SERVICE & SENIORITY: What’s the Difference?
by Michelle Kehoe, ERO

SERVICE is not defined in the Definitions found at Article 2 of the Agreement, and therefore has to be determined by how it is used within the language of the Collective Agreement.

Article 10.01 refers to service in the context of determining seniority; “…seniority shall be defined as the length of an Employee’s compensated service with the University (excluding service as a Temporary Employee) excluding overtime since the most recent date of hiring.”

Article 10.05 speaks of evidence of “…past paid service” in order to challenge placement on the seniority list.

Article 11 describes a long service Employee as one having “…ten (10) years seniority or more…”

Article 11.04 again talks about “compensated service” and goes on to say “Service,” for the purpose of this article, shall exclude service as a temporary employee except temporary service that has been credited toward his/her probationary period in accordance with Article 17.02.” and again in Article 11.15 the reference is to “…paid service since date of last hire by the Employer.”

Further references to the word “service” may be found at Articles 25.06, 25.10, 26.02, 33.03, 33.05, 33.07, 38.10, 38.11(c), Appendix “C” and the Memorandum of Agreement dealing with former TUNS employees.

In conclusion then, and based on the references of the Collective Agreement, I would define “service” as compensated time from the last date of hire with the Employer, exclusive of overtime and time spent as a temporary employee. I would further conclude that for the purposes of this Agreement, that “service” and “seniority” are one in the same (*noting the exceptions on page 2).

SENIORITY is defined in the Agreement in Article 10.01: “…seniority shall be defined as the length of an Employee’s compensated service with the University (excluding service as a Temporary Employee) excluding overtime since the most recent date of hiring.”

So, one may assume that all time one is in receipt of pay from the Employer is paid service and this is also seniority. This does not mean that if you take an unpaid leave of absence that you lose your seniority as Article 10.03 (a) clarifies that “An
Employee who proceeds on an approved leave of absence without pay shall retain the seniority acquired up to and including the last day of work provided that the period of absence does not exceed twelve (12) months. Seniority shall not accumulate during the period of such absence. Approved leaves of absence of up to ten (10) working days per year shall not affect an Employee’s seniority."

So then, in short, you take an unpaid leave of absence in any one year that is greater than 10 days and your seniority is put on hold until your return provided that you are not away for more than 12 months. You then pick up your seniority where you left off at the start of your unpaid leave. Article 10.04 cites how seniority and employment are broken:

Seniority and employment shall be considered broken:

(a) if an Employee voluntarily terminates employment at the University; or
(b) if an Employee is discharged and not reinstated by the grievance procedure; or
(c) if an Employee is absent from work because of illness or injury for a period in excess of thirty (30) months or when their rights expire pursuant to Article 34.08; or
(d) if an Employee has been laid off for a period in excess of twelve (12) consecutive months; or
(e) if an Employee who has been laid off declines to have her/his name placed on the re-employment list, voluntarily withdraws her/his name from the re-employment list, refuses to accept an offer of a position in the same classification as the original position, or subsequent to receiving notice of lay-off, neglects to reply within two (2) weeks to communications sent by the Employer to the last reported address.

*The Exception:

There is an exception to the rule that seniority is not accumulated during the period of an unpaid leave and that is, during a period of Pregnancy Leave. Given the above rules, we can assume that during a period of Pregnancy Leave where the employee is receiving “top-up” should be compensated service and therefore count as seniority, but what about the portion of the leave that the Employer is not providing top-up? As per Article 10.03(b) “An Employee shall continue to accumulate seniority throughout the term of an approved pregnancy leave.” There is, however, a further exception in terms of how that seniority that continues to accumulate is utilized for the purpose of calculating vacation time. Article 38.01 (b) “Taking a pregnancy leave will affect the annual vacation an Employee is entitled to in the vacation year(s) immediately following such leave, however, pregnancy leave will not affect their entitlement to subsequent vacation pursuant to Article 38.07 (b) and (c).

Article 17.02 only allows for the accumulation of seniority once a Temporary Employee becomes successful for a regular bargaining unit position, however, the time spent in the Temporary position will count toward the probationary period (there is no language in the Agreement that discounts the time in a probationary period from counting as seniority once the probationary period has been completed).

