
THE UNION MAID

NSUPE Local 16 - Conway Workshop Association

October 5, 2009

NSUPE CONVENTION

The bi-annual Convention of NSUPE is scheduled for Friday, November 20th and Saturday, November 21st at the Quality Inn Halifax Airport.

NSUPE Local 16 is entitled to send four delegates in addition to its Executive Council Member (Juanita Clayton) and the NSUPE Secretary (John DeLong).

Two of the additional four delegates will come from the NSUPE Local 16 executive and two others are to be elected from the membership.

Following are positions that are presently held by NSUPE Local 16 members:

Juanita Clayton - President, NSUPE Local 16 and NSUPE Local 16 Executive Council Member.

Trina Bright - Vice President, NSUPE Local 16.

Bev Wheeler - Secretary/Treasurer, NSUPE Local 16.

Margo Woodman - Shop Steward, NSUPE Local 16 and Alternate NSUPE Local 16 Executive Council Member.

John DeLong - Secretary, NSUPE.

The NSUPE Executive Council is the executive of NSUPE, the parent union. It is made up of table officers elected at Convention (President, Vice-President, Secretary and Treasurer) and one Executive Council Member from each of NSUPE's Locals.

There are currently 10 Locals so the parent union's executive is made up of 14 people. This body is responsible for the general direction, policies and finances of the whole union.

CCU CONVENTION

NSUPE is a member of the Confederation of Canadian Unions. Juanita Clayton and John DeLong will be amongst NSUPE delegates attending the CCU's bi-annual Convention in Vancouver this coming October 23rd to 28th.

The CCU was founded in 1969 by unionists that were tired of the control that American unions had over Canadian workers. At that time, about 70% of Canadian workers were in American based unions while 30% were in Canadian unions. Since the time, thanks in part to the efforts of the CCU, those numbers have been reversed.

While the CCU has never been very large, it has had a significant influence on the Canadian union movement. At this Convention, NSUPE delegates will be sitting with delegates from Quebec, Ontario and British Columbia to discuss matters of importance to unions across the country and to financially assist a number of charities and progressive organizations.

Social fund

NSUPE Locals have the option of creating a social fund for use by the Local. Such a fund can be used for celebrations such as weddings and births, a Local party and so on. You decide whether you want to create such a fund, tell us how much you want to collect for it and NSUPE will collect it and make that money available exclusively for your Local.

If you want to see past issues of The Union Maid, go to www.nsupe.ca and click on Local News then on Local 16.

Negotiation up-date

NSUPE and CWA last negotiated Friday, September 18th through to Sunday, September 20th. We are happy to report that some progress is being made although a few key matters remain outstanding.

The union hopes to be able to send a consolidated package to CWA on October 7th. This package will set out clearly the items upon which we have agreed and those items that remain outstanding.

By November 6th, the parties will decide whether they should continue negotiating by themselves or whether they should call upon the assistance of a Conciliator appointed by the Nova Scotia Department of Labour.

If a Conciliator is requested, he/she will meet with the union and the employer negotiating committees, possibly in November or December. Typically the Conciliator will have each committee in its own room and he/she will carry messages back and forth in a dispassionate, reasoned manner.

Should the Conciliator fail to bring about a settlement then two weeks after he/she files the Conciliator's report with the Minister of Labour, the union membership can strike and the employer can conduct a lock out.

It should be noted that while every union should be prepared for a strike in order to defend employee rights, 95 - 97% of collective agreements are negotiated in Canada without a strike or lock out.

Some of the agreed changes -

- Accumulated time will be calculated in hours to reduce confusion caused by pro-rating accumulation based on days.
- Shift premium of \$1.50 an hour for evening and night work and for weekend work.
- While employees are not required to use their own cars for work purposes, if they are

authorized to do so and agree to do so, they will be paid the same kilometre rate paid by the Department of Community Services.

- After 10 years service, employees will receive 160 hours (4 weeks) of vacation.
- The new collective agreement will run until March 31, 2011.

New government

Nova Scotia has a new government and for the first time, it is the New Democratic Party. The NDP has long ties to the labour movement so there is much hope that the next four years will be marked by openness and fairness.

However, the provincial economy was left in an extremely bad state and the financial collapse of banks, investment houses and business has left the government with many things to consider.

It is not yet clear what path the new government will take on many issues, but what is clear is that employees, especially those lucky enough to be unionized, should be prepared to defend the rights and benefits they have worked for over many decades.

We will keep members up dated as government direction becomes apparent.

NSUPE Locals in negotiations

In addition to NSUPE Local 16, which is in negotiations with the Conway Workshop Association, many other NSUPE Locals are also in negotiations:

NSUPE Local 12 in negotiations with Canadian Blood Services, Nova Scotia.

NSUPE Local 13 in negotiations with Halifax Regional Municipality

NSUPE Local 15 about to start negotiations with Homes for Independent Living (NS)

NSUPE Local 17 about to start negotiations with the Quality Inn Halifax Airport

NSUPE Local 19 in negotiations with Canadian Blood Services, Prince Edward Island

NSUPE Local 21 about to start negotiations with Dalhousie University.