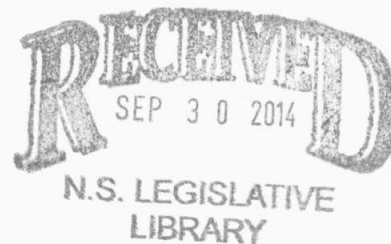


LAW AMENDMENTS COMMITTEE

Red Room, Province House

Tuesday, September 30, 2014

Bill #1 - Health Authorities Act



- | | |
|-----------|--|
| 4:00 p.m. | 1. Joan Jessome, President
<i>NSGEU</i> |
| | 2. Dan Cavanagh, President
<i>CUPE</i> |
| 4:30 p.m. | 3. Kyle Buott, President
<i>Halifax-Dartmouth District Labour Council</i> |
| | 4. Lana Payne, Regional Director
<i>Unifor</i> |
| 5:00 p.m. | 5. Janet Hazelton, President
<i>NSNU</i> |
| | 6. Rick Clarke, President
<i>Nova Scotia Federation of Labour</i> |
| 5:30 p.m. | 7. Rick Wiseman |
| | 8. Robert Chisholm |
| | 9. Patricia MacDonald |
| 6:00 p.m. | 10. Ian Johnson |
| | 11. Larry Brown, National Secretary Treasurer
<i>National Union of Public and General Employees Union</i> |
| | 12. Tammy Lynette Hayward Byrd |
| 6:30 p.m. | 13. Gwenyth Dwyn |
| | 14. Linda MacNeil |
| | 15. Shauna Wilcox |
| 7:00 p.m. | 16. Carla Bryden |

...over

17. Susan Taylor
18. Laura MacDougall
- 7:30 p.m. 19. Susan Gill
- ~~20. David Lawrence~~
21. Uta Berthold-Brush
- 8:00 p.m. 22. Denise Blair DID NOT APPEAR
23. Shawna Boudreau
24. Anna Tillett
- 8:30 p.m. 25. Tara Matheson
26. Kim Matheson
- ~~27. Amy Woodhouse~~
- 9:00 p.m. 28. Corinne Carey
29. Bernice Doucet
30. Sylvain Simard
- 9:30 p.m. 31. Denise Roussy
32. Tracey Fisk
33. Raymond Theriault
- 10:00 p.m. 34. Kelly Murphy
35. Lori Smith DID NOT APPEAR
36. Larry Haiven
- 10:30 p.m. 37. Jennifer Gravel
38. Tony Bremner
39. Nicole McKim

From: O'Neill, Craig
Sent: Tuesday, September 30, 2014 3:06 PM
To: Office
Subject: Attention: Law Amendments Committee Bill One
Attachments: Law Amendments Committee Bill One.pdf

Please see my attached form stating I do not support legislation that will force health care workers into a union without having the opportunity to vote.

Thank you;

Contact NSGEU Media Inquiry The Stand Archives Join Now Calendar Job Postings Submit Local Meeting Info

NSGEU Together Fairness Works!

Nova Scotia Government & General Employees Union • 255 John Savage Ave., Dartmouth, Nova Scotia, B3B 0T3
Phone 424-4063 • Toll-free 1-877-350-7438 | Email inquiry@nsgeu.ca



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Home > News & Publications > Speaking at Law Amendments

Speaking at Law Amendments

by Holly Fraughton on September 29, 2014 in Home Page, NSGEU News

+ MORE

Some Key Points to Raise with the Law Amendments Committee on The New Health Authorities Act

Call 902-424-8941

My name is Craig O'Neill I am a CSOIT who has worked for 13 years. I work with Internal Services
I do not support any legislation that will result in health care workers being forced into a union without having the opportunity to vote.

All four unions worked together and developed a plan to create Bargaining Associations, similar to the associations that exist in B.C. The plan would have addressed government concerns about too many bargaining units and contracts.

But this Bill isn't really about streamlining health care or improving access to needed services. It's clearly about diminishing the power of unions and health care workers, and setting the stage for wage restraint and diminished benefits.

Just like the Harper government, this legislation is being introduced with no public discussion or consultation with the affected workers.

Health care workers deserve our appreciation for the work they do, and should definitely have a say in which union will represent them in the future.

This legislation will drive health care workers out of Nova Scotia at a time when we're facing "alarming" shortages.

This type of legislation is unconstitutional and is the first of its kind in the country.

There is no instance in Canadian history where workers have had their union imposed on them. Health restructuring in BC allowed members to stay with their union by allowing for bargaining associations similar to what the NS unions have purposed. And it work well without any problems for the 20 years that it has been instituted.

In Saskatchewan, members were allowed to vote in run off votes. The only caveat was that unions with less than 15% of the new total combined membership were not allowed on the ballot. The same in Alberta, Manitoba, Ontario and PEI. In each of these provinces, workers were still given the right to choose.

For all these reasons, I strongly urge the McNeil government to withdraw this Bill, and accept the bargaining association proposal. Barring that, they should absolutely allow all health care workers to vote. It's their democratic right.

I appreciate this opportunity to speak to the Law Amendments Committee at this time.

Information on Law Amendments

The Law Amendments Committee is made up of nine Members of the Legislature (MLAs) from each of the political parties represented in the Legislature (including Liberal, PC and NDP members). The current Chairperson is Lena Diab (the Minister of Justice).

Its job is to receive public input on all government Public Bills or legislation during each session of the Legislature after they each have gone through second reading or debate in the Legislature on the principle of that Bill.

Anyone can appear before the Law Amendments Committee to make a presentation on a Bill. It is not only for lawyers, so-called experts or even just groups and organizations. Individuals are also welcome to speak to the Committee.

To appear before the Committee, you must call in advance and get on the list of possible presenters. To do so, you must contact the Legislative Counsel Office at 902-424-8941, and ask to be put on the list of presenters for a specific Bill.

It is possible that you will only receive 1-2 days' notice, and maybe even less than a day's notice. Each presenter is supposed to have 5-10 minutes. It is usually easier and more effective if you write down or type your key points on 1-2 pages, if you have time to do this. After you make your comments or read your presentation, the Chairperson will ask if any Committee member will ask has any questions or comments for you.

If you feel that you don't have much to say to the Committee, remember that you are speaking as a NSGEU member who works in healthcare, and you believe strongly that every healthcare worker across this province deserves the right to choose who represents them. The government or employers don't dictate the union. A short list of key speaking points is found on the back of this sheet for your reference.

If you can't attend, please send by fax a letter or written comments to the Legislative Counsel Office at (902) 424-0547 (fax) or legc.office@gov.ns.ca (email).

For more information, please contact Rick Wiseman at 902-430-5546 (cell) or Ian Johnson at 476-4355 (cell). Please let us know if you have been called to speak before the Committee and for what time.

+ MORE

Information on Law Amendments and Legislation

Media Advisory: NSGEU Calls on Government to Let Workers Vote

From: Kirk O'Connell <kirkoconnell@outlook.com>
Sent: Tuesday, September 30, 2014 2:22 PM
To: Office
Cc: NSGEUEducation@nsgeu.ca; hfraughton@nsgeu.ca
Subject: Re: New Health Care act

Hello There,

I am a union member of NSGEU as well as a data analysis at MSVU.

I have added the NSGEU Education email not because I wish to communicate with them but that is literally the only public email I can find for my own union.

I believe this is not an attack on democracy: The Liberals ran a clear campaign on reducing health districts. This process, through all logic and reason, would HAVE to merge the unions. Four large unions representing the four main areas of hospitals just makes sense. One of the strongest Unions in Nova Scotia is the Teachers Union, which is not the Teachers Union and Fisherman alliance for a reason. It is clear to me that the reasoning is more that MY UNION is less concerned with it's members and more concerned with it's numbers.

I would like to remind you that no court has made it illegal to merge or otherwise change a union; the provision that is being decried strictly states that people have a right to be in a union, not the exact union they want to me. Lord knows, I would ask for a change if I could. Yet I am unable to. Where is my democracy Joan Jessome?

I find these recent events to be as disturbing as they are silly. Please do not allow for the voices a few misguided, uninformed and frankly illogically rabid unionist sway you from making the correct, logical and frankly easy decision to allow this to pass.

Again, I would like to highlight the hypocrisy that I can email the Law review committee publicly to convey my dismay or praise for a law but I am completely unable to provide direct feedback to this supposed beacon of democracy, MY OWN UNION, but in order to email them I am required to fill out a captcha form. So instead, I have CC'd the ONLY UNION EMAIL I can find to make sure they are aware of my dis-satisfaction with their rhetoric and their campaign. This could not have been done more transparently and democratic if we all voted on what pane of glass we should write the election results on.

To the NSGEU if you are reading (which I doubt, getting union member input seems low on your list of things to do): I am sorry your buddies, the NDP, lost and you feel you have to make this stand. Yes yes, I know you are "non-partisan" but, come on, this is clearly partisan as well as outside of all reason one may be able muster. The merger of the unions demonstrably democratic, logical, reasoned . Please stop doing stupid things such as opposing logical and reasoned thought and claiming something that could not have been more democratic, isn't democratic. Feel free to propagate this throughout your leadership. Lord knows, their emails are not readily available, unlike the MLAs and government for whom you so decree as out of touch and undemocratic.

-Kirk O'Connell

PS: I did find one my email address publicly available, that of Holly Fraughton. Literally, the only one available. I have added her as well.

PSS: I would just like to remind you: If everyone has the right to be in the union they want to be, how come I am unable to leave the NSGEU? Hmmm... I guess it is only democracy for some, dictatorship for others.

From: shellyfaulkner@hfx.eastlink.ca
Sent: Tuesday, September 30, 2014 1:54 PM
To: Office
Subject: Legislation

I thought I lived in a democratic country and province until yesterday. I believe we should change Stephen McNeil's name to Saddam McNeil. This is sickening and appalling to me as a person, a woman and a nurse. You will forever change the political climate in Nova Scotia with this legislation and the quality of our healthcare. And NOT for the better!!! This WILL come back to bite everyone of you spineless, gutless, lying, cheating pricks on the ass. The majority of working class, tax paying citizens of Nova Scotia DO NOT want this legislation and you KNOW it. Otherwise you would not be ramming it up the people's arse so fast! I am ONE of those citizens and I will see you either at the polls or in the emergency room someday!

Shelly D. Faulkner R.N.

From: Beth Mayer <bethblades@gmail.com>
Sent: Tuesday, September 30, 2014 8:48 AM
Subject: Please help our nurses

Hello, my name is Beth Mayer. I am a member of NSGEU Local 42. I am an LPN and work at the Veteran's Memorial building in Halifax with our WWII and Korean War Veteran's. I thoroughly enjoy my job there and had hoped to stay there for as long as possible. But, after talking with my husband about the state of the government in Nova Scotia, we have decided for him to try and get a posting out of Nova Scotia, for good (he is military). I grew up in this province, and was once proud to say so. But, since the government has enacted a new bill that essentially is going to get rid of my union and force me into another one, I can honestly say that I can not wait to leave this province and get rid of this totalitarian style of government. I have paid into my union for years, I have voted on many aspects within my union. And now, the government is taking that away from me. I thought it was horrible when they took away our right to strike, which essentially took away our one and only bargaining tool. But this new bill is worse.

This new bill that the government has enacted is not democratic. Our Unions had come up with a solution and the government didn't even look at it. They told us that we would get whatever union they picked for us. How is this democratic? What is going to happen to our nurses? I can already tell you that my co-workers that are older are looking to retire early (before April 1st), the younger ones are looking for opportunities outside of this province. If the government is allowed to continue with this bill, it will essentially drive it's healthcare workers away.

I am disappointed in our government. Not just the leaders who are enacting these bills. But, the people I helped vote in who are not standing up for our rights.

We need help. We need people to help us stand up for what is right. This bill is not right and should not be allowed. It will ruin this province.

I am not sure what can be done at this point, but I am trying to contact as many people who I think may be able to at least help. Please don't let our government do this. Stripping 24,000 healthcare workers of their right to vote on their union representation is simply wrong.

-Beth Mayer

Submission to
The Law Amendments Committee
By
Ian Johnson
Servicing Coordinator/Policy Analyst
Nova Scotia Government and General Employees Union
About
Bill 1 – Health Authorities Act

Tuesday, September 30, 2014

Introduction

- Have been a NSGEU staff person for 18 years
- Was the Senior Policy Analyst with the Provincial Health Council from 1991 to 1995
- Have been a Medicare activist for over 30 years
- Have been making presentations to this Committee for over 30 years
- Want to talk about this Bill from a labour perspective but also, from a health policy perspective

Very Rushed and Problematic Legislation

- If Bill 1 is to be the foundation for a stronger health-care system, then, the necessary time should be taken to allow for public input and review of this legislation and the detailed plans for a new system. What is the rush to achieve an arbitrary deadline of April 1?
- Why not take the time to take the legislation out for public review and input as this Committee has done in the past with the Environment Act and the Occupational Health and Safety Act.?
- This legislation has serious flaws both from a labour relations and health policy perspective
- It is building on the terrible legacy of Bills 30 and 37, which remain unjustified attacks on the rights of working people to full and fair collective bargaining.

Labour Relations Issues

- You have and will hear from many people who have serious concerns about the so-called Transitional Provisions of this Bill.
- It is unprecedented, undemocratic, ill-considered, and ambiguous.
- If the number of bargaining units have to be reduced and there have been numerous suggestions over the years by the labour movement to do this, then, the health bargaining associations model should still be worthy of the government's consideration. Worse still, there was no indication until recently of how the government was viewing this proposal. That is unfair and misleading by the government. For the Premier and the Minister to come forward with their assessment well after the health care unions made known their intention to develop this model, is really not appropriate or respectful.
- The government's proposal as outlined in this Bill is profoundly undemocratic. No other jurisdiction has proposed dictating what union should represent a given group of workers. This is contrary to the Trade Union Act, the Canadian Charter of Rights and Freedoms, and the conventions of the International Labour Organization.
- It sets out a very biased process for undermining workers' rights with unrealistic time frames and very directed terms of reference. To require in 89 (2)(a) that a particular bargaining agent will achieve "stable and harmonious labour relations" is ridiculous and a slap in the face to all unions and their members.

Health Policy Issues

- This type of legislation is not new. There is a long history to this type of restructuring going back at least to 1972, but in terms of legislation to 1994 with the Regional Health Boards Act and in 2000 to the first Health Authorities Act.
- I was a staff person to the Minister's Action Committee on Health System Reform in 1994. Its recommendation led to the setting up of Bill 95 and four Regional Health Boards in 1994. One of the reasons for advocating moving to regionalization and decentralization was "to achieve financial savings through appropriate economies of scale, reducing duplication of services, and the reduction of undesirable competition". Sound familiar?
- Community Health Boards were to be the driving force of community development, to plan, fund, coordinate and evaluate all primary health care, and to nominate to thirds of the representatives of the regional health boards. For the most part, this has never happened. What we have seen instead is regionalization without decentralization.
- Now I would suggest we are moving to centralization with very little regionalization and no decentralization. The role of the regional management

zones is unclear. The Community Health Boards will once again be minor players, a shadow of they should have been.

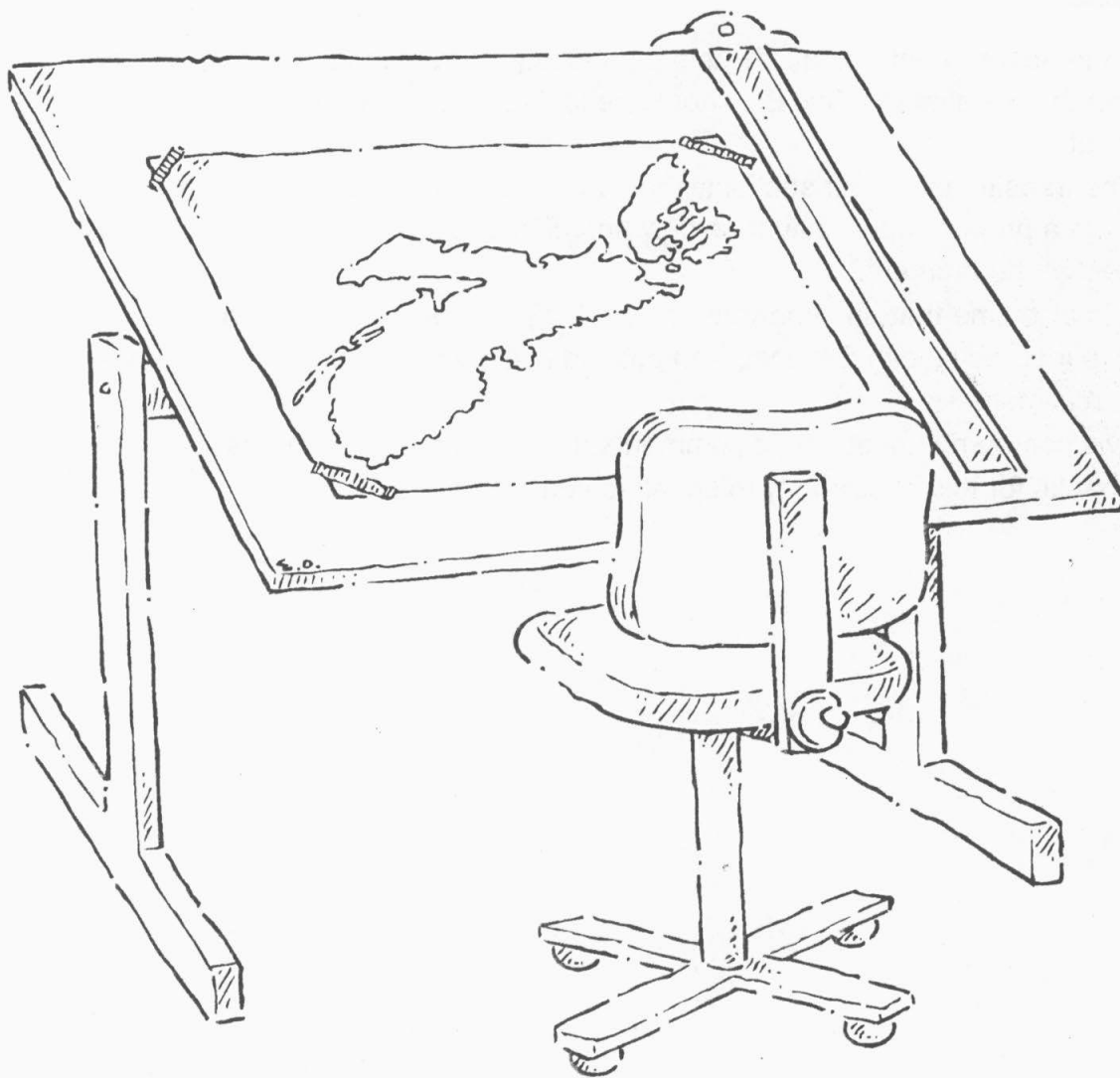
- Cost-savings will be non-existent. I predict the new so-called unified system will cost more than our present system of nine DHAs. The start-up difficulties will be far more than what has been suggested to date. Much more than six months is needed, more likely 2-3 years is more appropriate.
- If the experience in other jurisdictions such as Alberta and New Brunswick were properly assessed, this model should never have been considered.
- This does not mean I personally support having 9 DHAs but even more problematic is having a centralized system which we used to have before 1994 run by the Department of Health.