You will find other references to seniority under Articles 18.04, 25.04, 28.03, 34.09, 36.06, 36.07, 38.01, 38.04, 38.06, 38.07, 39.01, 42.06 and the M.O.A. for Part Time Employees.
WHAT IS SERVICE and SENIORITY USED FOR?

Service:

• Compensated service is used to calculate seniority
• Service related benefits (possibly Pension for example)

Seniority:

• Used for protection under the Lay-Off; priority for Redeployment and Recall and provides for increased Severance Pay – Article 11
• Used for calculating the amount of vacation one receives and also affords some priority in booking that vacation – Article 38

Where the heck is our contract?

News & Views asked Local 77’s Chief Negotiator when we could expect to have our new contract in our hot little hands. Here was her reply:

“Here’s the relative time frame: I will send the draft agreement to the Bargaining Committee by the end of the week [April 25]. They will have one week to review it. We will get it to the Employer by May 5th - 6th, get it signed during May and printed by the beginning of June.”

Thanks, Robin!
A TALK WITH SHANNON KELLY: Administrative Secretary & Local President
by Graham Denman

Shannon Kelly is the Administrative Secretary for the Management and Career Services Department (previously Commerce Co-op Program), here at Dal, and has been for the past 16 years. The combination of duties that her position entails makes it the only position of its kind at Dalhousie.

A typical day for Shannon is pretty full. She takes care of the administration of the department, which means looking after the financials, coordinating events, and working as the networking person for the department. It makes her job almost that of an office manager. As well, she provides specialized career development services to students and alumni. This includes assisting employers with recruiting for co-op and fulltime positions, posting new employment positions for students and alumni, setting up interviews and job offers, and working with students and employers to help each define what they are looking for.

In addition, Shannon also works as our local president. She spends time fielding many questions from union members and educating workers on their rights and responsibilities in the workplace, as well as overseeing day-to-day operations within the local.

Shannon loves to be around the students and the educational environment, as well as the unionized work environment. She also enjoys the exposure to the business world, which she gets through the employer networking she does for the department. Shannon likes that her job brings something new everyday and takes pride in being a public servant to the students of Dalhousie.

2007-2009 Executive Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shannon Kelly</td>
<td>President</td>
<td>494-2132</td>
</tr>
<tr>
<td>vacant</td>
<td>Vice-President</td>
<td></td>
</tr>
<tr>
<td>Tammy Zinck</td>
<td>Vice-President</td>
<td>494-7070</td>
</tr>
<tr>
<td>Kevin MacDougall</td>
<td>Vice-President</td>
<td>494-6505</td>
</tr>
<tr>
<td>Cherilyn MacIntosh</td>
<td>Vice-President</td>
<td>494-1639</td>
</tr>
<tr>
<td>Darryl Warren</td>
<td>Treasurer</td>
<td>494-2370</td>
</tr>
<tr>
<td>Dawn Ferris</td>
<td>Secretary/Chief Steward</td>
<td>494-6268</td>
</tr>
<tr>
<td>Zita Hildebrandt</td>
<td>Past President</td>
<td>494-6641</td>
</tr>
</tbody>
</table>

World Ocean Day – June 8, 2008

The concept of a “World Ocean Day” was first proposed in 1992 by the Government of Canada at the Earth Summit in Rio de Janeiro. Although not yet officially designated by the United Nations, an increasing number of countries mark June 8th as an opportunity each year to celebrate our world ocean and our personal connection to the sea. The World Ocean Network is working to have the United Nations officially designate World Ocean Day as June 8th each year. Take time to do something good for our ocean.
The Stewards Committee started the term with 11 members. They consisted of:


Two members have left the Committee for various reasons. They are Judie Pepper and Arron Wight. We thanked them very much for their contributions and wish them well on their future endeavours.

The Stewards Committee have been very active meeting 10 times during each year for a total of 20 committee meetings. Meetings have been held monthly between September and June.

In the past two years, 21 grievances have been filed. 17 of those have been concluded, 1 is awaiting arbitration and 3 are still proceeding through the steps of the grievance procedure. We have also fielded numerous (too many to count) email and phone call enquiries regarding our Collective Agreement.

