support of the new proposed legislation to the Minister of Health and Wellness and to their local MLA. The focus of this campaign will be to ask for this support from members, especially during the next Home Support Workers Week in the fall.

The future of our long-term care system depends on having the right legislative tools in place. Your support will be crucial in helping to do so.

*- Ian Johnson is the NSGEU's Servicing Coordinator and Policy Analyst.*

## WANT A CHANCE TO WIN A TABLET?

### Enter the NSGEU's Go-Green Tablet Giveaway!



*Simply sign up to receive the electronic version of The Stand and unsubscribe from the paper edition.*

*Visit [www.nsg.eu.ca](http://www.nsg.eu.ca) and click the link below the current issue of The Stand, on the right-hand side of the page.*

***Fill out the form no later than April 30, and you'll be entered in a draw to win one of five tablet computers!***

*Good luck!*

# NSGEU NURSES BY DAY, ACTIVISTS BY NIGHT

By Linda MacDonald

I am a nurse and 20 years ago, along with another nursing colleague, Jeanne Sarson, I started a part-time private practice focusing on relational education for people – women and men – who had endured relational violence in their lives.

I worked as a Care Coordinator by day and two nights a week worked with Jeanne to support people who had been harmed by the many forms of relational violence. Little did I know how this modest goal was to transform my life. Six months into our work, a woman came to us and started talking about how, as a child, she had been shocked, caged, drugged, raped and trafficked. Jeanne and I immediately knew we were listening to the horrors of torture, not abuse.

After listening to this woman's story, we thought: "This cannot be an isolated incident." We went on to complete participatory research with five other women from Nova Scotia who had endured similar experiences of Non-State Torture (NST) – which is torture perpetrated by private citizens like parents, guardians, child pornographers or traffickers.

To date, Jeanne and I have spoken to over 3,000 women, as well as some men, from Canada, the United States, Europe, Australia and New Zealand who have survived NST. As listeners of atrocity we have provided healing support to 30 of these individuals. We

maintain a website ([www.nonstatetorture.org](http://www.nonstatetorture.org)) on the subject, and lecture publicly, speaking at universities in Canada, the U.S., and even internationally. We've also found writing to be an important tool in educating people on the reality of NST (our peer-reviewed journal articles and other resources can be found in the writings section of our website).

But Jeanne and I knew all this work was simply not enough, because the crime and human rights violations of NST were still very invisible. Along with supporting, speaking, research and writing, we have been grassroots activists for this cause, lobbying the Canadian Government to include NST in the Criminal Code of Canada. A law against NST would bring forth data on NST, and allow for the education of First Responders and healing interventions for survivors of NST.

Since 2005, Jeanne and I have spoken about NST at many panels at the United Nations Commission on the Status of Women Sessions in New York City. In 2011, as members of the Canadian Federation of University Women (CFUW), we brought forth a very valuable letter of support from the NSGEU and were successful in having a resolution on NST become CFUW policy.



**STANDING UP:** Jeanne Sarson & Linda MacDonald advocate for awareness of Non-State Torture (NST) in Halifax in 2008.

Jeanne and I were also honoured in 2012 to attend the UN Committee Against Torture (CAT) sessions in Geneva as experts on NST, and were thrilled when the CAT Committee members agreed with our recommendations challenging Canada ... "That there is an obligation to implement the Convention Against Torture in full at the domestic level" (to read more, visit <http://bit.ly/XlorSK>).

When asked about retiring, I respond, "I will retire as a Care Coordinator, but I have no plans of retiring as a grassroots activist. Not until I know that children who have endured non-state torture can speak their voice and be believed about these horrific ordeals perpetrated by the hands of those who are supposed to care and there is a law against NST in Canada."

*- Linda MacDonald is a Local 93 member, Continuing Care Coordinator and grassroots activist.*

# NSGEU

## Unions make a **difference** in our lives.

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

**Do you know of a group of non-unionized employees who might be interested in joining the NSGEU?**

Please contact:

Lori Smith, Organizing Officer (456.6531 or 1.877.556.7438 or [lsmith@nsgeu.ca](mailto:lsmith@nsgeu.ca))



# UPCOMING NSGEU COURSES & WORKSHOPS

## April-June, 2013

If you are interested in participating in any of the NSGEU's workshops, the union can help make it happen. We will cover your transportation and child- and elder-care costs (as defined by the NSGEU Board policies), and will also help arrange for your time off work. For more information, visit [www.nsgeu.ca/education](http://www.nsgeu.ca/education), or contact us at 902-424-4063, 1-877-556-7438, or [inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca)