Conclusion

- If the government and all MLAs are seriously interested in strengthening our health care system. This Bill should be tabled for significant public review and input.
- The transitional/labour sections should be tabled until the health care unions have a proper opportunity to review and offer suggestions. It is a job half-done at best at the moment.
- It is also time that an important companion piece of legislation, namely, Bill 144 (the Insured Health Services Act) passed in December 2012 be finalized and proclaimed.
- I welcome any questions or comments from Committee members.
- Thanks for this opportunity to speak to you.

Nova Scotia's Blueprint for Health System Reform

April, 1994



As Recommended by

The Minister's Action Committee on Health System Reform

"Blueprint Committee"

Regionalization and Decentralization

We know that the health system is in need of serious repair and that major structural changes are required before we can collectively achieve better health.

The specifications given to the Blueprint Committee by the Minister of Health called for a reformed health system that would be **regionalized** (resources are organized and shared among communities in an area) and **decentralized** (spending decisions are made locally rather than centrally).

It was made clear that this would have to be done within the limits of the government's already announced deficit reduction strategy.

There are several important reasons why the health care system should be regionalized and decentralized :

- to allow for effective community input into decision-making about health care resource allocation;
- to improve the coordination and integration of health services at the community and regional levels;
- to minimize administrative and overhead costs in order to put more money toward services and programs;
- to reduce disparities among regions in the access, availability, cost and quality of health care;
- to reduce disparities in health status within and among regions; and
- to develop a funding formula that responds to the health needs of the region; and
- to achieve financial savings through appropriate economies of scale, reducing duplication of services and the reduction of undesirable competition.

What Will the New Structure Look Like?

The reformed health care system should have a network of Community Health Boards (CHBs), four Regional Health Boards (RHBs) and a Provincial Programs Advisory Committee (PPAC). A building-up approach from the community, to the regional, to the provincial level will help ensure that the restructured system is planned and integrated.

In order for this to happen, the province should be divided into **four regions**.

- Generally, each region should have a population of not less than 150,000 people. This is the minimum population that would be able to cost-effectively support a full range of primary and secondary services.
- Consistent boundaries for all government departments should be considered to facilitate better planning and coordination of services.
- Primary and secondary health services should be provided in the region where the consumer lives. When care is received outside the region, funding for services should follow the consumer to the area where services are provided.
- When establishing the regional boundaries, consideration should be given to geographic barriers, transportation routes and patterns of commerce.

Each region should have a Regional Health Board. **The purpose of the RHB** is to plan, fund, coordinate and evaluate programs that serve the whole region. Generally, these are services of a specialized nature, or ones which are more appropriately planned and funded on a regional basis than on a community basis. Examples would include orthopedic surgery, a geriatric assessment program, or a regional ambulance system.

To kick-start the reform process, four **interim Regional Health Boards** should be appointed by the Minister of Health to help establish the Community Health Boards that will drive the system. The interim RHBs should be in place for no more than two years. To ensure we do not centralize services at the regional level at the same time as we are trying to decentralize the decision making process, the interim RHBs should begin the process of establishing CHBs immediately. Therefore, the highest priority of the interim RHBs should be to determine community boundaries and facilitate the establishment of CHBs in the region. This should ensure that the reformed health care system is built from the community level up.

The interim RHBs should also develop regional health service plans and begin rationalizing institutional services so resources can be reallocated to where they can achieve the greatest good.

Interim RHBs should be made up of not less than two thirds consumers. The appointment process should be open and transparent and a list of all the people who respond to the call for nominations should be available for public review. *It is extremely important that the people appointed to the interim RHBs understand the needs and concerns of all areas of the region and represent a variety of perspectives.*

Permanent RHBs should be established once the CHBs are in place. The CHBs should nominate two thirds of the representatives to sit on each of the four regional boards. The Minister of Health should appoint the remaining one

third of the membership. The RHBs should be able to appoint an additional two members to fill any membership gaps that exist.

A range of 12 – 16 members on each RHB is considered ideal, although the number of members will depend on the number of CHBs in the region.

Each CHB should appoint 1 – 3 representatives (not necessarily CHB members) to the RHB, depending on the population of the community.

A population of: less than 15,000 = 1 representative
 15,000–30,000 = 2 representatives
 and more than 30,000 = 3 representatives.

RHBs should be made up of not less than two thirds health care consumers. Members will sit as individuals with an interest in the health system, not as representatives of a particular organization.

Representatives of each RHB will join representatives from the Department of Health and others to form the Provincial Programs Advisory Committee which will plan, fund and coordinate programs that serve the entire province.

The purpose of Community Health Boards should be to plan, fund coordinate and evaluate all primary health care. CHBs should also be the driving force behind community development. Consumers should make up at least one half of the members on the CHBs. *The public should be consulted on how people are chosen to serve on CHBs. The Committee recognizes that there are strong arguments supporting both election and appointment (or a combination of the two processes), and believes that this is a matter for public discussion.*

Communities should have the final responsibility for determining the **boundaries** for their CHB. While regional boundaries must be fairly rigid (with the exception of border communities which should be allowed to determine which region they will be in), criteria by which CHB boundaries are defined should be more flexible.

Existing county boundaries may be the initial consideration when establishing CHBs, although this will not make sense for all areas of the province. Boundaries should also consider geography, trade patterns, communications networks, transportation routes, historical relationships, ethnic and cultural diversity, potential for forming new partnerships, and past successes.

There should be a manageable number of CHBs in each region. Community Health Boards representing a **population** of much less than 10,000 may fragment the province into pieces that are too small to plan and coordinate a comprehensive range of primary health care services. Furthermore, the principle of minimizing administrative costs would be compromised with too many CHBs.

RHB and CHB boundaries should not prevent individuals from accessing health services where they choose. **Mobility between and within communities and regions** needs to be built into the planning and funding of services.

Core Programs

One of the arguments against regionalizing and decentralizing the health system is that we could end up with a patchwork of services and programs across the province.

To ensure that every Nova Scotian will have access to a comprehensive range of health care services, "core" (or essential) programs should be identified at all levels and adequately funded. This means a minimum acceptable level of those services identified as "core" must be available at the community, regional, and provincial levels. The Department of Health, in partnership with RHBs, CHBs and PPAC should identify which "core" programs must be funded. *While "core" programs are very important, there must be enough flexibility in funding envelopes to allow communities and regions to finance initiatives that address their own particular needs.*

Community Development... The Foundation

Community Development is essential in a decentralized health system in which communities will have much greater authority and control over their own health. Community development means :

- assessing a community's needs and identifying its strengths;
- building partnerships between and among community members and health professionals to respond to identified needs;
- managing and sustaining change by providing information and organizational assistance;
- working with various sectors within the community including government agencies, educational institutions, service agencies, private organizations and volunteers.

It must be recognized that Community Development is an ongoing process that requires adequate and sustained funding, education, training and skill development. Successful community development can be measured by a community's strengthened capacity to make decisions regarding health options.

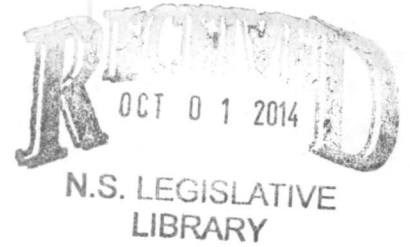
Community development is necessary to achieve primary health care.



LAW AMENDMENTS COMMITTEE

Red Room, Province House

Wednesday, October 1, 2014



Bill #1 - Health Authorities Act

8:00 a.m.

1. Lori Vandervelden
2. Karen Ferguson
3. Rebecca Norris
4. Rick Wiseman *for* Jason MacLean
5. Nicole Eddy **DIDN'T APPEAR**
6. Julie Gorman-Steele

9:00 a.m.

7. Jamie Cleveland
8. Leslie Long **DIDN'T APPEAR**
9. Karen Grandy
10. Cheryl Burbridge
11. Gwennyth Dwyn
12. Dawn Ferris

10:00 a.m.

13. Michelle Dockrill
 14. Donald White
 15. Christina Warren
 16. Hughey MacLeod
 - 16A. Edith Fraser
 17. Therese Cordeau
 18. Trina Mauger
- ← ISA Jennifer Steele

11:00 a.m.

19. Dustin Rioux

19A. Bruce Thomson

19B. Christa Eddy

20. Carl Risser DIDN'T APPEAR

21. Anne Davis

22. Karin Harrison

23. Kim Jenkins

24. Jim Ross

12:00 p.m.

25. Raymond Larkin

25A. Anne McCrate

26. David Wallbridge

27. Annette Nicolette

28. Paula Wickenden

29. ~~Tanya Hershey~~ Angela Mailman

30. Corey Aalders DIDN'T APPEAR

1:00 p.m.

31. Peter Perry

31A. Holly Lobsinger

31B. Kristen Turtle ← 31C Robert Forbes

32. Lois MacDougall

33. Sarah Ross

34. Don Goss

35. Lynette Johnson

36. Corry MacKinnon

2:00 p.m.

37. Linda Power

37A. Suzanne MacIntyre

38. Cathy Gillis

39. Frances MacDonald

40. Margaret Anne McHugh

41. Marcia Baker DIDN'T APPEAR

42. Rochelle Ryan

3:00 p.m.

43. Tammy Provost

43A. Mary Lou Wilson

44. Susan Buhr

45. Anna LeBlanc

46. Linda MacDonald

47. David Lawrence

48. Janet Murphy

4:00 p.m.

49. Rose-Marie Walton

49A. Joan Nicholson

49B. Diane Frittenburg

49C. Sarah Dennis (presented by Greg Wiseman
in her absence)

50. Wayne Thomas

51. Shelley Morse, President
Joan Ling, Executive Director
Nova Scotia Teachers' Union

52. Sara Campbell

53. John Hutton

5:00 p.m.

54. Marlene Ash

55. Amanda Thornton

55A. Joan Bourque

55B. Melissa Mosher

55C. Kathie Prime

56. ~~Tammy Gillis~~

Pieran Tompkins

57. Beverly Strachan

58. Kim Slack

59. Alexis Allen

60. Adrienne LeBlanc

} DIDN'T APPEAR

Bill #1 - Oct 1/14

61 Denise Mead Jones

62 Darryl MacPhee

63 Bill McKiggan

64 Chris Di Liberatore

65 Lynne Stanton

66 Kerry Campbell

67 Amy Young

WRITTEN SUBMISSION

Requesting Human Rights, Equality and Democracy to be Respected

Linda MacDonald MEd, BN, RN

Oct 1, 2014

Presented to

The Nova Scotia Law Amendments Committee

In relation to Bill No. 1 - Health Authorities Act

Contact Information:

Linda MacDonald, 361 Prince St, Truro, NS, B2N 1E4 : Email: flight@ns.sympatico.ca

I have been a nurse employed in the Nova Scotia healthcare system since 1973. During my nursing training I was taught I was an equal member of the health care team and I aspired to such a reality. This statement has never come true in my entire work life profession. My nursing career has included hospital nursing, VON nursing, public health nursing and I will end my career in Continuing Care. I have cared for persons from birth to death. As a care coordinator I advocate for the human rights of older adults to be considered persons and to be treated with respect and with equality. But today I am here to advocate for my own human rights. My right to equality, my right to association and for democracy.

Nursing is still a female dominated profession as is medicine still male dominated. I do not believe that when it comes time for the Nova Scotia Government to negotiate with the physicians that such heavy handed tactics as used in Bill No 1 - The Health Authorities Act will be used against them. It is my belief that because nursing composes such a large part of the health care system and that nurses are for the majority women that such an attack on unions has been waged by this government.

In 1992 I was a member of the Nova Scotia Nursing Task Force and along with another nursing colleague presented on gender equality in nursing. And yet 22 years later here I am still dealing with discrimination, misogyny and still asking for the same solutions in health care. There are many other ways to save money within the healthcare system such as community based clinics, more nurse practitioners, more salaried physicians, reducing unnecessary health tests and addressing polypharmacy, to name a few. However sadly still today in 2014 there are plans by this government to save healthcare costs on the backs of women.

Democracy is one of my most cherished values and I am understanding that the liberal government is planning to take away my democratic right to choose what union I belong to. The Minister of Health has been referenced to say that a mediator will be chosen to facilitate this process. I do not want a mediator to make my choice. I want my human right and democratic right respected to exercise my own vote for my own choice of what union I belong to.

For the most part I am satisfied with my job, benefits and salary. My strong objection to this proposed legislation is based on my concern for democracy in Nova Scotia and in Canada, as this will be first time in Canadian history that such an action has been proposed. Canadian women before me fought for my right to vote and to be treated as a person and under the Canadian Charter of Rights and Freedoms Section 2 (d) I have the individual right to freedom of association. I am not an object to be traded about. I am a woman and I am gravely offended by the government's proposed actions.

As a mother I have always taught my adult children that democracy is a precious and precarious right. I do not agree with Premier McNeil that this way of organizing the health merger will be better for everyone in the long run. Dictating choices to people is not democracy and all citizens lose when human rights are eroded.

What will be some of the losses in healthcare from such an abuse of power and violation of workers' rights? Loss of trust is what comes to my mind first. In August of 2013 Premier Stephen McNeil was quoted in the Chronicle Herald to have said, "We respect and will continue to respect your hard-earned rights and collective agreements." If Bill No.1 is passed these words will become a lie and with dishonesty comes loss of trust. Such loss of trust will bring disillusionment, low working moral, job dissatisfaction, increased sick time and people moving away to other provinces for employment. A union contract between employees and employers is about relationships. And in this case the union contracts are about how employees and employers agree to care for and about the health of Nova Scotians. Once such trust is broken in relationships it is very hard to repair. I think the costs from such a relational loss of trust is being ignored totally and will linger in this province for many years to come.

I am here today to recommend that the **Law Amendments Committee consider such ramifications noted above and say no to Bill No 1. - Health Authorities Act and recommend the combined unions proposal for a Bargaining Associations instead.**

I thank you for this opportunity to speak before you today.

Respectfully submitted,

A handwritten signature in cursive script that reads "Linda MacDonald". The signature is written in black ink and is positioned below the typed name.

Linda MacDonald MEd, BN, RN

From: Nicole Deveau <ndeveau1977@gmail.com>
Sent: Tuesday, September 30, 2014 10:23 PM
To: Office
Subject: Bill 1

My name is Nicole Deveau. I'm currently a member of NSGEU local 246 and have been for the last 6 years. I'm writing to express my concern with this legislation.

First and foremost, this is a violation of our right to choose who represents us. I choose to live in this country because we are democratic and I enjoy the right and responsibility of casting a vote. I've been fortunate to enjoy this hard earned right and I consider it grossly disrespectful of this government to undermine this.

Further to this, I feel the fact that the model proposed by the unions to form bargaining associations was rejected is blatant confirmation that this bill is largely purposed to divide and destroy membership in the NSGEU specifically. I can think of no other reason why a perfectly good model, that is successful in other provinces would be rejected so quickly and with such poor explanation. This comes following the essential services legislation that was equally unfair and pushed through despite thoughtful and legitimate objection.

It does not feel good to be Nova Scotian right now. The country is watching this disgraceful treatment of our workforce. It's certainly not good publicity and I can't imagine that it will have a positive impact on recruitment efforts for healthcare here. It will take some time for everyone to fully appreciate the damage this legislation will cause.

You must reconsider.

Sincerely,

Nicole Deveau

From: stevenwilliams@bellaliant.net
Sent: Tuesday, September 30, 2014 6:16 PM
To: Office
Subject: Healthcare Bill

- My name is Steven Williams. I am a Biomedical Technologist who has worked for 20 years.
-
- I do not support any legislation that will result in health care workers being forced into a union without having the opportunity to vote.
- All four unions worked together and developed a plan to create Bargaining Associations, similar to the associations that exist in B.C. The plan would have addressed government concerns about too many bargaining units and contracts.
- But this Bill isn't really about streamlining health care or improving access to needed services. It's clearly about diminishing the power of unions and health care workers, and setting the stage for wage restraint and diminished benefits.
- Just like the Harper government, this legislation is being introduced with no public discussion or consultation with the affected workers.
- Health care workers deserve our appreciation for the work they do, and should definitely have a say in which union will represent them in the future.
- This legislation will drive health care workers out of Nova Scotia at a time when we're facing "alarming" shortages.
- This type of legislation is unconstitutional and is the first of its kind in the country.
- There is no instance in Canadian history where workers have had their union imposed on them. Health restructuring in BC allowed members to stay with their union by allowing for bargaining associations similar to what the NS unions have purposed. And its work well without any problems for the 20 years that it has been instituted.
- In Saskatchewan, members were allowed to vote in run off votes. The only caveat was that unions with less than 15% of the new total combined membership were not allowed on the ballot. The same in Alberta, Manitoba, Ontario and PEI. In each of these provinces, workers were still given the right to choose.
- For all these reasons, I strongly urge the McNeil government to withdraw this Bill, and accept the bargaining association proposal. Barring that, they should absolutely allow all health care workers to vote. It's their democratic right.
- I appreciate this opportunity in sending my point of view

From: Garry Wilson <garryandkevin@hotmail.com>
Sent: Tuesday, September 30, 2014 5:56 PM
To: Office
Subject: Bill #1 Law Amendments

Hello,

Please accept this e-mail submission to the Law Amendments Committee regarding the Bill #1 Health Authorities Act.