2006-2008 Stewards Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dawn Ferris</td>
<td><a href="mailto:Dawn.Korn@Dal.Ca">Dawn.Korn@Dal.Ca</a></td>
<td>494-6268</td>
</tr>
<tr>
<td>Shanna Balogh</td>
<td><a href="mailto:Shanna.Balogh@Dal.Ca">Shanna.Balogh@Dal.Ca</a></td>
<td>494-2453</td>
</tr>
<tr>
<td>Linda Dehmel</td>
<td><a href="mailto:Linda.Dehmel@Dal.Ca">Linda.Dehmel@Dal.Ca</a></td>
<td>494-3656</td>
</tr>
<tr>
<td>Shannon Kelly</td>
<td><a href="mailto:Shannon.Kelly@Dal.Ca">Shannon.Kelly@Dal.Ca</a></td>
<td>494-2132</td>
</tr>
<tr>
<td>Jo-Anne Landsburg</td>
<td><a href="mailto:Jo-Anne.Landsburg@Dal.Ca">Jo-Anne.Landsburg@Dal.Ca</a></td>
<td>494-3791</td>
</tr>
<tr>
<td>Chris Maxwell</td>
<td><a href="mailto:Chris.Maxwell@Dal.Ca">Chris.Maxwell@Dal.Ca</a></td>
<td>494-1369</td>
</tr>
<tr>
<td>Carole Poirier</td>
<td><a href="mailto:Carole.Poirier@Dal.Ca">Carole.Poirier@Dal.Ca</a></td>
<td>494-2407</td>
</tr>
<tr>
<td>Darryl Warren</td>
<td><a href="mailto:Darryl.Warren@Dal.Ca">Darryl.Warren@Dal.Ca</a></td>
<td>494-2370</td>
</tr>
<tr>
<td>Arron Wight</td>
<td><a href="mailto:Arron.Wight@Dal.Ca">Arron.Wight@Dal.Ca</a></td>
<td>494-3941</td>
</tr>
<tr>
<td>Tammy Zinck</td>
<td><a href="mailto:Tammy.Zinck@Dal.Ca">Tammy.Zinck@Dal.Ca</a></td>
<td>494-7070</td>
</tr>
</tbody>
</table>


World Environment Day, commemorated each year on 5 June, is one of the principal vehicles through which the United Nations stimulates worldwide awareness of the environment and enhances political attention and action.

World Environment Day was established by the United Nations General Assembly in 1972 to mark the opening of the Stockholm Conference on the Human Environment. Another resolution, adopted by the General Assembly the same day, led to the creation of UNEP.
THE LONG VIEW: An Interview with Angus Macpherson
by Terry MacLean

As many Nova Scotians can tell you, the miles between Scotland and New Scotland are well trod. In August 1968 one young Scotsman, Angus Macpherson, recently landed and working in Nova Scotia, took up his new position as Technician class two in the Mechanical Engineering Department at the Nova Scotia Technical College in Halifax. Forty years later, the Sexton Campus veteran of “Tech,” TUNS, and Dalhousie Engineering sat down with News & Views to give us the advantage of his insight after so many years of experience on the job.

Angus recalls a 1968 workplace that was a very different from what we see today. The union did not exist. The highly complex job classification system that we know today was a thing yet to be developed. Forty years ago you were either hired as Technician one, two or three with the most senior position being the coveted Technologist ranking. Advancement and pay increase were solely the province of administrative review and workers had no input or recourse to appeal in those decisions. Agitation for change fell to the Technicians and Technologists who were known as the “rabble rousers” of their day. As odd as that might seem to the unionised workplace of today, Angus said there was very little abuse of the system and the workplace functioned smoothly.

Angus’ personal philosophy has always been that he was not going to be one who “whined in the hallways” over perceived difficulties in the “process” but rather, he chose to become actively involved with that process. This attitude has always served him well and achieved the best effect in the workplace.

With the advent of the union in 1980, Angus became an avid supporter of the new “process” and twenty-eight years later is still serving the University community on the Job Evaluation Committee.

Mechanical Engineering has been his workplace for forty years. Class sizes have more than quadrupled, the technical work force supporting them has shrunk considerably, student design projects have increased in complexity from simple lab apparatus to elaborate and technically sophisticated leading edge devices, the rate of technological change has accelerated dramatically in recent years along with associated costs, staff training in the necessary new technologies has been a balancing act between time for work and time for study, forty years ago Engineering students were more adept at manual trades than they are today so supervision is more of a concern.