Course	Dates	Location	Class size	Prerequisite	Description
New Activist	April 3 & 4,	NSGEU Truro Office, Truro (PAG/CC)	20	Members with no prior training. Recommended for New Stewards prior to Steward I.	Introduction to the NSGEU and the labour movement. Review of workers rights, union processes, grievances, mobilization and the importance of strong locals.
	April 10 & 11	Old Orchard, Wolfville (SS/Val)			
	May 29 & 30	NSGEU Sydney Office, Sydney (PAG/CB)			
Steward I	April 5 & 6	NSGEU Truro Office, Truro (CC/PAG)	20	Stewards with no prior training.	Introduction to roles and responsibilities of Steward. Introduction to grievance procedure and investigation.
	April 12 & 13	Old Orchard, Wolfville (SS/Val)			
	May 23 & 24	NSGEU Sydney Office, Sydney (CB/PAG)			
Steward II	April 19 & 20	NSGEU Sydney Office, Sydney (CB/PAG)	20	Stewards with 6 months experience at Level I.	Indepth grievance investigation. Tools for dealing with management. Expanded roles and responsibilities of the Steward.
	April 23 & 24	NSGEU Head Office (Metro/SS/Val/CC)			
Pre-Retirement	April 6	Holiday Inn Harbourview (Metro)	150	Usually within 1-2 years of retirement.	Overview of pension politics in Nova Scotia. Presentation from CPP and your pension plan, i.e., NSAHO, PSSP, etc., retirement benefits. Benefit information varies according to location and Local members.
	April 20	NSGEU Sydney Office (CB)	100		
	June 22	NSAC, Cox 24, Truro (CC/PAG) Dalhousie Agricultural Campus	100		

Metro = Metro A,B,C | CC = Cumberland, Colchester | PAG = Pictou, Antigonish, Guysborough  
CB = Cape Breton | SS = South Shore | Val = Valley

## SCHOLARSHIPS & BURSARIES

The NSGEU offers bursaries for members, and a range of scholarships and bursaries for members' dependents. They are available to those who are full-time students pursuing a degree, diploma or certificate from a university or other recognized institution of higher learning, and are awarded by the NSGEU Education Committee.

You can apply for assistance once every two years.

To learn more about our bursaries and scholarships, please visit [www.nsgeu.ca/education](http://www.nsgeu.ca/education).

## EVENTS CALENDAR

The following are important dates and events for NSGEU members. Please keep in mind that weather or unforeseen circumstances may lead to a meeting being rescheduled. For the most up-to-date calendar of meetings, visit [www.nsgeu.ca](http://www.nsgeu.ca).

### APRIL

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Local 1 Inverness/ Richmond General Meeting	3	4	5 14th Annual Women's Conference	6 14th Annual Women's Conference
7 14th Annual Women's Conference  World Health Day	8 Distribution of Convention Resolutions to Locals  Metro A Regional Council Meeting	9 Local 788 Stock Exec & General Meeting  Local 3 CS General Meeting  Local 1 CS General Meeting	10	11	12	13
14 Pink T-Shirt Anti- Bullying Day	15	16	17	18	19 NSGEU Day	20
21 National Volunteer Week  Administrative Professional Week	22 Earth Day	23 Local 71 C CCRSB Local Meeting	24 Administrative Professional Day	25	26 Distribution of Convention Binders to Delegates  Mayworks April 26-May5 See Page 6	27
28 National Day of Mourning	29 Local 92 NSAC General Meeting	30				

### MAY

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 May Day	2	3	4
5	6 Credentials for Delegates, Alternates & Committee Observers  National Nursing Week  OH&S Week Mental Health Awareness Week	7 Local 1 Inverness Richmond General Meeting	8 NSGEU Biennial Convention	9 NSGEU Biennial Convention	10 NSGEU Biennial Convention	11 NSGEU Biennial Convention
12	13	14 Local 788 Stock Exec & General Meeting  Local 3 CS General Meeting  Local 1 CS General Meeting	15	16	17	18
19	20 Victoria Day	21	22	23	24	25
26	27	28 Local 92 NSAC General Meeting	29	30	31	





**CLERICAL CREW:** The Bargaining Committee for Locals 89, 90 and 91 (District Health Authorities Clerical staff) were back at the table on March 7th, along with NSGEU's ERO Tony Bremner (back, left) and Chief Negotiator Neil McNeil (back, right). Members of the bargaining committee include (front, left to right) Robyn Goodwin, Michelle Doucette, Wanda Reid, Heather Ann Day, Donna Norman, Shelley Hill and Mike Joudrey (not pictured are Pearl Galley and Colleen Justice). They have additional bargaining dates scheduled for May 13 & 15.