My name is Garry Wilson. I am an employee of 26 years with the Capital District Health Authority, Addictions and Mental Health Recovery and Integration Services where I am employed as a Therapeutic Recreation Specialist. I have worked as a Recreation Therapist and Psychiatric Nurse in acute care mental health, community mental health, geriatric and psychogeriatric medicine for over 35 years.

It saddens me to have to write at a time when health care is in crisis and morale is at an all-time low in our places of practice. Massive upheaval of services and administrative restructuring does not lend itself well to healthy and happy work places. Young people are not fully invested in career life in Nova Scotia and us "older" employees on the verge of retirement after a lengthy and dedicated life of serving those in need. It is common knowledge that Nova Scotians are among the most ill people in our country. Health care professionals are at a premium. The youth are leaving to other parts of Canada where they feel are better paid and will have better quality of life and superior benefits from potential employers. Us elders are retiring at an alarming rate and find we are in a position where we have little or no dedication to our professions and certainly no commitment to our employers. I think I speak for many when I say with confidence, we no longer feel appreciated or seen as being important to improving the lives of the many people we serve. Our provincial government of the moment certainly promotes that feeling given the first reading of Bill #1.

The bill undermines us as a collective. I believe it is unprecedented and is blatantly unconstitutional and can be argued in a federal court of law. It is discriminatory not only to general health care workers, but more specifically to women who are the foundation of the health care system. It seems to take away our inherent rights we as a society have fought for over the past century. The bill speaks to what I strongly feel is an underhanded and deceitful way in which to do business with people whom the majority have voted in the government of the day. Bill #1 takes away my right as an employee of this province to be represented by a union that has for decades negotiated my needs in fairness and good faith. This Liberal government has not given me a voice in this matter except to present to the Law Amendment Committee. My MLA Lena Diab, has ignored my correspondence and the Honorable Minister of Health does not speak to my inherent interest in maintaining a strong and effective health care system.

As a citizen of this province for which I have such admiration, I cannot help but feel I am under-rated, unappreciated, ignored and devalued by this Liberal government. As a result I cannot support any legislation that will result in health care workers being forced into a union without having an opportunity to come to the table for discussion. I believe I am correct when I say this legislation will further repel new and existing health care staff away from Nova Scotia thereby increasing the numbers of already alarming shortages of qualified workers.

I so appreciate having this opportunity to express my thoughts and feelings about this legislation. That being said, I plead with the Liberal government to withdraw this bill and find an amicable solution that will not

eliminate my right to be represented by a union of my choice. It seems to be a simple and democratic right we should all be afforded.

Thank you.

From: Nichole Miles <ncmiles17@gmail.com>
Sent: Tuesday, September 30, 2014 5:32 PM
To: Office
Subject: Law Amendment Bill #1

My name is Nichole Miles. I have been an RN here in Nova Scotia for the past 4 years. I am originally from PEI but have chosen to start my career in Halifax as I like the sense of community that this city has to offer. I knew if Liberals got into government that things for Health Care would change and not for the better. But I had no idea of how bad they would get. Taking away our right to strike, was bad enough, but taking away thousands of health care worker's right to vote is unconstitutional. We work long hard hours, day in and day out, taking care of YOUR loved ones. Moral at work is at an all time low, largely due to having a government that refuse to support us. Once the trust is gone, it will be very hard if not impossible for the Liberals to regain it. I for one will never vote for the Liberal Party.

As a young nurse, working for a government that respects their health care workers is important to me. To be honest, I do not want to leave Halifax, I like living here, but working for a government that respects the rights of their employees is far more important. Things have gotten so bad for me, that I am counting down the years until I can retire (2042). A new nurse, who is just starting her career shouldn't even be thinking about this. I will stick around long enough to see how this plays out, but I am starting to look for other employment in other provinces.

Thank you,
Nichole Miles

From: Chasse-Naugler, Angelica <AChasse-Naugler@ssdha.nshealth.ca>
Sent: Tuesday, September 30, 2014 4:58 PM
To: Office
Subject: Our right to vote for Union Representation

To Whom It May Concern;

I am writing to you with concerns around the introduction of Bill #1 with the hope that you are able to give Nova Scotians a chance make amendments to this Bill.

All we are asking for is a right to a fair process. A vote to decide our union representation.

We are fair and understanding people in this province. We understand the need to decrease the number of district health authorities. We understand the need to have longer contracts at a lesser wage increase over the 5 year period. We understand the fiscal responsibilities of this province. We are reasonable people. My feeling is that this government does not trust that we are fair, understanding and reasonable people.

What I cannot believe is that our elected government wants to take away our democratic right to vote. A vote which may or may not lead to the union I voted for, but at least I had my right to vote and have a say. A right that I have exercised in every Federal and Provincial Election since I was of age to vote.

I ask that you please reconsider Bill #1 and at the very least do not take the right away from me and my fellow Nova Scotians to have a vote. If this Bill passes and takes away my right to a fair and democratic process, then I will have lost faith in our government for good. I will not ever go to the poles again to vote in the election process. And please don't feel as this is a threat because by no means it is not. This is a heartfelt feeling of disappointment. I was always up for a good election platform, always following the leaders and debates, but that will be a complete loss for me. I will have no more faith in this process.

I am hopeful that Premier McNeil and his government will make the changes to allow Nova Scotians to a fair and reasonable process and will provide us with a democratic right to vote for our union representation.

I hope I am not falling on deaf ears, I truly hope that my message will be heard. I thank you very much for your time and consideration.

Angie

Angie Chassé-Naugler, LPN
South Shore Public Health Services
215 Dominion Street, Suite 200
Bridgewater, NS B4V 2K7
Phone: (902) 543-4683
Fax: (902) 543-8024
Email: Achasse-naugler@ssdha.nshealth.ca

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From: Pope, Maureen
Sent: Tuesday, September 30, 2014 4:23 PM
To: Office
Subject: Law Amendments

Hi, I am Maureen Pope. I am a Secretary and have worked at Access NS for over 4 years. I do not support this legislation and wanted to voice my opinion. I believe that Health Care Workers deserve to have their say and I do not want to see any more health care workers driven out of Nova Scotia. I hope that the McNeil government withdraws this Bill and accepts the bargaining association proposal. All Health Care workers should be able to vote.

Thank you for allowing me the opportunity to write to the Law Amendments.

Maureen Pope
Administrative Assistant
Service Nova Scotia & Municipal Relations



Halifax ANS
300 Horseshoe Lake Drive
Halifax, NS
B3S 0B7
P: 902-450-3901
F: 902-450-3973



Written Submission Law Amendments Committee – Bill 1

My name is Jeannie Baldwin and I am the Regional Executive Vice-President for the Public Service Alliance of Canada – Atlantic Region, representing 7200 PSAC union members in Nova Scotia. PSAC members wished to speak to the law amendments committee but were told that only written submissions were going to be accepted. What happened to democracy?

We do not support any legislation that will result in health care workers being forced into a union without having the opportunity to vote.

All four unions worked together and developed a plan to create Bargaining Associations, similar to the associations that exist in B.C. The plan would have addressed government concerns about too many bargaining units and contracts.

But this Bill isn't really about streamlining health care or improving access to needed services. It's clearly about diminishing the power of unions and health care workers, and setting the stage for wage restraint and diminished benefits.

Just like the Harper government, this legislation is being introduced with no public discussion or consultation with the affected workers.

Health care workers deserve our appreciation for the work they do, and should definitely have a say in which union will represent them in the future.

This legislation will drive health care workers out of Nova Scotia at a time when we're facing "alarming" shortages.

This type of legislation is unconstitutional and is the first of its kind in the country.

There is no instance in Canadian history where workers have had their union imposed on them. Health restructuring in BC allowed members to stay with their union by allowing for bargaining associations similar to what the NS unions have proposed. And its work well without any problems for the 20 years that it has been instituted.

In Saskatchewan, members were allowed to vote in run off votes. The only caveat was that unions with less than 15% of the new total combined membership were not allowed on the ballot. The same in Alberta, Manitoba, Ontario and PEI. In each of these provinces, workers were still given the right to choose.

Health care workers also deserve a government that respects its commitment and I would like to remind you of two key promises the Liberal party made to health care workers:



'Respect and continue to respect your hard-earned rights and collective agreement'

'All existing collective agreements will remain in place; successor rights will be protected; and benefits and salaries will be carried over into the new system.'

For all these reasons, I strongly urge the McNeil government to withdraw this Bill, and accept the bargaining association proposal. Barring that, they should absolutely allow all health care workers to vote. It's their democratic right.

Respectfully yours,

A handwritten signature in cursive script that reads "Jeannie Baldwin".

Jeannie Baldwin
Regional Executive Vice-President, PSAC Atlantic

From: Whitmore, Bill <BWhitmore@avdha.nshealth.ca>
Sent: Wednesday, October 01, 2014 10:56 AM
To: Office
Cc: 'leoglavinemla@kingswest.ca'
Subject: Bill 1

Sirs

I trust this communication method is acceptable to air my opinion and voice my concern over the enactments in Bill 1 for the way Collective Bargaining will be conducted in the future.

Although there are approximately 50 collective agreements in Healthcare, traditionally, Unions with Multiple Bargaining Units have always attempted to bargain them collectively, and it has been the Employer that has resisted these. For Example, CUPE has 16 CA's with Healthcare and Service, and have Always tried to bargain all of those at 1 table – only the employer has resisted such a streamlined Approach. By this method, in the past, the Bargaining process was streamlined to 9 or 10 rounds of Bargaining, a far cry from the 50 being touted in the rhetoric leading up to this legislation. Further, it is the employers' and their agents that have caused the delays and lack of cooperation When trying to conduct bargaining. I have expressed these truths and concerns to Mr Glavine in the past, who has chosen to ignore this, and only listen to the words coming from the employers via the Health Association of Nova Scotia (H.A.N.S.)

This bill is totally unfair, and has been introduced under false claims by the Minister, who has been Mislead by H.A.N.S., the agent for the employers of the DHA's.

The unions have proposed an even more streamlined approach by using Bargaining Associations. This should be explored further, and be taken apart from the rest of the Legislation in Bill 1, so as to be more fair to all Healthcare workers in the province.

Respectfully
Bill Whitmore
Systems Analyst
Information Systems
Annapolis Valley Health

Also
Vice-President
Cupe Local 4150

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From: Office
To: Patti Pattenden
Subject: RE: [PROBABLE-SPAM] Bill 1

From: Patti Pattenden [mailto:ppattenden@gmail.com]
Sent: Wednesday, October 01, 2014 10:27 AM
To: Office
Cc: Vero Escobar Rangel
Subject: [PROBABLE-SPAM] Bill 1

Good Morning,

I was unable to get a time slot to speak at law amendments, so I thought it prudent to e-mail the Legislative Counsel Office regarding my concerns about the introduction of Bill 1 into legislation.

My name is Patti Pattenden, I am a utility worker and research officer at Capital Health who has worked for 7.5 years. I do not support this legislation that will result in health care workers being forced into a union without having the opportunity to vote.

I ask you, Is this not a democracy?

Well then how is the introduction of Bill 1 democratic?

It strips away the right of health care workers.

The liberal government refuses a union bargaining association, a proposal put forth by Health Care unions in Nova Scotia. Our rights to free collective bargaining have been denied. The liberal government wants to dictate labour relations in the province and this is unacceptable.

"a dictatorship takes any and all influence away of the general population, and instead places it all in the hands of a single, absolute ruler." Is this where we are headed in Nova Scotia?

Upon reviewing the Nova Scotia legislature website, I learned about Democracy 250, the agency established to lead last year's celebrations marking the 250th anniversary of the birth of parliamentary democracy in Canada. It was here that I came across a report entitled, Is Anybody Listening?, this report offers a number of recommendations for engaging more young Nova Scotians in the democratic process.

How can we move toward engaging young Nova Scotians in the democratic process when our government is not acting in a democratic manner? This is contradictory and a completely unacceptable example to set for our youth in Nova Scotia.

How can we truly say that we are living in a democratic society and working toward democracy when the liberal government is not allowing Health Care workers to vote on Bill 1?

I strongly urge the McNeil liberal government to withdraw this Bill and accept the bargaining association proposal.

I appreciate the opportunity to write to you at this time.

In respect,

Patti Pattenden

From: Barbara McLean <barbaracmclean@gmail.com>
Sent: Wednesday, October 01, 2014 9:19 AM
To: Office
Subject: Bill 1 - Health Authorities Act

Dear Law Amendment Committee,

My name is Barbara McLean, I am a Social Worker and have worked for Capital Health for 5.5 years. I am a front line mental health worker who supports some of the most vulnerable people in our society. I would have liked to speak at the Law of Amendments today, however I have to work. I will instead send along my comments to you.

I am vehemently against and do not support any legislation that will result in health care workers being forced into a union without having the opportunity to vote. This is in direct violation of the Trade Union Act. All 4 Unions have cooperated and collaborated to create the Bargaining Association proposal, which would fulfill the government's vision of 4 contracts across the Province. This is similar to associations that exist in B.C.

I believe this Bill is not about streamlining healthcare or improving access to needed services. It is clearly and undeniably about diminishing the power of unions and health care workers, and setting the stage for wage restraint and diminished benefits. To silence us and deny us our right to choose our representation is shocking and disgusting, and shows that the government has zero respect health care workers and the work we do. I care about my union, and who represents me. I want to exercise my democratic right to vote to choose my union. Indeed, runoff votes were held in other provinces in similar instances: Saskatchewan, Alberta, Manitoba, Ontario and PEI. These workers were able to exercise their constitutional rights. The McNeil government clearly thinks they are above the constitution and the Trade Unions Act.

This legislation will drive health care workers out of Nova Scotia when we are already facing shortages. I know I will leave if this legislation is passed. The government keeps telling me with their actions (discontinuing the graduate retention tax credit, failing to stimulate economic growth, under-employing young workers, and violating basic democratic rights) that they don't want young workers in the Province. So I will listen and go. I will not live under a dictatorship.

In conclusion, I strongly urge the McNeil government to withdraw this Bill, and accept the bargaining association proposal. Barring that, they should absolutely allow all health care workers to vote. It is our democratic right.

Sincerely,

Barbara McLean, BA, BCR, BSW



Capital Health

October 1, 2014

To Whom It May Concern
FAX: 902-424-0547

RE: Law Amendments – Bill #1

First of all, I would like to state that I work for Capital Health in the capacity of a Ward Clerk. Some days are more challenging than others, as I'm sure you can appreciate today.

I am looking forward to retirement, but must confess that with the economy the way it is, I will have to look for at least part-time employment in order to pay for everything like rent, food, clothing, medication, etc.

However, I certainly don't look forward to having my union affiliation taken from me because of a dictatorial provincial government trying to throw their weight around. There are other ways this province can save money and I believe you (by this I mean "politicians") see it every day when you look into a mirror. Have you ever thought of cutting back on YOUR pensions? Or actually having to work for a more reasonable length of time in order to actually EARN those pensions?

But that being said, this Bill #1 is an injustice to all who are unionized in this province. I never heard of such a pile of what makes the grass grow green in my life before. First it's the health care unions and then what next? You are planning on "assigning" unions to each of the disciplines rather than letting us choose who we want to represent us.

This travesty is totally unethical and definitely does not reflect kindly on our province. Other provinces are looking at us and watching to see how this all ends. Our beautiful province, with its current healthcare crisis, is going to lose and lose in a bigger way than even the politicians can imagine.

I want the right to vote for who stands in for me with my employer when it comes time for my contract to be renewed. I have the right to vote for who represents me politically, in the city, the province and in our country, Canada. Why do you feel you need to take away my right to choose my union?

I want my right to choose my union!!!

Sincerely,

Glenda Holmes

Healthy People, Healthy Communities

From: Bonnie & Larry Rafuse <lkrfuse@live.ca>
Sent: Wednesday, October 01, 2014 1:41 PM
To: Office
Subject: Law Amendments Bill no.1

My name is Bonnie Rafuse. I am a Registered Nurse who has worked for Capital Health over the last 23 years. I do not support any legislation that will result in Health Care workers being forced into a union without having the opportunity to vote. Four unions worked together and developed a plan to create Bargaining Associations, similar to the associations that exist in B.C. The plan would have addressed government concerns about too many bargaining units and contracts. But this Bill isn't really about streamlining health care or improving access to needed services. It's clearly about diminishing the power of unions and health care workers, and setting the stage for wage restraint and diminished benefits. This legislation is being introduced with no public discussion or consultation with the affected workers. Health care workers deserve appreciation for the work they do, and should definitely have a say in which union will represent them in the future. This legislation will drive health care workers out of Nova Scotia at a time when we're facing "alarming" shortages.

This type of legislation is unconstitutional and is the first of its kind in the country. There is no instance in Canadian history where workers have had their union imposed on them. Health restructuring in BC allowed members to stay with their union by allowing for bargaining associations similar to what the NS unions have purposed. And it's worked well without any problems for the 20 years that it has been instituted.