# BARGAINING UPDATES

Check the status of recent bargaining efforts between Locals and their employers

**Annapolis Valley Regional School Board,  
Local 73**

**Number of members:** 417  
**Contract expiry date:** March 31, 2012  
**Staff Negotiator:** Dave Moore

The Bargaining Committee has prepared and finalized proposals. Dates were scheduled to meet with the Employer for negotiations on March 20, 25, 28 & April 4, 2013.

**Braeside Nursing Home, Local 28**

**Number of members:** 31  
**Contract expiry date:** Certified with NSGEU effective October 27, 2011  
**Staff Negotiator:** Jo-Ann Bailey

The parties exchanged proposals on November 9, 2012. Talks were held on January 14, 15, 18 and resumed on February 21 and 22, 2013.

**Chignecto Central Regional School Board,  
Local 71**

**Number of members:** 634  
**Contract expiry date:** June 30, 2012  
**Staff Negotiator:** Dave Moore/Robyn McLean  
Proposals were exchanged on February 18 and talks continued on February 19, March 4 & 5, 2013. Talks were scheduled to continue March 18, 19 and April 2, 2013.

**Civil Service, Locals 1, 2, 3, 4, 5, 6, 7, 8, 14, 16,  
17, 480**

**Number of members:** Approximately 8,000  
**Contract expiry date:** March 31, 2012  
**Staff Negotiator:** Keiren Tompkins

A package that UNC can recommend to BUNC and the membership has not been achieved. A meeting of BUNC will be arranged as soon as possible so that it can be determined whether a vote should be taken by the membership in relation to referring the outstanding matters to interest arbitration.

**Colchester Residential Services Society, Local  
64**

**Number of members:** 76  
**Contract expiry date:** October 31, 2012  
**Staff Negotiator:** Dave Lawrence

Exchanging proposals on April 2, 2013. Bargaining to commence on April 3.

**Community Health Services, Local 63B**

**Number of members:** 50  
**Contract expiry date:** First Contract – Certified December 13, 2011  
**Staff Negotiator:** Dave Moore  
Proposals were exchanged on May 10, 2012 and talks continued on May 11, 23, 24, 25, June 20, 21, September 18, 19, October 16, 17, 31, November 1, 6 & 7, and January 16, 17, 23 & 24, 2013. Negotiations continued on March 18 & 19.

**Conseil Scolaire Acadien Provincial, Local 72**

**Number of members:** 133  
**Contract expiry date:** March 31, 2012  
**Negotiator:** Joel Michaud

Bargaining is being conducted by Joel Michaud from Pink Larkin's New Brunswick office, as negotiations are conducted in French. Negotiations were held on January 21 & 22, 2013 & continued on February 27 & 28, 2013.

**District Health Authorities – Clerical  
Bargaining Units, Locals 89, 90 & 91**

**Number of members:** 615  
**Contract expiry date:** March 31, 2012  
**Staff Negotiator:** Tony Bremner

Proposals were exchanged on January 31, 2013. Talks continued on March 7 and are scheduled to resume on May 13 & 15, 2013.

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

**Number of members:** 141  
**Contract expiry date:** October 31, 2010  
**Staff Negotiator:** Jo-Ann Bailey  
Proposals were tabled on November 20, 2012. Bargaining continued on February 6, 7, 26 & 27, 2013. A summary of agreed-to items was mailed Mar. 15. Info sessions were scheduled for March 25 at the Old Orchard Inn.

CONTINUED ON PAGE 22



**PREPARED TO PICKET:** Members of Local 88 participated in Picket Captain training, before their bargaining committee headed into a final day of conciliation in early March. Pictured are NSGEU 1st VP Jason MacLean, Karen Hamelin, Brenda McKenna, Sheldon MacDonald, Matt Turnbull, ReGina Reardon, Jason Ferrell, Elaine Christensen, Derek Beckers, Brenda Berger, Craig Seaboyer, Katherine Walsh, Carla Hayley-Baxter, and Jennifer Ferrell.