I have been a Registered Nurse for 28 years. I work within my Standards of Practice and Code of Ethics. I respect my patients, my managers and my colleagues. Our patients get excellent care. Despite the lack of support from those who paint us to be mute followers of a "non-nurse" leader, we provide a high level service to the members of this community. I work days, evenings, nights and short notice. I do not work overtime. Due to the nature of the shiftwork, I have not been able to fit my children and their care over the years into the standard hours of sitters and daycare so my husband and I work opposite shifts. I work every shift with people who are sick...that is why they are admitted...viruses, infections, community outbreaks...we look after them. So we, too, get sick and require time off work. Then our children get sick and we require time off to look after them too. No hidden agenda there for sick time requirements. I work holidays. Our children have grown up knowing that every second year, their mother works Christmas...sometimes every year I work Easter and Thanksgiving. I also do not get vacation on March Break and, until last year (after 20 years!), none in the summer due to limits on number of people who can be off. I accumulate days off when I work holidays but cannot take them as time off because "operational requirements do not permit"...there is not enough staff to replace. The workload gets larger, people are sicker and staff numbers are down...a country wide trend that shows no sign of getting better before it gets worse.

I truly feel that this bill was created with enough legal knots tying it together to firmly put in its place some Government employees who this Government feel have been pesky enough of a problem to deserve vindictive, unfair and, indeed unheard of restrictions on their rights. How dare we, the frontline workers who care for the ill and dying stand up for the right to a contract providing adequate sick time to heal or mend when we have become sick or injured providing this care. How dare we expect to spend Holidays like Christmas and Thanksgiving with our patients and their families and still want to be able to have compensated time to spend with our own families afterwards. To think we expect in this time when our utility bills have all gone up, our groceries are costing more, gas is expensive, parking rates at work have increased-to expect that we should be able to fairly negotiate a wage and benefits in keeping with these increases. We need to feel confident that the union representing us at negotiations is the one we feel will look out for our interests.

Union representation means that an employer falling on desperate times of low staff and unfilled shifts cannot unfairly impose requirements on staff that are unsafe and can lead to patient incidents or near incidents. We need a union which will protect our rights when they are being challenged. Both new staff and those nearing retirement have options to

remove themselves from an un-democratic, disrespectful and unsafe healthcare system by leaving. And they will. Some already have.

The right to a fair vote may lead to success for the union I choose and it may lead to a different result. Either way, the majority would have spoken and democracy would have taken place. That, we accept as a society. What we don't accept is a decision which directly affects myself and my family being taken from me and given to an appointed mediator directed to act by a Government who has no respect for worker's rights.

I resent that my years of contracts decided in fair collective bargaining and the benefits gained lawfully and respectfully in a negotiation process are potentially wiped clean by a Government with no respect for worker's rights. An employee with more than twenty years experience being treated like an unwelcome relative to your own contract is unacceptable. Compensation for being a good employee thrown on the table with the option of throwing it all away. Without a fair bargaining process.

My teenagers will be following this process and they will recognize that the Government is instituting a bullying process targeting unions-or a specific union. They will see that this Government is about taking power away from those who oppose their views in a dictatorship fashion to get their own way. They will know that all the Democratic process they have learned about is now in the history class not current events. And they will know when they see the red t-shirts in the parades and at community events that these are not the leaders but the followers. Those who could have been leaders in protecting the rights and freedoms of democracy for their constituents but followed instead. Shame on you all if this legislation comes to pass.

For all these reasons, I strongly urge the McNeil government to withdraw this Bill, and accept the bargaining association proposal. Barring that, they should absolutely allow all health care workers to vote. It's their democratic right.

I appreciate this opportunity to communicate my thoughts to the Law Amendments Committee at this time.

From: Jessica Christie <j.christie333@gmail.com>
Sent: Wednesday, October 01, 2014 1:54 PM
To: Office
Subject: Why are you trying to take away...

our right to vote? Can you answer that question? That's ALL we want, the right to vote. Period.

Sent from my iPhone

From: Darlene Fleet <dfleet@nsgeu.ca>
Sent: Wednesday, October 01, 2014 1:53 PM
To: Office
Subject: Bill 1

Having heard that Nova Scotians are being denied the opportunity to speak to this Bill at Law Amendments, I wanted to put a few thoughts on paper so that my voice can be heard in that way.

Our War Veterans fought and many died in order to preserve the ability of Canadians to live in a free country. Unionized workers have also stood together and bargained in order to achieve the collective agreements that govern the wages and working conditions that we presently enjoy today. This Bill takes away very basic rights from workers, there is no way around that fact. A Mediator, of which there is no promise will be an impartial one, will be making decisions for people, not necessarily with their best interests at heart.

I can only hope that government is able to look at every area of the budget, including the pensions and salaries that they enjoy with the same coldness as they look at the wages of the public sector workers. Maybe the liberal government should dictate that everyone in this province should work for minimum wage, including the members of the Legislature – that would be no different than what this tactic of the government amounts to.

Shame!

Darlene Fleet, NSGEU

Executive Secretary

NSGEU

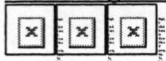
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Phone 902.424.4063 | Toll-Free 1.877.556.7438 | Fax 902.428.0190

www.nsgeu.ca



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Please consider the environment before printing this email.

From: Naugle, Angela <Angela.Naugle@cdha.nshealth.ca>
Sent: Wednesday, October 01, 2014 2:07 PM
To: Office
Subject: Comments regarding the proposed Health Authorities Act

Some Key Points to Raise with the Law Amendments Committee on The New Health Authorities Act

My name is Angela Naugle. I am a occupational therapist who has worked for 25 years. I work with Capital Health.

I do not support any legislation that will result in health care workers being forced into a union without having the opportunity to vote. I feel that the government is not respecting us as Professionals and our right to chose and to have Union representation and input into decisions that affect us and our daily roles in the workplace.

Health Care workers and support staff work tirelessly to serve the health needs of all Nova Scotians. We strive to provide quality patient care, be client-centred and excellent customer service to the people we see even in an environment of reduced resources. We deserve to be treated in the same way and not have the Rights we have earned legislated away and our voices silenced

It is unacceptable to be told what is going to happen to us. Where was the ask?

I fear that this will impact moral, worker productivity and make health care people think twice about working in our wonderful province, all of which will negatively impact patient care. This will not improve patient access to care

I support my fellow health care staff across the Province in opposing this high-handed action by the liberal government. This should not be passed in its present form and needs to be withdrawn.

There are other ways to restrain costs and streamline services.

At the very least we should be given the right to vote on our Union representation.

Thank you, Angela Naugle

From: morgan_90 <morgan_90@hotmail.com>
Sent: Wednesday, October 01, 2014 1:18 PM
To: Office
Subject: Bill #1

I would just like to voice my opinion regarding bill #1. I am a new nurse and a member of the NSGEU. I believe this bill takes away our rights as human beings in a "democratic" society. As a new nurse it makes me very sad and very angry that the government would disregard all the work that has been done over the years building a contract that represented our values. For what? To make life easier for the government now having only to deal with a more docile union. This makes life so stressful for so many of us. In a time when thousands of nurses are near retirement and just as many are leaving the province, it makes me wonder if I should just pack up and go with them.

Thank you

Morgan Gotell RN

Sent from Samsung Mobile

From: Moore, Laureen <Laureen.Moore@iwk.nshealth.ca>
Sent: Wednesday, October 01, 2014 1:16 PM
To: Office
Subject: Bill 1

To whom it may concern,

I wanted to express my concern as well as my frustration over this move by our government officials to silence my voice as well as that of my co-workers, friends, family and representatives. I have been an LPN with NSGEU for the past three years and am worried about the impact about changing representation. I am worried that my voice has been silenced by this government and my rights as a worker have been stripped away. The bill as it is presented to the public is very misleading. It is not until you really look at Bill 1 do you truly understand the implications. I feel that this government is not listening to its people, including Ian Rankin, who dismissed my concerns in a very generic e-mail.

Laureen Moore LPN
NSGEU Local 22

October 1, 2014

To: Legislative Counsel
 Fax: (902) 472-0547

From: Laura Boutilier
 NSGEU Local 246
 39 Mill Pond Court
 Musquodoboit Harbour, NS
 B0J 2L0
 Phone: (902) 889-9087

My name is Laura Boutilier. I am a Clerk Band Recreation Therapist, who has worked for Capital Health since 2008. I work at Musquodoboit Valley Family Practice, which is located within Musquodoboit Valley Memorial Hospital. I do not support any legislation that will result in health care workers being forced into a union without having the opportunity to vote. Voting is our democratic right that Veterans have fought for - taking away our right to vote is a slap in the face to all of our Veterans in addition to all Nova Scotians and Canadians.

Other provinces, such as BC developed a plan to create a bargaining association. This bill is clearly about diminishing the power of unions and health care workers, and setting the stage for wage restraint and diminished benefits.

Just like the Conservative Harper government - this legislation has been introduced with no public discussion, or consultation with affected workers. My family has already been negatively impacted by what the Federal government has done to their employees and associated unions.

My family cannot live with what the McNeil Liberal government is currently doing not only to healthcare workers and Unions, but most importantly our families! This legislation will drive healthcare workers out of the province and will not attract any new/replacement workers. Our population in NS is aging - thus we need healthcare workers more than ever!

For all of these reasons, among many others, I strongly urge the McNeil government to withdraw this Bill, and accept the bargaining association proposal. Barring that, they should absolutely allow all healthcare workers to vote. It's their democratic right!

I appreciate this opportunity to share my concerns to the Law Amendments Committee at this time.

Sincerely,
 Laura Boutilier
 Laura Boutilier, BScR, GRS

cc: NSGEU fax: (902) 450-447

From: Mary Beth Wall <mbpotter83@hotmail.com>
Sent: Wednesday, October 01, 2014 12:29 PM
To: Office
Subject: Bill 1

Law Amendments Committee,

My Name is Mary Elizabeth Wall and I am a relatively young nurse 31 years of age who has been a Registered Nurse for the past 4 years. I am a proud member of NSGEU and I think, no, I know this Bill 1 is unconstitutional. The Trade Union Act exists for a reason. You are picking and choosing pieces of the Trade Union Act that work best for you and your ulterior motives which is to say, to disband and significantly decrease the amount of members in NSGEU. Now I'm not naive, I realize this is a huge hit to NSGEU, they will be losing thousands of members and dues if this merger is to take place. However, where is my right to vote for which union represents me? According to the language in Bill 1 only harmonious unions will be chosen to represent the employees, and yes I realize you're talking about NSGEU. But I have news for you. It is not the union who is unruly, every union meeting I've been to, not one time was the union pushing us to fight, it was the members. Our members weren't happy and we wanted to fight. Our union representatives fight for us when we ask them to. We asked them to fight for patient safety during Bill 37 when our negotiations were going no where and that's just what they did.

You may say that NSGEU is the only union asking for a vote on this process, and I think this is crazy. Even if you believe in your union it is the principle of it all. You are taking away our right to vote on what union represents us. This Bill is clearly about diminishing the power of unions and health care workers, and setting the stage for wage restraint and diminished benefits. Not only are you taking away our right to vote but you're doing this FOREVER. Just think about that for a moment. FOREVER. How does that make you feel? You're introducing this with no public discussion, even the fact that I'm sending an email to voice my opinion as I was not given a time to speak in front of you is disgraceful. How democratic of you.

This type of legislation is unconstitutional and is the **first** of its kind in Canada. Are you still a proud Canadian? There is no instance in Canadian history where workers have had their union imposed on them. Health restructuring in BC allowed members to stay with their union by allowing for bargaining associations similar to what the NS unions have purposed. And it has worked well without any problems for the 20 years that it has been instituted. I realize that the bargaining association is probably not an option but please give us our rights back. We only want a say in what union represents us.

It may be a coincidence and have nothing to do with this legislation but I find it interesting that you're dictating to health care workers who are predominantly female. Would you be doing this to a sector that is predominately male? Just wondering.

Just in case my friend who is also a Registered Nurse hasn't contacted you on how upset he is about this legislation I feel it is important to tell you how he feels about this. He is a veteran, he did 3 tours in Afghanistan but was unable to continue his military service. As if serving in our proud Canadian Military wasn't enough, he then became a Registered Nurse, was working in Alberta and moved **back** home to be close to his family. He, to put it mildly, is furious. He fought for us, for our freedom, for our right to vote. He told me he was composing a letter to say how upset he was about this. So upset, he told me he almost cried. In case he didn't send his letter I wanted to make his story known. You are taking away workers rights and I think you should be ashamed of yourselves.

Sincerely,

Mary Elizabeth Wall, RN BScN

From: 19024019275@mms.rogers.com
Sent: Wednesday, October 01, 2014 12:51 PM
To: Office
Subject: [PROBABLE-SPAM]

This message is brought to
you by

Rogers

My name is Tina Delaplante and I have been a registered nurse in Nova Scotia since 1986. I have spoken before Law Ammendments before and to be quite frank, the only thing that happened was that I felt better for having stood up and voiced my opinion. The bills have pased despite empassioned pleas of those that have come before me.

I am lucky to be a part of a strong union, that has always stood up for it's collective membership. We have been called militant by many, but I would rather be called militants than pushovers. We have bargained collectively and in good faith with all of the governments that have come and gone.

The word democracy describes a political system in which all citizens have the right to participate either directly or indirectly in making decisions that will affect them. This bill that you propose, will strip union members of hard earned benefits negotiated in good faith with the government that was in power.

As an NSGEU member you will be stripping me of hard fought and retained sick time benefits, educational benefits and long term award benefits that my union still has in place. With a swipe of a pen I'll be placed in a union that thinks that these things are not important enough to fight for , as they have let these things go by the wayside for their own membership. I will be placed there with no recourse to your legislation. I will be forced to accept a contract that I had no say in and held to the standards of that contract having never had the chance to agree or disagree with the terms of said contract.

The Bargaining Association worked all summer to try to come to a concensus that took in the governments conditions and the wants and needs of each of the unions sectors, and found a way to make it work. But this government squashed it like a bug. Lesislation like this doesn't happen overnight, and seriously makes me question the honesty that the government was dealing



From: 19024019275@mms.rogers.com
Sent: Wednesday, October 01, 2014 1:12 PM
To: Office
Subject: [PROBABLE-SPAM]

This message is brought to
you by

Rogers

Part 2

With the unions in the first place. Stripping a union member of their right to choose is wrong.

Each government is elected by the consensus of the people to work for the people collectively. But how would you feel if the Nova Scotian people said ...sorry no more expense accounts for you....you have to take a roll back in pay.....you are no longer entitled to sick time.....you have to work longer hours.....you have to work overtime and have no choice in the matter. AND YOU HAVE NO VOTE OR RECOURSE in these decisions. It would make you mad and sad and as disillusioned as we are.

Last time that I checked we , as Canadians had the right to have democratic governing, that we had a choice as to who would represent us, and that we had a choice in to accept or reject what affects us on our collective agreements.

This government proposes no choice. And this I cannot and will not accept. I have made the mistake of voting Liberal twice in my life. The first was the Savage Government with rollbacks, clawbacks and a hiring freeze that has left Nova Scotia short of nurses since then and this current McNeill Government with the democracy ending and union breaking tactics that we have all be witness to.

Fool me once...shame on you....fool me twice....Never Again.
Tina Delaplante



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Fool me once...shame on you....fool me twice....Never Again.
Tina Delaplante



From: Jenny Hemeon <jennyhemeon83@gmail.com>
Sent: Wednesday, October 01, 2014 12:55 PM
To: Office
Subject: My vote

Hello ,

I write you to express my concerns about the upcoming government bill related to healthcare. My main worry is the way the McNeil government is planning to handle the merger. I believe, Canada is a democratic country but by choosing your own government employee, paid by you (the government), chose by you (the government), to pick which benefits nurses as a group will get to keep is called travesty!, a dictatorship. I do not live in Cuba, I am a born Canadian. I have my voting right to make choices about my future. I understand that Nova Scotia does need to save some money but this is being done in the wrong way. If you cut one group, you should cut them all. Maybe by cutting some of your government extras, this could help as well. Which regular citizen gets a car bonus, travel expenses, or a pension after two years. I've been nursing for 8 years now and I'm tired, I'm burnt and I drive from East Hants each shift to work. You may say, move closer. Well, HRM is not affordable. I don't know many other jobs, where you get disrespected, hit, kicked, pushed or yelled at on a regular basis. Those who haven't been in the health care system, don't truly understand it. I invite you to come spend a day shift on my unit and see what nursing has become. I worked hard for the package of benefits I have in NSGEU, don't strip me. As this meeting approaches, I worry and am forced to think about leaving the nursing profession or leave Nova Scotia. My co-worker and I were talking yesterday about what other jobs, we could go into after being a nurse. If the few perks, to nursing are taken from us, why stay. Some may say we (NSGEU) , as a group are too vocal but if you had not been vocal, would you have been elected!? I urge you to consider the truly best way to handle this situation. Do not vote in favor of this. I plead of you. When you are looking for my future vote, be mindful, I will remember and I do not stand alone.

Jenny Hemeon
RN, NSGEU

From: Frank Wilson <frank.carol@gmail.com>
Sent: Wednesday, October 01, 2014 12:54 PM
To: Office
Subject: Law Amendments committee re: Bill #1, Health Authorities Act,

Law Amendments Committee

I am submitting the following comments on Bill #1, Health Authorities Act.

My name is Carol Wilson and for 22 years I worked as an accounting clerk at the IWK, and 15 years ago, we were organized and formed NSGEU Local 23. At that time, my co-workers at the IWK had a choice to become unionized and also a choice of who we wanted to represent us in Labour matters.

Looking at Bill #1, I see the following comments.

83 (1) Sections 23 to 26, clauses 28(1)(b) to (d) and Sections 29 to 32, 40A and 40B of the Trade Union Act do not apply in respect of labour relations between a district health authority, its unionized employees and the bargaining agents for those unionized employees.

(2) Sections 23 to 26, clauses 28(1)(b) to (d) and Sections 29, 31, 32, 40A and 40B of the Trade Union Act do not apply in respect of labour relations between a health authority, its unionized employees and the bargaining agents for those unionized employees .

So you are excluding "health care workers" from those sections of the Trade Union Act, but allowing all other workers in this province to still be covered by those clauses.

I see this as discrimination based on choice of career and employer.

I feel the fact you are taking away our right to vote on the union of our choice is despicable. If I were in another career and a group of us decided to unionize, we have the right under the Trade Union Act to pick the union the majority of employees decides on. If two unionized employers that have different unions representing them, merge, they will do a "run off" vote to see who will represent the employees.

This government has discriminated against "health care workers" by taking away that choice.

Please allow us to choose the union that we want to represent us.

Respectfully submitted

Carol Wilson

Oct 1, 2014

Attention Liberal Government

As a health care worker, a union member of NSGEU and more importantly a Canadian, I am absolutely disgusted that the Liberal government is violating the Trade Union Act. This is a Human Rights issue and a legal matter. It is pretty clear that the Liberal government does not care about NS...you people keep sinking us by forcing educated and highly trained people into early retirement or moving away.

May I add, friends and family who have been to war, both past and the present, were abroad fighting for Human Rights, for Democracy. Who would have thought this would have been a concern here in Canada?

Military personnel have to service at least 25 years in order to be eligible for a full pension. On the other hand, elected officials can serve a short period of time comfortably in Canada and receive a full pension on the backs of the men and women who defend our right to democracy.

It was recently brought to my attention by a friend, who also works for the Liberal government, had just received a \$20,000 bonus! And the Liberal government is "concerned about tax payers' money"? Clearly, what the people need to know is that they do not care about the tax payers since they take care of themselves first.

Let me ask you this question. If someone required medical attention, who do you think they'd ask for? Steven McNeil and the Liberals, or the healthcare workers?

Soon to relocate,

Lisa Ball BA, RCTA
Lisa Ball

From: Heather Smith <heathersmith.msw@gmail.com>
Sent: Wednesday, October 01, 2014 2:51 PM
To: Office
Subject: Submission to Law Amendments re: Bill 1 (amended - please submit in place of my previous letter)

Dear Members of the Law Amendments Committee:

I am writing to submit my objections and concerns related to Bill 1 - the Health Authorities Act.

First and foremost, this Bill violates my Charter Rights by allowing the government (and my employer) to dictate my relationship to a union and a collective agreement of their choosing. Pursuing this Bill puts the Liberal government in a clear, anti-democratic conflict of interest.

Bill 1 is an assault on women and their families. Approximately 80% of health care workers are female. Eroding the financial and social security of women is an attack on equality and will not benefit the economy.

Bill 1 does nothing to address the real concerns underlying growing health expenditures in this province. Scapegoating unions does not recognize that our continued focus on acute, reactive care does not address the very real need for prevention and wellness. Targeting workers does not stop rapidly escalating prescription drug costs. Eroding the wages and benefits of women, and their families, will not improve our health, or the health of Nova Scotians in general. Nothing in Bill 1 recognizes or addresses the challenges we face with an aging demographic.

In 2013, the Liberals ran on promises to uphold fair collective bargaining and to respect workers' rights. These promises have been shattered.

There is a very real likelihood that there will be an injunction granted against Bill 1, reinforcing the dictatorial, anti-democratic leanings of the Liberal government. How will this make you look?

How will it look when taxpayers learn of the legal expenses they will have to bear to pay for the court challenges against Bill 1?

How will it look when there is a mass exodus of health care workers out of the province? When you have to close beds due to staffing shortages? When wait-times increase even further? When you have to spend even more on over-time?

I strongly encourage you to really think about this. The Liberal government has rejected viable, reasonable, financially prudent alternatives, like the bargaining association model, already proven in other provinces. It is not too late to reconsider.

If you stay the course, this Liberal government will go down in history. Not for making Nova Scotia a better place, but for causing chaos, unrest, inequality and economic decline. There is no pride in that.

I demand that my Charter Rights be upheld.

Sincerely,
Heather Smith, MSW, RSW
Clinical Social Worker

From: Natalie S <natalie.steele@gmail.com>
Sent: Wednesday, October 01, 2014 11:56 AM
To: Office
Subject: Concerned health care worker on Bill 1

Hello,

It is my understanding that I have the right to request that my concerns be read to the legislature. I have outline my most prominent concerns below and would appreciate them being brought forward to the legislature.

My message:

I have now had a chance to read Bill 1. I have several concerns about my rights as a health care worker with the introduction of this bill.

There are several sections of concern:

-I am concerned that a union body will be 'mediated' to represent me, when I as the member have rights to choose who represent me. This, in my opinion, does not represent me as a health care worker nor do I agree to have a mediator decide on my behalf what my collective agreement should include. Those collective agreements have been fought for over decades and the progress achieved was not easily accomplished. Now my choice to work for a particular employer based on some of the benefits that were offered to me as an incentive to become an employee are being threatened. Moreover, I am concerned that a collective agreement that represents the needs of those working in rural Nova Scotia who have different costs of living, who have different job requirements, who have different historical needs in their workplaces is potentially going to represent me (an urban, higher cost of living health care employee). Ultimately one wonders how much will be lost in order to save the government money. And with the recent admission on the government's behalf that they can no longer predict how much money is going to be saved, it starts to make one think that the goal all along was to save money at the expense of front line, over worked and already underpaid employees.

- The concept of a mediator is also very troubling. No matter who this mediator body is, they will presumably be consumers of the Canadian health care system and as such will bring with them preconceptions on the rights of the tax payer and the rights of the health care workers. As such their role as being a mediator will be a biased one. Also, the Bill suggests that if 'agreement' cannot be had between the unions and employers then the Minister gets to appoint a mediator. I do not believe that the Minister is in a position to appoint such a mediator, the Minister has a significant bias that cannot be hidden and also becomes the arbitrator as to whether or not the unions and employers have 'agreed' on a mediator. This language is so vague that ultimately it positions the Minister as the sole decision maker that does not have to be held responsible to the collective of thousands of employees who are wanting their needs to be well represented by an unbiased and balanced mediator. As an elected member of this government, there is a significant level of responsibility, to me and my fellow employees as health care workers, on you to ensure that this Bill represents my needs and not the fiscal needs of a government bent on flipping a significant deficit into a surplus in less than one election term.

- I also have concerns about other language surrounding the mediation process. There is a section that states mediation is to take no more than 45 days. This is the resolution of thousands of lives of hard working individuals in this province and I think that 45 days is an unreasonable amount of time. Moreover, there is a

clause that outlines the right of the mediator to hold public consultations, however it also says it is not necessary to do so. In my opinion the mediator should be REQUIRED to hold public consultations to hear the significant challenges of the public they are making decisions on, and to tie this point back with my previous one, public consultations, if done well would add to the time taken for consideration on the mediator's behalf and would require more than 45 days.

All of this to say that I am fully aware of the bargaining association proposed by the union bodies and in a very short time frame. They performed exceptionally with the tremendous pressure to figure out the simplest solution to a very complex scenario that still represents the current rights of employees across the province. I urge you to reconsider your position on this Bill and the bargaining association proposed by the unions. I would like to see you represent my needs in government and my needs are best reflected through the bargaining association. Plus I would like to see you work towards collaboration with your fellow MLAs to put a stop to this Bill because I assure you my needs are similar, if not exactly the same, as those of all Nova Scotians.

Respectfully,

Natalie Steele Quinn

From: Natalie S <natalie.steele@gmail.com>
Sent: Wednesday, October 01, 2014 11:56 AM
To: Office
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-I am concerned that a union body will be 'mediated' to represent me, when I as the member have rights to choose who represent me. This, in my opinion, does not represent me as a health care worker nor do I agree to have a mediator decide on my behalf what my collective agreement should include. Those collective agreements have been fought for over decades and the progress achieved was not easily accomplished. Now my choice to work for a particular employer based on some of the benefits that were offered to me as an incentive to become an employee are being threatened. Moreover, I am concerned that a collective agreement that represents the needs of those working in rural Nova Scotia who have different costs of living, who have different job requirements, who have different historical needs in their workplaces is potentially going to represent me (an urban, higher cost of living health care employee). Ultimately one wonders how much will be lost in order to save the government money. And with the recent admission on the government's behalf that they can no longer predict how much money is going to be saved, it starts to make one think that the goal all along was to save money at the expense of front line, over worked and already underpaid employees.

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Respectfully,

Natalie Steele Quinn

From: Martin, Sarah <Sarah.Martin@iwk.nshealth.ca>
Sent: Wednesday, October 01, 2014 11:50 AM
To: Office
Subject: nsgeu discussion

Hello, My name is Sarah Martin, I am a current employee of the iwkw, member of local 22 nsgeu. I am concerned about the information I am reading from nsgeu and the news reports from the liberal government. I am looking to set up a time to meet with the legislature to discuss my concerns with the new law and plan to assign a union upon me without a vote or a plan. And if that is not the plan of the current government, I suggest that they explain their stance more clearly and publicly, to the people of Nova Scotia. Please contact me with a date and time.

*Sarah Martin, BACYS, MASP
Psychometrist
IWK, Neuropsychology
(902) 470-3879*

From: gmurray19 <gmurray19@hotmail.com>
Sent: Wednesday, October 01, 2014 11:39 AM
To: Office
Subject: Bill1

I implore you to kill the bill, as it is a major step back, not to mention behavior befitting a dictatorship..not a so called democracy. .

Very Harperesque
Gary Murray

From: Hulan, Elaine <Elaine.Hulan@iwk.nshealth.ca>
Sent: Wednesday, October 01, 2014 11:38 AM
To: Office
Subject: Bill #1

I am in favour of government streamlining the collective bargaining process as I believe this will be more efficient and less costly to our tax payers. However I am opposed to government choosing which union I should belong to as my right to choose is taken away. As a Cape Breton Nova Scotian, I have always been proud of our right to organize. Unions are for the workers. Unions lead to better quality employment, enabling our healthcare sector to have elite and educated staff. This leads to better healthcare for all Nova Scotians- your family and mine. Re-consider this bill and I will re-consider a vote for you in the next Provincial election. Thank you
Elaine Hulan

From: Burdock, Joanne <Joanne.Burdock@cdha.nshealth.ca>
Sent: Tuesday, September 30, 2014 12:31 PM
To: Office
Subject: I do not support any legislation that will result in me and my colleagues being forced into a union without having the opportunity to vote!

My name is Joanne Burdock. I am an Admin Assistant who has worked for 25 years. I work with CDHA Pharmacy.

- I **do not** support any legislation that will result in health care workers being forced into a union without having the opportunity to vote.
- All four unions worked together and developed a plan to create Bargaining Associations, similar to the associations that exist in B.C. The plan would have addressed government concerns about too many bargaining units and contracts.
- But this Bill isn't really about streamlining health care or improving access to needed services. It's clearly about diminishing the power of unions and health care workers, and setting the stage for wage restraint and diminished benefits.
- Just like the Harper government, this legislation is being introduced with no public discussion or consultation with the affected workers.
- Health care workers deserve our appreciation for the work they do, and should definitely have a say in which union will represent them in the future.
- This legislation will drive health care workers out of Nova Scotia at a time when we're facing "alarming" shortages.
- This type of legislation is unconstitutional and is the first of its kind in the country.
- There is no instance in Canadian history where workers have had their union imposed on them. Health restructuring in BC allowed members to stay with their union by allowing for bargaining associations similar to what the NS unions have purposed. And its work well without any problems for the 20 years that it has been instituted.
- In Saskatchewan, members were allowed to vote in run off votes. The only caveat was that unions with less than 15% of the new total combined membership were not allowed on the ballot. The same in Alberta, Manitoba, Ontario and PEI. In each of these provinces, workers were still given the right to choose.
- **For all these reasons, I strongly urge the McNeil government to withdraw this Bill, and accept the bargaining association proposal. Barring that, they should absolutely allow all health care workers to vote. It's their democratic right.**
- I appreciate this opportunity to speak to the Law Amendments Committee at this time.



Eastern Provinces Council

Conseil des Provinces de L'Est des



EASTERN PROVINCES COUNCIL
SUITE 220-1550 BEDFORD HWY.
BEDFORD NS B4A 1E6

TEL: (902) 832-1935 FAX: (902) 832-0186 TOLL 1-800-565-1646

EMAIL: ufcw@eastlink.ca

NOVA SCOTIA - NEW BRUNSWICK - PRINCE EDWARD ISLAND-NFLD

FAX TRANSMISSION

SEND: <i>Law Amendment</i>	FROM: <i>Mark Dobson</i>
ATTENTION:	DATE: <i>10/01/14</i>
FAX #: <i>902 424-0547</i>	PHONE#:
PAGES: <i>1</i>	

Message:

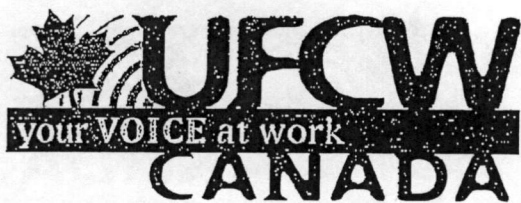
Good day!

My name is Mark Dobson 902-471-0805.

Could you please call me when you have an opening to discuss "Bill 1"

Thank you!

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NOVA SCOTIA - NEW BRUNSWICK -- PRINCE EDWARD ISLAND-NFLD

FAX TRANSMISSION

SEND: Law Amendment	FROM: Mark Dobson
ATTENTION:	DATE: Oct 1/14
FAX #: 902-424-0547	PHONE#:
PAGES: 3 (Incl. cover)	

Message:

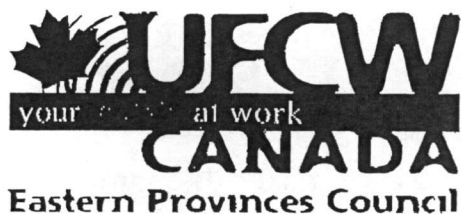
Please see attached letter regarding "Bill No 1"

Mark Dobson

President - Eastern Provinces Council

UFCW Canada

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October 1, 2014



Bill No. 1

This bill as proposed, shows no promise of doing what the Premier promised.

Which is to protect the Public, improve Health Care. This Bill will not do that!

Why?

The best predictor of the future is the past? Other Provinces that have taken similar actions agree that, there have been no cost savings to the system or the Public.

By the time the Executive Officers of these Boards are terminated, and their secret wage deals (of which the Unions have nothing to do with) there will be no savings to the Public, long term or in the short term.

Why?

The Unions do not negotiate how many Health Boards we have, that is up to the Public and the Government, after extensive reviews with the Public, which has not occurred.

Why not?

When the Government decides that not having a relationship with the Public and the Unions is the way to advance, Nova Scotians future and health. We are all doomed!

The easy way is never the best way!

A relationship is always hard work, but as we all can attest to, it is what works for all, however, a bully approach cannot work. You cannot have a relationship with a bully and in this case the Government is the bully.

WHY?

To not allow the workers to choose their Union by a vote is wrong.

Local/Section Locale 1288P
B-281 rue Collishaw St., Moncton, NB E1C 9R1
506.857.3226 toll free/sans frais 1.800.560.8329
fax/télé. 506.853.7573
ufcw1288pnb@nb.aibn.com

Local/Section Locale 864
220-1550 Bedford Hwy., Bedford, NS B4A 1E6
902.864.8829 toll free/sans frais 1.800.565.1646
fax/télé. 902.832.0186
ufcw@eastlink.ca

Local/Section Locale 1252
104-58 Kenmount Rd., St. John's, NL A1B 1W2
709.753.8830 toll free/sans frais 1.800.568.8141
fax/télé. 709.753.9082
ufcw@ufcw.nf.net



To deny the workers a vote, is to turn back the wheels of Labour Relations in Nova Scotia back in the late 70's early 80's when some fisherman from Cape Breton and Nova Scotia wanted to join a Union and the Company said NO! That led to a strike and then the Companies said okay, you can join a Union but **we pick the Union for you**, because, "we know better than you, what's good for you". This is wrong. It did not work then! It was wrong and still is wrong. It brought down the Government of the day. And that is what we have here today.

Under the disguise of the Health Care reform, the Company (Government) want to pick the Union.

That is wrong!, it is mean spirited, it smacks of collusion, and appears to me and many others that the Company/Government have already decided the outcome. That is wrong! Wrong! Wrong!

Give the workers the right to vote on their Union of choice by following the already agreed upon procedure, and the Nova Scotia Trade Union Act.

Nova Scotians have said a long time ago, let the workers decide which Union they want. Why change that? I don't know.

I have yet to hear anyone explain that to me, who raised the issue of which Union should represent which workers as a Health Care cost saving idea?

I would like to know?

I also believe that, if you really want to improve Health Care you start by building a functioning relationship with the Public and the Union through extensive consultation. If we want to improve Health Care or it's delivery, we need to work together. To do otherwise will hurt the Public, which you say you are doing this all for. This bill no. 1 is not helping.

Why was the number one for this bill chosen. It appears to me that you chose that number to give the Unions and the Public the middle finger. That's wrong, that's not nice.

Drop this Bill!

Vote it down!

How nice it is to see you keep your right to vote for now.

Will Bill number two be to create No Voting for anyone or anything?



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NOVA SCOTIA - NEW BRUNSWICK - PRINCE EDWARD ISLAND-NFLD

FAX TRANSMISSION

SEND: <i>Law Amendment</i>	FROM: <i>Tim Hosford</i>
ATTENTION:	DATE: <i>10/01/14</i>
FAX #: <i>902-404-0547</i>	PHONE#:
PAGES: <i>1</i>	

Message:

Good day!
My name is Tim Hosford 902-240-5087.
Could you please call me as soon as you have
an opening to discuss "Bill 1"
Thank you!

If you encounter any problems with this transmission, please contact Nicole at (902) 832-1935 ext 4121. The contents in this facsimile is strictly confidential and solely to the person or company named above. If you should receive this transmission in error, notify our office immediately by telephone, and return original to us by mail, or destroy the same. Thank you.