*CONTINUED FROM PAGE 21*

**Halifax Regional School Board, Local 53**

**Number of members: 217**

**Contract expiry date: September 30, 2011**

**Staff Negotiator: Keiren Tompkins**

Met with Bargaining Committee to review/prepare proposals on November 13, 2012. Exchanged proposals with the Employer on December 5, 2012 and met for negotiations on December 11 & 12, 2012. Union to schedule further dates.

**IWK - Healthcare, Local 22**

**Number of members: 756**

**Contract expiry date: October 31, 2011**

**Staff Negotiator: Neil McNeil/Corry MacKinnon**

Proposals were exchanged on November 22, 2012. Negotiations continued on January 10, 11 & 28, 2013. Conciliation dates were set for March 20, 21 & 22, 2013.

**IWK - Clerical, Local 23**

**Number of members: 547**

**Contract expiry date: October 31, 2011**

**Staff Negotiator: Tina Webber**

Proposals were exchanged with the Employer on December 18, 2012. Negotiations continued on January 24 & February 6, 2013.

**Laing House, Local 57**

**Number of members: 12**

**Contract Expiry Date: Newly Certified – effective February 24, 2012**

**Staff Negotiator: Grant Vaughan**

Negotiations were held on November 30, 2012. Negotiations between the parties reached an impasse and the union filed for conciliation. Talks continued on January 7, 8, 10, 22, 23 & 25, 2013. Conciliation was held on March 1, 2013.

**Mount Saint Vincent University, Local 81**

**Number of members: 100**

**Contract expiry date: June 30, 2012**

**Staff Negotiator: Tina Webber**

A strike vote was held with 91% of the members voting 87% in favour of strike action to back their demands. Conciliation was held on January 17 & 18, 2013, resulting in a tentative agreement being reached. Ratification vote was held on January 28, 2013 and the members ratified the agreement.

**NS Hearing & Speech Centres, Local 20**

**Number of members: 138**

**Contract expiry date: March 31, 2012**

**Staff Negotiator: Jo-ann Bailey**

Bargaining prep dates have been set for April 8 & 26, 2013. Survey went out on March 13 with a deadline of March 27, 2013

**Northwood Homecare Inc., Local 38 – Clerical & Schedulers**

**Number of members: 27**

**Contract expiry date: March 31, 2010**

**Staff Negotiator: Dave Moore**

On January 31, 2013 members voted 80% in favour of ratifying the tentative agreement.

**Northwoodcare Bedford Inc. Local 41**

**Number of members: 157**

**Contract expiry date: October 31, 2011**

**Staff Negotiator: Jo-ann Bailey**

Deadline for bargaining survey was extended to March 15, 2013. Bargaining prep dates are set for April 16 & 29, 2013.

**Nova Scotia Business Inc., Local 44**

**Number of members: 17**

**Contract expiry date: March 31, 2015**

**Staff Negotiator: Grant Vaughan**

Conciliation was scheduled for February 5, 2013. A tentative agreement was reached. Members voted in favour of the tentative agreement at the ratification vote held on Feb. 13, 2013.

**Nova Scotia Community College, Local 267**

**Number of members: 582**

**Contract expiry date: March 31, 2012**

**Staff Negotiator: Jim Gosse**

Bargaining prep was set for March 14 & 15.

**Nova Scotia Liquor Corporation, Locals 470 & 470E**

**Number of members: 989 (Local 470) & 37 (Local 470E)**

**Contract expiry date: March 31, 2012**

**Staff Negotiator: Neil McNeil**

A tentative agreement was reached on February 15 after 9 days of negotiations. A mail-in ballot was conducted with a deadline of March 15.

**Nova Scotia Liquor Corporation, Local 1670**

**Number of members: 150**

**Contract expiry date: March 31, 2015**

**Staff Negotiator: Art Beaver**

Proposals were exchanged on January 15th and talks continued on January 16, March 6 & 7, 2013 with a tentative agreement being reached. A ballot has been mailed out with a deadline of April 2, 2013.

**Parkland at the Lakes, Local 87**

**Number of members: 60**

**Contract expiry date: Members newly certified effective March 19, 2012**

**Staff Negotiator: Grant Vaughan**

Proposals were exchanged on December 7 and talks continued on December 13, 2012, January 9, February 11, 18, 28 & March 5, 2013. Being referred to conciliation.