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NOVA SCOTIA - NEW BRUNSWICK - PRINCE EDWARD ISLAND-NFLD

FAX TRANSMISSION

SEND: <i>Law Amendment</i>	FROM: <i>Wally Cuvellier</i>
ATTENTION:	DATE: <i>10/01/14</i>
FAX #: <i>902-424-0547</i>	PHONE#:
PAGES: <i>1</i>	

Message:

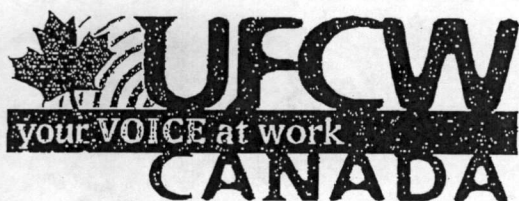
Good day!

My name is Wally Cuvellier 902-802-9007

Could you please call me when you have an opening to discuss "Bill 1"

Thank you!

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FAX TRANSMISION

SEND: <i>Law Amendment</i>	FROM: <i>wally Avelier</i>
ATTENTION:	DATE: <i>Oct 1/14</i>
FAX #: <i>902-424-0547</i>	PHONE#:
PAGES: <i>3 (incl. cover)</i>	

Message:

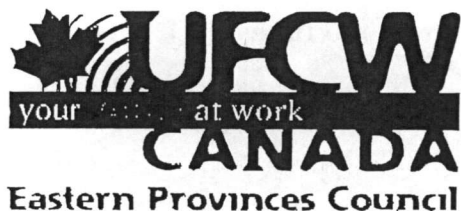
Please see attached letter regarding "Bill No 1"

wally Avelier

Organizer- Eastern Provinces Council

UFCW Canada

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Drop this Bill!

Vote it down!

How nice it is to see you keep your right to vote for now.

Will Bill number two be to create No Voting for anyone or anything?

From: Kathleen Swinimer <kelsterkats@live.ca>
Sent: Wednesday, October 01, 2014 3:15 PM
To: Office
Subject: Law Amendment's Bill 1

Hello My name is Kathleen Swinimer and I am a Journeyman Cook at CDHA, VG site, Restaurant Services. I started working at the Old Halifax Infirmary hospital in 1989 and I have seen many mergers and changes over my past 25 years. One of the changes was that of a new union to me...from CAW to NSGEU, which was decided by a democratic process of voting! Voting is a privilege of the Free World that I thought I was a part of. It is a right that was hard fought by my ancestors.... your ancestors. And it is NOW being taken away! This is absolutely the most horrendous act that could happen in a free democratic society.

I would like to tell you why I came to work at Capital Health....it starts with my husband, Scott Swinimer, whom I have been married to for 24 years and together we have a home in Dartmouth, with our mortgage paid in full! A great accomplishment for us!

He wanted a government job with security and a pension because his father never got a pension from his job of 30 years. His dad had a workplace accident, that almost took his life, shortly before retirement and if it wasn't for the disability income he received he wouldn't have had anything.

Both my husband and I never wanted that for each other. So here we are over 25 years later fighting for our right to vote! With the chance of job loss for me because I am almost certain that with this bill my workplace will be contracted out. I provide a very necessary service to the staff, patients and their families. We are a family here...we give comfort to families who are worried for their loves ones and laughter to the staff when they are having a hard day.

In conclusion, I would like to reiterate, PLEASE ALLOW US THE DEMOCRATIC RIGHT TO VOTE FOR WHICH UNION WILL REPRESENT US!

Thanking you in advance...

Kathleen Swinimer

From: lwilson@ns.sympatico.ca
Sent: Wednesday, October 01, 2014 2:47 PM
To: Office
Subject: bill 1

My name is Leslie Wilson and i have been an RN for 35 years. I am a strong patient advocate and believe all Nova Scotians especially the elderly need quality health care. This has been a very difficult year trying to deliver this quality health care due to chronic nursing shortages,high nurse to patient ratios, chronic bed shortages,and poor staff moral. I love my job but I am tired and saddened of dealing with a government who does not realize the valuable assets and patient advocates the nurses of Nova Scotia are. To put the icing on the cake you are now taking my right away to vote with bill 1. I don't think you realize how many nurses will retire or leave this province with the passing of this bill including myself. Rest assured that I will never vote Liberal in any form of government as long as I live.

From: Cruzcooper_2 <Cruzcooper_2@yahoo.ca>
Sent: Wednesday, October 01, 2014 5:28 PM
To: Office
Subject: RE: Bill 1

I apologize for the typos. Small keypad on my phone.

Sent from Samsung Mobile

----- Original message -----

From: Office
Date: 2014-10-01 3:05 PM (GMT-04:00)
To: 'Cruzcooper_2'
Subject: RE: Bill 1

Dear Mr. Hartley,

Thank you for your written submission. Copies will be made for distribution today at the Law Amendments Committee meeting.

Office of the Legislative Counsel

From: Cruzcooper_2 [mailto:Cruzcooper_2@yahoo.ca]
Sent: Wednesday, October 01, 2014 2:32 PM
To: Office
Subject: Bill 1

Good day,

My names is James Hartley and I work in healthcare. I am in a union and a voting member of the Province and the Country. The business between government and union is one matter and I really don't have an opinion on that as I don't know enough about the piece. What I do know is that people generations before us fought for a democratic right for a right for the people to have a say (a vote). I as I citizen of this province want my right to vote and to decide what is in my best interest. I do not want the government to dictate who or which union will represent me, I want a vote from those who stand to be impacted by this legislation. Let the people decide who they want as a union and allow majority to dictate that piece. Who can have confidence in a government who

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Sent from Samsung Mobile

From: Janet Baker <jbaker@nsgeu.ca>
Sent: Wednesday, October 01, 2014 2:29 PM
To: Office
Subject: Law Amendments Committee Hearings re Bill #1

To the Law Amendments Committee;

My name is Janet M Baker, 135 Hartlin Settlement Rd, RR2 Jeddore Oyster Pond NS B0J 1W0
Ph#1-902-845-2643
Resident of the Eastern Shore, Nova Scotia

I wish to have my concerns on record at the House in regards to Bill #1.

Many workers in Nova Scotia are sickened with the way Government has handled With Bill 1, and taking away the democratic right of workers who are affected by health care restructuring.

I have been employed since 1980 and I have never witnessed such actions that are totally directed to the unionized labour and in Nova Scotia.

This is such a struggle and fight for everyone in Nova Scotia and we are the window with all Canadians watching. We have fought for the right to allow workers the to vote. Our Provincial Government must not destroy all our rights.....if they don't show a change a of heart than we are living in a Province under a dictator.

Furthermore I am going to point out that the majority of workers in our Regional Health Authorities are women. It has taken years to gain the respect and equal rights throughout the making of history. We have worked hard, and the people who continue to work hard for labour rights today.

I have never pleaded with the Liberal Government today, but I ask you to do your part to support me since in request that the workers be allowed to vote and that you allow workers to exercise their right in a free country that we live in the system that we have established for fair labour rights in Nova Scotia.

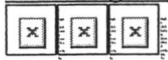
Respectfully yours,

Janet M Baker

Janet Baker, NSGEU
Administrative Assistant Membership Records
NSGEU
255 John Savage Ave.
Dartmouth, Nova Scotia B3B 0J3
jbaker@nsgeu.ca

Phone 902.424.4063 | Toll-Free 1.877.556.7438 | Fax 902.424.2111

www.nsg.eu.ca



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Please consider the environment before printing this email.

From: MacDonald, Jen <Jen.MacDonald@cdha.nshealth.ca>
Sent: Wednesday, October 01, 2014 5:38 PM
To: Office
Subject: Law Amendments Committee-Bill 1

Dear Law Amendments Committee,

My name is Jennifer MacDonald. I am a Registered Cardiology Technologist working in Nova Scotia for 13 years. I am writing to you only because the legislature is not allowing any more citizens to speak at law amendments. I vehemently oppose Bill 1. The proposed Bill is in direct violation of the Trade Union Act and the Canadian Charter of Rights and Freedoms-Freedom of Association. It has been stated that this is the least democratic, and most historic in that regard, piece of labour legislation in Canadian history. I have never been so politically offended or disrespected in my life.

The healthcare workers of Nova Scotia do not oppose a merger of our health authorities. We would however appreciate for our Canadian rights to be respected in the process. This has been successfully done in 5 provinces. The Liberals plan to dictate which union all healthcare workers in the province belong to without a vote. This is clearly illegal. An employer cannot choose who represents their workers to them. They think the semantics of their Bill will protect them legally because they will be appointing a mediator to make the "decision" for us all. The provisions are all laid out in the Bill as to who can go with whom so the mediator has nothing to decide. The Bill also legislates away the power of the neutral Labour Board. Not only does the Bill choose our unions for us, which in a few months will mean that I lose hard earned benefits, it states that we can never choose another union. This is again, clearly illegal.

Conservative MLAs have stated that Bill 1 encompasses too much and too many issues. Many of them believe that the Bill should actually be two Bills, one regarding the merger and another to deal with the labour side of the issue. There are obviously 7 MLAs who clearly oppose Bill 1 and are willing to speak for the people they represent. The rest of the MLAs are lying to their constituents with each concerned phone call and form email.

This is no longer a union issue or a provincial issue. My Canadian rights are being stripped away. Many people believe that this legislation is not legal and it will therefore cost more taxpayer money as it will be contested all the way to the Supreme Court level.

This will hurt the Liberal party at the provincial and federal level. I personally was considering voting Liberal in the upcoming election for the first time in my life and now, due to the fact that your federal leader has not answered my call to uphold democracy and slash this Bill, I won't be making that mistake.

This will hurt average Nova Scotians as well as union workers across all sectors. In a time that we are experiencing a Nursing shortage, expected to get worse each year, the Liberals have and continue to alienate many RNs out of the province with the essential services legislation earlier this year and now this. I wonder what do you plan on luring RNs back here with?!

The biggest issue I have with Bill 1 is not related to union membership or contract specifics but with the fact that it violates my democratic rights. If the majority of my colleagues in healthcare voted to go to a different union than I preferred, I would respect that because that is democracy, the same way I respect that the Liberals run this province right now even though I didn't vote for them either. Having a majority provincial government does not place a party above Canadian law. Health Authorities change but this does not change the right to Freedom of Association. I demand a vote on the matter of who represents me to my employer. This is my right. It is against Canadian law for the Liberal party to take this right away from me, regardless of any fancy language used to do so.

Please cease in the passing of this illegal, unethical, undemocratic piece of legislation before Nova Scotia sees a mass exodus of healthcare workers, mostly nurses and before the taxpayer has to pay the ensuing legal fees. It is not too late to listen to the concerns and respect the protected rights of your citizens. I expect in this country for my rights, protected by the Charter of Rights and Freedoms to be upheld.

Sincerely Concerned,
Jennifer MacDonald, RCT
(902) 448-7533

701-5885 Cunard St
Halifax, NS
B3K 1E3

From: Robert Tupper <r_j_tupper@hotmail.com>
Sent: Wednesday, October 01, 2014 5:27 PM
To: Office
Subject: FW: Trouble and Problem with Bill No. 1

October 1st, 2014

Dear Law Amendment Committee Members:

Thank you for shutting me out and for not allowing me to speak in the Law Amendment Committee wish is very very wrong to block taxpayers and my rights as freedom to speak!!

Health Minister is very very wrong and very wrong to refused to meet with the Union Leaders and it show it is his failure and no respect to peoples!!

I am writing to say it a shame on Liberal Gov't on Bill No. 1 and when the Health Minister was not there to past his own Bill is not acceptable as taxpayer.

I do have the right to speak on this Bill No. 1 as a member and Taxpayers!!

I am also Deaf as well and I expect to have interpreter be present with me to communicate with all of you!

Please stop giving Healthcare Workers hard time all this is outrage and do not interference it.

Pretty well your Liberal Gov't has violation of my right and freedom to speak!

Please removed the Bill NO. 1 now. It the wrong idea.

The Liberal Gov't does not have the power to take away our rights to choosen who Union we wants to be in it is up to the Union Members and this has no business with the Gov't to interference this and it is very wrong!!

It does not belong to the Gov't it belong to the Union and members of Union and it very clear it is putting things in even more worsten disasters and the Gov't does not have any power to cut us off and now the Public does not like what going on right now.

I have called the office asking to put my name in for appt. and only to be turn

away as I am a member of Goodstanding in NS and taxpayer with all this is totally outrage and also the Province House sitting is not accessible in my need as I can not hear anything from the House floor so you are basically discrimadation against me.

Please be advice this is totally all not fair to Taxpayer and the Healthcare workers!!

Bill no. 1 is very very bad idea and wrong path!!

Thank you.

Yours truly,

Robert!

From: Dawn Peters <dawnpeters71@hotmail.com>
Sent: Wednesday, October 01, 2014 4:07 PM
To: Office
Cc: inquiry@nsgeu.ca
Subject: FW: law amendments
Attachments: law amendments.docx

To Whom It May Concern,

Given that I have not been afforded an opportunity to speak to the Law Amendment Committee, please forward the attached letter to the committee.

Sincerely,
Dawn Peters

From: Dawn.Peters@pcha.nshealth.ca
To: dawnpeters71@hotmail.com
Date: Wed, 1 Oct 2014 14:18:39 -0300
Subject: law amendments

Oct 1st, 2014

Dear Honourable Members of the Nova Scotia Legislature,

My name is Dawn Peters and I am a social worker who has worked for Addiction Services for the past 19 years, and consequently, I have also been an active member of the NSGEU for the same amount of time.

Let me first say that I am very disappointed that I have not received a response to the email directed to the Minister of Health and it was sent three days ago. This makes me feel very disrespected and invalidated. To add insult to injury, I have also had my voice silenced by not being allowed to voice my concerns and deliver this message in person. Sadly, this letter is my only recourse and I hope it has not been written in vain.

Let me second say that I understand all of the fiscal concerns facing our healthcare system. I make it a point to understand, and I know it is difficult to make sound decisions to ensure that there is long term sustainability. That is why I accept the merging of the health authorities to streamline costs. I do not take issue with this. What I do take issue with is the blatant violation of my democratic rights as a union member who has a negotiated contract and the right to decide who I am governed by.

I am gravely concerned about the proposed legislation that has been put forth on Monday September the 29th regarding dictating to public service healthcare workers which union will be representing them and I implore it is amended to allow for the unions to have a run-off vote. That is the only fair and legal choice.

I am outraged by the disrespect for democratic process and flagrant disrespect for public service workers. This legislation is not only unconstitutional but has dismal far reaching effects for the labour movement in our province and our country. What is even more shameful is that the four unions affected have worked in a very solution focused way to come to agreements on how to make the merging changes work for everyone, including the creation of four bargaining

units, only to be completely dismissed and shut out of the conversation and process. This solution has worked in the past in other parts of this country.

I have been a proud NSGEU member for the past 19 years and I have never seen such bold faced dictatorship. It is my right to choose who represents me and if this government is so hell bent on rejecting the master agreement that the unions put forth, I feel that the government has no legal recourse, but to hold run off votes and let the public service workers choose who it is that they have represent them. That's democracy and that is fair and just.

Otherwise, it becomes very clear and obvious that the real issue at hand is not about streamlining services; it becomes a blatant message of attacking the labour movement and raping workers of their negotiated contracts that have been achieved over decades!

At this time, I have no choice but to question whether those making these inane decisions are lacking proper guidance on respectful and lawful labour relations. I urge this government to recant this decision and bring democracy back to this province. I have the right to choose my union and it needs to be put to a vote!

I am gravely concerned about the effect any continued labour unrest will have on the quality of patient care and safety and am equally concerned about the future ramifications that denying democracy will have on this province and the impending legal and financial hardships that will result. To move forward with this legislation as it is, is negligent and irresponsible. Not only that, this legislation, if not amended, will undeniably result in irreparable shortages of staff, as there are people already making plans to resign and work elsewhere. We are a dying economy as it is, with an aging population, we need our workers here. Please consider the exorbitant costs of denying the right to vote.

I do not support any legislation that will result in health care workers being forced into a union without having the opportunity to vote. I do not support having someone else's contract being imposed upon me with no opportunity to negotiate or vote its acceptance. When I am given the opportunity to vote and if I were then to end up with another union, I can peacefully respect

that; that is the democratic process. I cannot respect Bill 1 without this crucial amendment. I want the right to choose my union and I deserve the right to vote.

Thank you for the opportunity to share these concerns.

Sincerely,

Dawn Peters, B.A., B.S.W., R.S.W.

From: Colleen McKenna <Colleen.McKenna@Dal.Ca>
Sent: Wednesday, October 01, 2014 4:04 PM
To: Office
Subject: Submission for law amendments bill 1

I believe that this government is corrupt. Are we still in Canada? The liberal government is single handedly trying to destroy our unions. We may as well not have unions at all based on the legislation you have created, I'm sure that is your intention.

If this piece of legislation goes through I am going to quit nursing. It won't be today or tomorrow but as soon as I am able to do this I will. I will go back to school and do whatever it takes to place me in a profession that is actually respected and valued in this lost province. This piece of legislation violates my rights as a Canadian citizen and I do not want to work for a government that does not care about the rights of it's workers. You as a government cannot just simply legislate anything you want into reality, you are paying great disrespect to a political process that has gone on for decades. I'm sure that you're aware that there will be consequences for your decisions as a political party and as an individual.

You do not know what nurses want or need. I personally feel that you don't care about our concerns as a group at all. I have not heard a single nurse remark that we don't care about who represents us or our collective bargain. It is very important to me. Our contracts are not interchangeable. We stand to lose our benefits and sick plan if this bill goes through. Each local has fought hard for their contract and it should not be legislated away. NSGEU is a proud and strong union that has represented us well and I am not about to give that up without a fight. We deserve the right to vote on who represents us. You are not going to legislate away the details of our contract and benefits.

Where is democracy? I have never seen another Canadian political party behave in this manner, you should all be ashamed of yourselves. We deserve the right as Canadians and as union members to hold a vote. I suspect you know that NSGEU would win and so you choose to skip the democratic process altogether. This is union busting. How ironic is it that you are sitting in your position of power because of a vote and now you are taking away the rights of others to vote? This is a blatant abuse of power. I know that next time I vote I won't waste it on you.

A union should be for the people and chosen by the people - not chosen by the government and employer as you propose. This is an obvious conflict of interest and is unethical. The fact that you also continue to target us as nurses who are a predominantly female group is misogynistic. You would never do this to a group of men. We all know where the money goes in our healthcare system and it isn't to the nurses! What do you plan to do about the amount we spend on physician services? Are you going to freeze their wages and take their rights away? This is about sex and social status. Why must savings always come from front line workers who are often the most underpaid?

I could say much more here but I will leave it at this. I ask you to reconsider your stance and consider working with the unions on their association. Or let us vote and see where the chips fall. If you continue like you have proposed you will lose many nurses and other health care professionals. Our system will be crippled. There are very few reasons to remain in Nova Scotia and you continue to make the situation worse. There is nothing that compares to this bill across all of Canada because it is unconstitutional. As a union member I have gradually lost all faith in you as a group, please prove me wrong. I believe that there are other ways to simplify our system without taking away people's rights. If not you will be the ones to lose next time we get to have a vote - and you cannot take that away.

Sincerely,

Colleen McKenna RN BScN CPMHN(c)

From: Leslie Long <llong@nsgeu.ca>
Sent: Wednesday, October 01, 2014 3:38 PM
To: Office
Subject: Bill 1

Everything that can be said against Bill 1 has been said and is unfortunately falling on deaf ears. So, I will keep this short. It saddens me that Stephen MacNeil was elected by the people to lead this Province and all "you" want to do is "silence" Nova Scotians. The Unions are the people Mr. MacNeil. There are not enough words to express my anger or how sickened I am at this government. I am embarrassed to be living in Nova Scotia. The majority of the people you have stepped on since coming into office are "women." One does not stand a chance in a dictatorship.

Deeply sickened
Leslie Long

Leslie Long,
Secretary
NSGEU

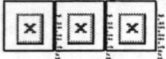
255 John Savage Ave.

Dartmouth, Nova Scotia B3B 0J3

llong@nsgeu.ca

Phone 902.424.4063 | Toll-Free 1.877.556.7438 | Fax 902.424.4832

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Please consider the environment before printing this email.

From: Mark Smith <squidboy1@hotmail.com>
Sent: Wednesday, October 01, 2014 3:39 PM
To: Office
Subject: To be Presented at Law Amendments Wednesday Oct 1 2014

On my behalf please read at and or during the Law Amendments for Bill #1

In response to passing bill #1 health authority act and taking away the people's voice.

This act of bullying has to stop. This is a abuse of power by government. My grandfathers fought in both wars to allow me and my family to be free of this type of abuse. This province and country is not ready for a modern day Hitler. Mr McNeil you lied to the voters of Nova Scotia and your supporters, the people want your resignation. I say no stay in power and make the right decisions, yes reduce the number of bargaining assignments this makes sense, what doesn't make sense is that you want to appoint a mediator to decide their union. This is a form of bullying mr McNeil. We work hard as healthcare workers to provide a service to our patients and clients, imagine if when they came to us we gave them no choice, they would feel just as your making and singling out these 24,000 people out of their constitutional right of a vote.

Well let me think you got there in the dictatorship chair by a vote? Isn't that correct?

We work in health care because we care in the health of our province. These professions that you are silencing are the ones that will serve you and everyone else in this rooms families. Do you think that they will forget? Most likely not. Now you've treated them like dirt so their attitudes will be reflected in their character. Asking themselves why did I sign up for this profession again to help people or to be singled out and treated unfair.

Fast forward to Nova Scotia 2017 provincial election. After a 4 year term of insulting peoples rights and making them feel like the Jewish people of Germany in the 1930's. You will seek a vote to remain at the helm of Nova Scotia. Trying to make those changes that have plagued Nova Scotia and its people for the last 50 Political years. Time has proven that the people of Nova Scotia hold deep scarred grudges and resentments against a short term government. This is your time to shine, prove them all wrong. Do what's right. Give people their voices! Stop infringing their human rights, these rights that you all entitled to today.

Things need to go forward not backwards. You can make history in great ways not by belittling ones character or by insulting one specific group of individuals.

"The time is always right, to do whats right" Martin Luther King

From: janessa <janessacaravan@hotmail.com>
Sent: Wednesday, October 01, 2014 4:58 PM
To: Office
Subject: Bill 1

Hello Leaders of Nova Scotia,

I am a student at SMU and my mom is a nurse. I think that she has the right to vote for who leads her union. You are not allowed to take away her right to vote. That is against the law and if you break the law just to get your way then how are you fit to lead a country. Let the nurses vote or you will lose all of your senior nurses. They work to hard not to have some simple perks. You already don't pay them enough for what they have to do. Don't try and call a bluff my mom has my brother looking at jobs so he can pay for school so she can retire so that she doesn't have to bow to your pressure.

Janessa Caravan

From: patsy hollis <patriciacecelia@hotmail.com>
Sent: Wednesday, October 01, 2014 5:02 PM
To: Office
Subject: Bill 1-Health Authorities Act and the NSGEU.

Hello,

My name is Patricia Hollis and I am a Short Order Cook with Capital District Health Authority, V.G. site, Scotia Room Cafeteria for the last 21 yrs. I started out in my job as a cashier and worked my way up. I had many low paying, non unionized jobs where I was taken advantage of. My grandfather came to this Country and more specific, Nova Scotia to find work. He and his new wife emigrated from Hungary, through Ellis Island in New York, USA and settled first in Pennsylvania.

There was a general call in Sydney, N.S. for competent steel workers and people to work in the coke ovens at the former DOSCO, which stood for Dominion Iron and Steel. Mr. Hollis went, did a trial for this company and was hired quite rapidly as he was a very industrious worker. There was no union then. Everyone worked hard, long hours and did the best for the company they worked for, and had loyalty. Now I am a third generation of my family and I work hard and worked as hard for a non unionized company. This province, this country is my home and I have a lot of feeling and loyalty to it. We are not American and I resent the fact that our Premier would like to bring the United States way of thinking here. Our unions do not denigrate us, or try to penalize the government.

We deserve better, Mr. Premier, from you, the elected head of our Province, than to try and strip away our dignity, and our rights that every Nova Scotian and Canadian has fought for. Fought for in world wars and in labour disputes where lives were lost trying to better ourselves. Please rethink this Bill in it's present form and allow us to keep our Union, the NSGEU as a whole.

Respectfully
Patricia C. Hollis

e

From: Elaine McGuire <emcguire@eastlink.ca>
Sent: Wednesday, October 01, 2014 5:04 PM
To: Office
Subject: Right to Choice, Right to Vote

In 29 years of bedside nursing in adult acute care mental health (in three provinces and at 6 different hospitals) I never thought or dreamed I would witness what I have heard, seen and read about during these past few days! I simply hope and pray that common sense and respect eventually prevail but the Liberal party is making it extremely difficult to be optimistic.

I hope that the Liberal government can show some willingness to listen to our collective voices, to see what is fair, and that you reconsider your approach and at the very least open yourselves to discussion about the messages being sent to you.

I implore you to do the right thing here with regards to this issue. I hope, at the very minimum, the Liberal party in this province can honour what is each and every individual's basic right, the right to democratic process. We are simply asking for the opportunity to work toward a better way to achieve what we all want with regards to health care system reform. I don't think anyone is against what you are, in essence and ideally, working toward. We all know change is needed but it is so disheartening to see how you think you have to achieve this goal. It appears you have not given much thought to how greatly the act of removing the people's choice and right to vote on their union representation impacts the very individuals that make up the majority of the workforce in that system and, in fact, every worker in organized labour across the country.

Strategies to hurry this Bill through the legislature and not listen to or reconsider what those affected are trying to convey is simply wrong on so many levels. There has to be a better way than what I am seeing. My desire has been to work as long as I am able, I love my profession, but I have reservations and concerns about what the future holds at the hands of this government. You are making it very difficult to have confidence and faith in your intentions.

I don't want to feel that I would be better off to enter retirement sooner than later but I have to say that, like many of my colleagues expressing their concerns, there really is one central issue here and what I am seeing and hearing makes me think hard about reconsidering my options.

Elaine McGuire
RNBN

From: Rhonda Duhme <rduhme@nsgeu.ca>
Sent: Wednesday, October 01, 2014 4:32 PM
To: Office
Subject: Bill #1

Importance: High

To the Law Amendments Committee:

My name is Rhonda Duhme, 38 Hillsdale Crescent, Lower Sackville NS B4E 2G7, Ph 902-252-5811 and I'm not one of the 24,000 healthcare workers directly affected by Bill #1.

I wish to have my concerns on record at the House in regards to Bill #1.

I'm in shock that such a Bill would even be considered in our country! I thought the greatest thing about living in Canada is our democratic system. I love my province and my country; however, from what I've seen from the Liberal government recently is pathetic, a bill that strips 24,000 members of their right to vote!

The Liberal government has forgotten that they were voted in the last election and that that process was considered fair. What the Liberal government is doing is NOT fair!

Premiere Stephen MacNeil is acting like a dictator – STOP IT!! Wake up and listen before making any decisions. I think if you take a moment to stop and listen you will be surprised to learn the damaging rippling effects that this Bill will cause.

I am pleading with the Liberal Government to allow the workers their right to vote!

Sincerely,

Rhonda Duhme

Rhonda Duhme,

Secretary

NSGEU

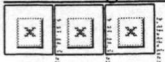
255 John Savage Ave.

Dartmouth, Nova Scotia B3B 0J3

rduhme@nsgeu.ca

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From: Mary Greene <marylizgreene@gmail.com>
Sent: Wednesday, October 01, 2014 4:24 PM
To: Office
Subject: Bill#1

Please do not destroy the NSGEU!!!

From: M & J Wile <jwile73@gmail.com>
Sent: Wednesday, October 01, 2014 4:38 PM
To: Office
Subject: Bill 1

Law Amendments Committee,

I am writing to speak to you, due to my having to be at work today, as a Licenced Practical nurse employed by Capital Health. I wish I could have spoken in front of you to have my say on Bill 1.

Workers United. This Bill is aimed at tearing the work place apart.

President Obama is trying to get the United States Health Care, that is available to their patients up to our Canadian Standards. Our standards are going down, we a currently being represented by our Unions and have strong representation. Bill1 is aimed at weakening our bargaining rights by separating the work force. Bill 1 is aimed at making Unions unable to effectively bargain for employee rights.

The right to vote is essential for a democratic society. Democracy is why people are proud to be Canadian. Democracy in Canada is the reason people feel safe to live in this country.

Members of the Legislature, by passing this Bill you are not just approving Bill 1, you are signing off on your commitment to being a Democratic Canadian, you are agreeing to and forcing a Dictatorship Government.

Lets keep Canada a Democratic Country. Let us have a Vote in our Unions that represent us as Health Care Workers.

Liberals you are about to prove to all Canadians, why you should never be allowed to be in power again. Prove us wrong.

Thank you for your time.

Malana Hambly-Wile

From: Susan Coldwell <scoldwell@nsgeu.ca>
Sent: Wednesday, October 01, 2014 4:26 PM
To: Office
Cc: Joan Jessome; Ian Johnson; Deedee Slye
Subject: Law ammendments comittee Bill 1

To the members of the law ammendments committee;

In following the machinations of Bill1 I make the following observations:

a. The Province of Nova Scotia has made a commitment to adopt The National Standard for Canada on Psychological Workplace Health and Safety, authored by the Mental Health Commission of Canada and the National Standards Organization. Several employers, including the CDHA and the NSGEU have also accepted to be part of a three year research study on implementation of the Standard. Both the adoption of the Standard and the three year research study are placing eyes on the work being done in Nova Scotia - especially following a successful International Working Toward Bully-Free Workplaces Conference on Shifting Culture. So the Nation and International Community are in fact watching how we (leadership) conduct ourselves.

b. With focus on workplace mental health and the stats which are readily available, impact on the 24,000 Health Workers in the province is a ripple which when taken with their spouses/partners and immediate family conservatively tripples or quadruples in number. We are now looking at closer to 100,000 immediate impact or 1 in 9 Nova Scotians. Now factor in those requiring services - from primary thorough all aspect of hospital or commmunity, or long term health care in a destabilized system the potential incremental impact on mental health is elevated.

c. Rapid, arbitrary change where workers have no imput is destabilizing - so has the government planned for those increased mental health service needs? Research shows that the perception of fairness is paramount to well-being at work, and that research can readily be made available.

d. The government in seeking to implement a more efficient and effective health care system is employing strategies which can only lead to failure through Bill 1 as the new health district for years will have to deal with the ramifications of imposing a bill which foments the perception of unfairness among workers - unionnized and further reaching.

I would be happy to discuss this further,

Sincerely

Susan Coldwell

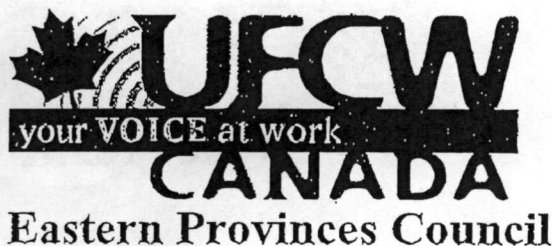
Susan Coldwell,
Bully-Free Coordinator
NSGEU
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EASTERN PROVINCES COUNCIL
 SUITE 220-1550 BEDFORD HWY.
 BEDFORD NS B4A 1E6
 TEL: (902) 832-1935 FAX: (902) 832-0186 TOLL 1-800-565-1646
 EMAIL: ufcw@eastlink.ca
 NOVA SCOTIA - NEW BRUNSWICK - PRINCE EDWARD ISLAND-NFLD

FAX TRANSMISSION

SEND: law Amendment	FROM: Nicole Kidney
ATTENTION:	DATE: October 1, 2014
FAX #: 902-424-0547	PHONE#:
PAGES: 3 (incl. cover)	

Message:

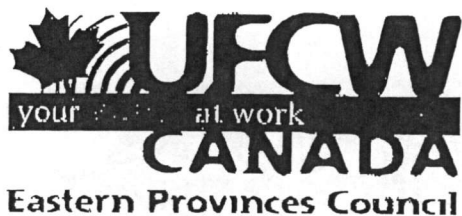
Please see attached letter regarding "Bill No 1"

Nicole Kidney

Office Administrator

UFCW Canada, Eastern Provinces Council

If you encounter any problems with this transmission, please contact Nicole at (902) 832-1935 ext 4121. The contents in this facsimile is strictly confidential and solely to the person or company named above. If you should receive this transmission in error, notify our office immediately by telephone, and return original to us by mail, or destroy the same. Thank you.



October 1, 2014



Bill No. 1

This bill as proposed, shows no promise of doing what the Premier promised.

Which is to protect the Public, improve Health Care. This Bill will not do that!

Why?

The best predictor of the future is the past? Other Provinces that have taken similar actions agree that, there have been no cost savings to the system or the Public.

By the time the Executive Officers of these Boards are terminated, and their secret wage deals (of which the Unions have nothing to do with) there will be no savings to the Public, long term or in the short term.

Why?

The Unions do not negotiate how many Health Boards we have, that is up to the Public and the Government, after extensive reviews with the Public, which has not occurred.

Why not?

When the Government decides that not having a relationship with the Public and the Unions is the way to advance, Nova Scotians future and health. We are all doomed!

The easy way is never the best way!

A relationship is always hard work, but as we all can attest to, it is what works for all, however, a bully approach cannot work. You cannot have a relationship with a bully and in this case the Government is the bully.

WHY?

To not allow the workers to choose their Union by a vote is wrong.

Local/Section Locale 1288P
B-281 rue Collishaw St., Moncton, NB E1C 9R1
506.857.3226 toll free/sans frais 1.800.560.8329
fax/télé. 506.853.7573
ufcw1288pnb@nb.aibn.com

Local/Section Locale 864
220-1550 Bedford Hwy., Bedford, NS B4A 1E6
902.864.8329 toll free/sans frais 1.800.565.1646
fax/télé. 902.832.0186
ufcw@eastlink.ca

Local/Section Locale 1252
104-58 Kenmount Rd., St. John's, NL A1B 1W2
709.753.8880 toll free/sans frais 1.800.563.8141
fax/télé. 709.753.9082
ufcw@ufcw.nf.net



To deny the workers a vote, is to turn back the wheels of Labour Relations in Nova Scotia back in the late 70's early 80's when some fisherman from Cape Breton and Nova Scotia wanted to join a Union and the Company said NO! That led to a strike and then the Companies said okay, you can join a Union but **we pick the Union for you**, because, "we know better than you, what's good for you". This is wrong. It did not work then! It was wrong and still is wrong. It brought down the Government of the day. And that is what we have here today.

Under the disguise of the Health Care reform, the Company (Government) want to pick the Union.

That is wrong!, it is mean spirited, it smacks of collusion, and appears to me and many others that the Company/Government have already decided the outcome. That is wrong! Wrong! Wrong!

Give the workers the right to vote on their Union of choice by following the already agreed upon procedure, and the Nova Scotia Trade Union Act.

Nova Scotians have said a long time ago, let the workers decide which Union they want. Why change that? I don't know.

I have yet to hear anyone explain that to me, who raised the issue of which Union should represent which workers as a Health Care cost saving idea?

I would like to know?

I also believe that, if you really want to improve Health Care you start by building a functioning relationship with the Public and the Union through extensive consultation. If we want to improve Health Care or it's delivery, we need to work together. To do otherwise will hurt the Public, which you say you are doing this all for. This bill no. 1 is not helping.

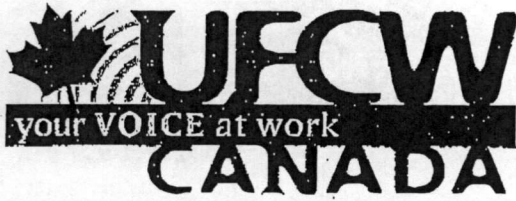
Why was the number one for this bill chosen. It appears to me that you chose that number to give the Unions and the Public the middle finger. That's wrong, that's not nice.