**Property Valuation Services Corp, Local 46**

**Number of members: 120**

**Contract expiry date: March 31, 2013**

**Staff Negotiator: Dave Moore**

Tentative agreement reached after 5 days of negotiations. On March 5, members voted strongly in favour of ratifying the agreement.



**Regional Residential Services Society, Local 66**

**Number of members: 304**

**Contract expiry date: March 31, 2012.**

**Staff Negotiator: David Lawrence**

Exchanged proposals March 21, 2013.

Negotiations commence April 11 & 12, 2013.

**Saint Mary's University, Local 79**

**Number of members: 172**

**Contract expiry date: June 30, 2012**

**Staff Negotiator: Tina Webber**

Members have voted in favour of acceptance of the tentative agreement.

**Sherbrooke Restoration Commission, Local 50**

**Number of members: 89**

**Contract expiry date: March 31, 2012**

**Staff Negotiator: Jim Gosse**

Proposals were exchanged on December 12, 2012 and talks continued on January 10 & 25, 2013.

**South Shore Regional School Board, Local 70**

**Number of members: 68**

**Contract expiry date: June 30, 2012**

**Staff Negotiator: Dave Moore**

Meeting was held to exchange proposals with Employer on January 8 & will continue on April

3, 2013. Tentative dates set for negotiations on April 23, 24 & 25, 2013.

**St. Francis Xavier University, Local 88**

**Number of members: 143**

**Contract expiry date: June 30, 2012**

**Staff Negotiator: Tina Webber**

Conciliation continued on January 23 & 24 and March 7, 2013. Voting was held on March 8 and members voted 78% in favour of acceptance.

**Tri County Regional School Board, Local 74**

**Number of members: 49**

**Contract expiry date: March 31, 2012**

**Staff Negotiator: Dave Moore**

Met with Bargaining Committee to review/prepare proposals on November 14, 2012. Bargaining

was held on February 13, 2013 and will continue on April 11 & 12, 2013.

**Université Sainte-Anne, Local 45**

**Number of members: 54**

**Contract expiry date: June 30, 2012**

**Staff Negotiator: Tina Webber**

The Union applied for conciliation on January 21, 2013 after 4 days of negotiations. Conciliation was held on February 19, 2013 and the parties

were able to reach a tentative agreement. Ratification vote was held on February 25, 2013 and members voted 97% in favour of acceptance.

**Veith House, Local 67**

**Number of members: 5**

**Contract expiry date: December 31, 2011**

**Staff Negotiator: David Lawrence**

Exchanged proposals February 22, 2013.

Negotiations were held on March 8, 2013 and will continue on April 26, 2013..

**Workers Compensation Board, Local 55**

**Number of members: 330**

**Contract expiry date: December 31, 2011**

**Staff Negotiator: Robin MacLean/Tony Bremner**

Proposals were scheduled to be exchanged on March 22, 2013 with negotiations continuing on April 8, May 6, 7, 23 & 24, 28 & 29, 2013.

**Yarmouth Association for Community Residential Options, Local 59**

**Number of members: 159**

**Contract expiry date: October 31, 2012**

**Staff Negotiator: Neil MacNeil**

Negotiations scheduled for April 4 & 5, 2013.

# NSGEU Wear



**\$25.00**



**\$60.00**



**\$30.00**



**\$25.00**



**\$20.00**

There's a whole range of colourful and comfortable NSGEU clothing available at the union office at 100 Eileen Stubbs Avenue in Burnside! For more info, call Jackie Creemer at 424-4063 or toll free at 1-877-556-7438.

*Don't forget...*

# **Administrative Professionals' Day**

*Wednesday, April 24*

*Administrative Professionals truly are at the heart of public service in Nova Scotia. They are the smiling faces greeting the public, capable voices answering questions, and sharp minds keeping workplaces organized and functioning smoothly.*

*Their dedication and excellence are integral to the delivery of the quality public services people rely on every day.*

*The NSGEU represents over 6,000 Administrative Professionals throughout the province. We recognize the important role they play in their workplace as we celebrate Administrative Professionals' Week (April 21 - April 27) and Administrative Professionals' Day (April 24).*

*So, thank you for the work that you do for all Nova Scotians!*



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Publication Mail Number 40010698