Drop this Bill!

Vote it down!

How nice it is to see you keep your right to vote for now.

Will Bill number two be to create No Voting for anyone or anything?



Eastern Provinces Council

Conseil des Provinces de L'Est des



EASTERN PROVINCES COUNCIL

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EMAIL: ufcw@eastlink.ca

NOVA SCOTIA - NEW BRUNSWICK - PRINCE EDWARD ISLAND-NFLD

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ATTENTION:	DATE: October 1, 2014
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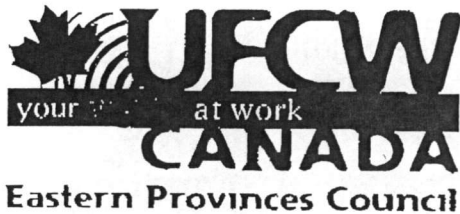
Please see attached letter regarding "Bill No 1"

Sandra Dobson

Accounting Department

UFCW Canada, Eastern Provinces Council.

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October 1, 2014



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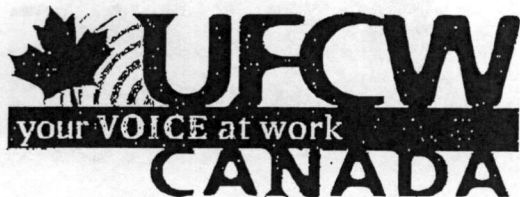
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NOVA SCOTIA - NEW BRUNSWICK - PRINCE EDWARD ISLAND-NFLD

FAX TRANSMISSION

SEND: <i>law Amendment</i>	FROM: <i>Beverly Dobson</i>
ATTENTION:	DATE: <i>October 1, 2014</i>
FAX #: <i>902-424-0547</i>	PHONE#:
PAGES: <i>3 (incl. cover)</i>	

Message:

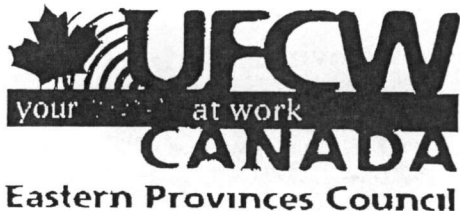
Please see attached letter regarding "Bill No 1"

Bey Dobson

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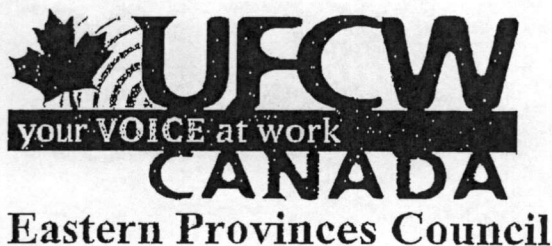
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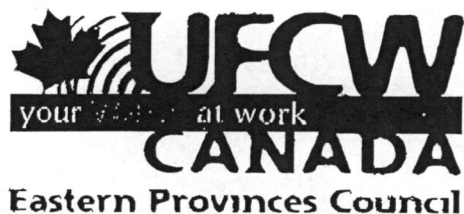
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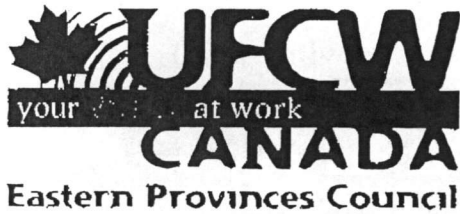
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President - local 864

UFCW Canada

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**Bill #1
Health Authorities Act**

CHANGES RECOMMENDED TO THE LAW AMENDMENTS COMMITTEE

PAGES 1 and 2, subclause 2(1)

- (a) add after paragraph (d) the following:
 - (e) "Capital District Health Authority" means the health authority for the Capital Health District continued by subsection 49(1);
 - (f) "Capital Health District" means the district consisting of
 - (i) Halifax Regional Municipality,
 - (ii) the Municipality of West Hants, and
 - (iii) that part of the Municipality of East Hants bounded by a line described as follows: starting near Hillsvale, at the corner marking the most easterly point on the boundary between the Municipalities of East Hants and West Hants, then southeasterly across the Municipality of East Hants to a corner point, near Lewis Mills, on the boundary between the County of Halifax and the Municipality of East Hants, then southwesterly and westerly along the boundary between the County of Halifax and the Municipality of East Hants, then northeasterly along the boundary between the Municipalities of East Hants and West Hants, to the starting point;
 - (b) paragraphs (e) to (n) - reletter as (g) to (p);
 - (c) paragraph (o) - delete and substitute the following:
 - (q) "health authority" means the provincial health authority, the Capital District Health Authority or the IWK Health Centre;
- and
- (d) paragraphs (p) to (zl) - reletter as (r) to (zn).

PAGE 13, subclause 40(7), line 2 - add "or the Capital District Health Authority" after "authority".

PAGE 14, subclause 40(8)

- (a) line 1 - add "or the Capital District Health Authority" after "authority"; and
- (b) line 2 - add "or the Capital District Health Authority, as the case may be," after "authority".

PAGE 14, subclause 40(9), line 2 - add "and the Capital District Health Authority" after "authority".

PAGE 14 - add after Clause 48 the following:

CAPITAL DISTRICT HEALTH AUTHORITY

49 (1) The Capital District Health Authority established under the former Act is hereby continued as a body corporate.

(2) The Capital District Health Authority shall provide health services to the Capital Health District, except for those health services provided by the IWK Health Centre.

50 The objects of the Capital District Health Authority are to govern, manage and provide health services in the Capital Health District and to implement the strategic direction set out in the provincial health plan.

51 (1) The Capital District Health Authority is responsible for the Queen Elizabeth II Health Sciences Centre.

(2) The Queen Elizabeth II Health Sciences Centre comprises

- (a) the Abbie J. Lane Memorial Building;
- (b) the Bethune Building;
- (c) the Camp Hill Veterans' Memorial Building;
- (d) the Centennial Building;
- (e) the Centre for Clinical Research;
- (f) the Dickson Building;
- (g) the Halifax Infirmary, including the Charles V. Keating Emergency and Trauma Centre;
- (h) the McKenzie Building;
- (i) the Nova Scotia Rehabilitation Centre;
- (j) the Victoria Building; and
- (k) any building or site prescribed by the regulations.

(3) The Queen Elizabeth II Health Sciences Centre is a centre for adult tertiary health services and research and academic activities.

52 (1) The board of the Capital District Health Authority comprises

- (a) such number of directors as is prescribed by the regulations, up to a maximum of 13 directors; and
- (b) such number of non-voting directors as the Minister considers appropriate.

(2) The Minister shall appoint the directors of the Capital District Health Authority.

53 (1) No person is qualified to be appointed or serve as a director of the Capital District Health Authority who

- (a) is a member of

- (i) the House of Commons or the Senate of Canada,
- (ii) the House of Assembly,
- (iii) a council of a regional municipality, an incorporated town or a municipality of a county or district, or
- (iv) a school board;

(b) is an employee of a health authority or the Department of Health and Wellness or has privileges in a health authority; or

(c) is a person or a member of a class of persons prescribed by the regulations.

(2) Notwithstanding clause (1)(b), an employee of a health authority or a physician who has privileges in a health authority may be appointed or serve as a non-voting director of the Capital District Health Authority.

54 (1) Subject to subsection (2), a director of the Capital District Health Authority holds office for the term prescribed by the regulations or, where the regulations do not prescribe the term, for the term specified in the director's appointment.

(2) A director of the Capital District Health Authority holds office until such time as the director's successor is appointed, even if such appointment does not occur until after the director's term of office has expired.

55 (1) The Minister shall appoint an individual from among the voting directors of the Capital District Health Authority to be the chair of the Capital District Health Authority.

(2) The chair of the Capital District Health Authority holds office for a term of three years and may be re-appointed for one additional three-year term.

56 The board of the Capital District Health Authority shall appoint a chief executive officer who is responsible to the board for the general management and conduct of the affairs of the Capital District Health Authority in accordance with the policies and directions of the board.

57 A majority of the voting directors of the Capital District Health Authority constitutes a quorum.

58 (1) The board of the Capital District Health Authority may establish advisory and other committees to assist the board in carrying out its responsibilities, including any committees it considers necessary or advisable for ensuring adequate opportunity for consultation with and participation by the public in respect of health services provided by the Capital District Health Authority.

(2) The members of a committee established under subsection (1) need not be directors of the Capital District Health Authority.

59 No director of the Capital District Health Authority is personally liable for anything done or omitted to be done or for any neglect or default in the *bona fide* exercise or purported exercise of a power conferred upon the director by this Act.

PAGE 16, subclause 49(1) (renumbered as 60(1)), line 2 - adding “, other than the Capital Health District,” after “Province”.

PAGE 16, Clause 50 - renumber as 61.

PAGE 16, Clause 51 - delete and substitute the following:

62 The head office of the provincial health authority must be located in a part of the Province within which the provincial health authority provides health services.

PAGES 16 to 35, Clauses 52 to 155 - renumber as 63 to 166.

PAGE 18, Clause 62 (renumbered as 73)

- (a) **line 1** - delete “provincial”; and
- (b) **lines 3 and 4** - delete “provincial”.

PAGE 18, subclause 63(1) (renumbered as 74(1)), line 1 - delete “the provincial” and substitute “a”.

PAGE 18, subclause 63(2) (renumbered as 74(2)), line 1 - delete “provincial”.

PAGE 19, Clause 67 (renumbered as 78)

- (a) **line 1** - deleting “the provincial” and substituting “a”; and
- (b) **line 2** - deleting “provincial”.

PAGE 19, Clause 70 (renumbered as 81)

- (a) **clause (b), line 2** - delete “provincial”;
- (b) **clause (c), line 1** - delete “provincial”;
- (c) **clause (d), line 1** - delete “provincial”;
- (d) **clause (e), line 1** - delete “provincial”;
- (e) **clause (f), line 1** - delete “provincial”; and
- (f) **clause (g), line 1** - delete “provincial”.

PAGE 19, Clause 71 (renumbered as 82), line 1 - delete “The provincial” and substitute “A”.

PAGE 20, subclause 72(1) (renumbered as 83(1)), line 1 - delete “The provincial” and substitute “A”.

PAGE 20, subclause 72(2) (renumbered as 83(2)), line 1 - delete “The provincial” and substitute “A”.

PAGE 20, subclause 74(1) (renumbered as 85(1)), line 3 - delete “provincial”.

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PAGE 20, subclause 75(1) (renumbered as 86(1)), line 1 - delete “The provincial” and substitute “A”.

PAGE 20, subclause 75(2) (renumbered as 86(2)), line 1 - delete “The provincial” and substitute “A”.

PAGE 21, Clause 77 (renumbered as 88) - delete and substitute the following:

88 A foundation that uses its funds to benefit a health authority or a hospital for which that health authority is responsible shall annually provide the health authority with copies of its audited year-end financial statements.

PAGE 21, Clause 78 (renumbered as 89)

(a) add after paragraph (e) the following paragraphs:

(f) prescribing the number of voting and non-voting directors on the board of the Capital District Health Authority;

(g) prescribing persons who or classes of persons that are not qualified to be appointed or serve as a director of the Capital District Health Authority;

(h) prescribing the term of office for directors of the Capital District Health Authority;

(b) **clauses (f) to (n)** - reletter as (i) to (q).

PAGE 22, subclause 81(1) (renumbered as 92(1)), line 2 - add “or the Capital District Health Authority” after “Centre”.

PAGE 23, subclause 82(1) (renumbered as 93(1)), line 6 - add “Capital District Health Authority and the” after “the”.

PAGE 30, paragraph 107(b) (renumbered as 118(b)) - delete and substitute the following:

(b) striking out “district” in the second line of subclause (z)(i).

PAGE 30, Clause 108 (renumbered as 119) - delete and substitute the following:

119 Clause 26(a) of Chapter 37 is amended by striking out “district” in the first line.

PAGE 32, Clause 124 (renumbered as 135) - delete and substitute the following:

135 Clause 39(6)(c) of Chapter 4 is amended by striking out “district” in the second line.

PAGE 32, Clause 131 (renumbered as 142)

- (a) **paragraph (b)** - add "and" at the end of the paragraph;
- (b) **paragraph (c)** - delete;
- (c) **paragraph (d)** - reletter as (c) and delete "and" at the end of the paragraph; and
- (d) **paragraph (e)** - delete.

PAGE 35, Clause 155 (renumbered as 166) - delete and substitute the following:

166 (1) Sections 5 to 93 and 118 to 165 have effect on and after April 1, 2015.

(2) Sections 116 and 117 come into force on such day as the Governor in Council orders and declares by proclamation.

CHANGE CROSS-REFERENCES ACCORDINGLY

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PAGE 12 - add after Clause 37 the following:

38 The Auditor General shall audit and report on the accounts of each health authority at least once every year and at such other times as the Governor in Council may direct for the purpose of determining whether, in the Auditor General's opinion, the administration costs of the health authority are at or below the national average.

RENUMBER BILL AND CHANGE CROSS-REFERENCES ACCORDINGLY

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PAGE 18, Clause 63 - delete.

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PAGES 1 to 3, subclause 2(1)

- (a) **line 1** - delete "(1)";
- (b) **clause (k)** - delete;
- (c) **clauses (l) to (s)** - reletter as (k) to (r);
- (d) **clauses (t) and (u)** - delete;
- (e) **clause (v)** - reletter as (s);
- (f) **clause (w)** - delete;
- (g) **clauses (x) to (zf)** - reletter as (t) to (zb);
- (h) **clause (zg)** - delete;
- (i) **clauses (zh) and (zi)** - reletter as (zc) and (zd); and
- (j) **clauses (zj) to (zl)** - delete.

PAGE 3, subclause 2(2) - delete.

PAGE 3, subclause 4(1), line 1 - delete "(1) Subject to subsection (2), in" and substitute "In".

PAGE 3, subclause 4(2) - delete.

PAGE 9, Clause 26 - delete and substitute the following:

26 (1) Except as otherwise provided in this Act, words and expressions used in this Section have the same meaning as in Part I of the *Trade Union Act*.

(2) The health authorities shall engage in multi-employer collective bargaining when negotiating collective agreements with bargaining agents in respect of units of the same type for each health authority.

PAGE 23, subclause 81(2)

- (a) **line 1** - delete "Subject to any order issued under subsection 87(1) or Section 93, upon" and substitute "Upon"; and
- (b) **paragraph (e), line 1** - delete "subject to subsection 86(1),";
- (c) add after paragraph (f) the following:
 - (g) for greater certainty, the provincial health authority is a transferee for the purpose of Section 31 of the *Trade Union Act* and, without limiting the

generality of the foregoing, the provincial health authority is bound by successor rights as determined under the *Trade Union Act*;

(d) paragraphs (g) and (h) - reletter as (h) and (i).

PAGES 24 to 29, Clauses 83 to 106 - delete.

PAGES 29 to 35, Clauses 107 to 154 - renumber as 83 to 130.

PAGE 35, Clause 155 - delete and substitute the following:

131 This Act has effect on and after April 1, 2015.

CHANGE CROSS-REFERENCES ACCORDINGLY

DEFEATED

**Bill #1
Health Authorities Act**

CHANGES RECOMMENDED TO THE LAW AMENDMENTS COMMITTEE

PAGE 29 - add after Clause 102 the following:

103 Sections 98 to 102 do not apply in respect of labour relations between the Capital District Health Authority, the Nova Scotia Government Employees Union, Local 97 and the employees of the Capital District Health Authority represented by the Nova Scotia Government Employees Union, Local 97.

RENUMBER BILL AND CHANGE CROSS-REFERENCES ACCORDINGLY

DEFEATED

**Bill #1
Health Authorities Act**

CHANGES RECOMMENDED TO THE LAW AMENDMENTS COMMITTEE

PAGE 29 - add after Clause 102 the following:

103 Sections 98 to 102 do not apply in respect of labour relations between the Capital District Health Authority, the Nova Scotia Government Employees Union, Local 97 and the employees of the Capital District Health Authority represented by the Nova Scotia Government Employees Union, Local 97.

RENUMBER BILL AND CHANGE CROSS-REFERENCES ACCORDINGLY

DEFEATED

**Bill #1
Health Authorities Act**

CHANGES RECOMMENDED TO THE LAW AMENDMENTS COMMITTEE

PAGE 19 - add after Clause 70 the following:

71 All meetings of a community health board must be open to the public.

RENUNBER BILL AND CHANGE CROSS-REFERENCES ACCORDINGLY

DEFEATED

**Bill #1
Health Authorities Act**

CHANGES RECOMMENDED TO THE LAW AMENDMENTS COMMITTEE

PAGE 24, subclause 83(1) - delete "(1) after the Clause number.

PAGE 25, subclause 83(2) - delete.

PAGES 24 to 25, subclause 86(1)

- (a) delete paragraphs (b) and (c); and
- (b) reletter paragraph (d) as (b).

PAGES 25 to 26, Clause 89 - delete.

PAGES 26 to 28, Clauses 90 to 155 - renumber as 89 to 154.

PAGE 26, subclause 90(1) (renumbered as 89(1)) - delete "(1)" after the Clause number.

PAGE 26, subclause 90(2) (renumbered as 89(2)) - delete.

PAGE 27, subclause 94(1) (renumbered as 93(1)) - delete "(1)" after the Clause number.

PAGE 27, Clause 94 (renumbered as 93) - delete subclauses (2) and (3).

PAGE 29, Clause 104 (renumbered as 103) - delete and substitute the following:

103 The unions that represent the unionized employees in a bargaining unit constitute a bargaining association that shall act as the bargaining agent for that bargaining unit and is deemed, for the purpose of collective bargaining, to be the certified bargaining agent for that bargaining unit.

CHANGE CROSS-REFERENCES ACCORDINGLY