Through all of that, one of the core values of Engineering education remains that Engineering is an applied science and to that end, ideas still become reality in Angus’ shop. While students are encouraged to participate in the fabrication process, more often than not the design out strips their ability to realise it and the task falls to Angus and the dedicated staff to complete the project.

Looking back over forty years Angus offers his fellow workers the insight that, we are the job. Each man and woman makes the job his or her own. Be the best you can be. Become active in the process of growing the skills and knowledge necessary to be successful in your career. As you advance so will the quality of service you provide.

photo by Terry MacLean
You’re invited to attend
Metro A, B, & C’s 50th Anniversary Celebration

We’re having a 50s Themed Soc Hop!!!

June 14, 2008
7:00 pm – 1:30 am
The Halifax Forum Multipurpose Room

Entrance: $10 a person*

50’s Band will play live
Jive/Swing lessons will be offered to those interested between 7:00 – 9:00pm
Prizes for Best Costume** and Best Dancers
Food will be served
Cash Bar Available

Costume Rentals at Boutliers in Dartmouth will give a 10% to NSGEU members

For ticket purchases and info please contact: Dawn Ferris (dawn.ferris@dal.ca), Don Goss (GOSSDG@gov.ns.ca), Maria Thomas (mathomas@accesswave.ca), Terri Horwil (HORWILTE@gov.ns.ca), Carmen Williams, (CarmenD.Williams@cdha.nshealth.ca), Mark Monk (MONKMC@gov.ns.ca), Teresa Pottie (tpottie@ns.sympatico.ca), Jack Fortune (fortunje@gov.ns.ca), Dan Praught (dpraught@ns.sympatico.ca), Paula Cuvelier (pcuvelier@eastlink.ca), or Steve Barkhouse (steven.barkhouse@ns.sympatico.ca).

* Up to 4 tickets can be purchased per NSGEU member. Tickets must be pre-bought, I doubt we’ll be selling tickets at the door.

**Costumes Optional
New members since February 2008

Karen Anderson, Registrar’s Office
Heidi Berry, Biochemistry & Molecular Biology
Lillian Brown, Faculty of Medicine—General
Sean Cain, Carleton Animal Care Facility
Kathy Drew, Graduate Studies
Holly Flaherty, School of Health Sciences
Wendy Flynn, Science—Dean’s Office
Patricia Langille, Eng & Computer Science Co-op Ed
Nadine MacDonald, Continuing Medical Education
Shilo Mann, Family Medicine
Colin Richardson, Arts Centre
Stephanie Sampson, Facilities Management
Hjalmar Sigurdsson, MedIT
Scott Walsh, Computer Science
Carrie Wipp, Psychiatry
Building or upgrading a home entertainment system is no small undertaking. Electronics retailers offer a huge range of products designed for home entertainment, and the technologies involved often vary from component to component. Let’s look at a few things you should be aware of with home entertainment systems.

The best-case scenario is that you are starting a home entertainment system from scratch, and your chosen entertainment room is under construction. The issue here is the speaker wiring, and the ability to conceal it. If your entertainment room has unfinished walls, plan the speaker locations and pull speaker wire to each location. All speaker wire pulls should originate from a central point, usually where you plan to place your TV and other electronic components. When the drywall work is complete, the speaker wiring is hidden within the walls. If you are building or upgrading a home entertainment system in a finished room, identify speaker locations and consider how you will run speaker wire to these locations. There are ways to hide speaker wiring, including special baseboard moldings or wire raceway. The important point is that you consider where the speakers will be placed, and how the wiring will be installed, before you make a purchase.

The standard for home entertainment audio is the 5.1 channel speaker arrangement, with front left & right speakers, rear left & right speakers, a center speaker, and a subwoofer (5 individual channels + subwoofer = 5.1 audio, the .1 always refers to the subwoofer). If you’re looking for better coverage, the 7.1 channel speaker arrangement won’t disappoint. Be aware that to get the most out of a 7.1 channel system, the audio source must be coded in a 7.1 format!

The hub of a home entertainment system is the home theatre receiver. The receiver is the device that connects all other components together, and it usually contains the audio amplifier for your 5.1 or 7.1 channel speaker arrangement.
receiver and/or satellite receiver, your DVD player/recorder, game console, and TV all connect to the receiver. There is no fix for a low-quality home theater receiver! All audio and video signals are processed and distributed by the receiver, so this is one place where you want a quality component. The quick solution is a “Home Theatre in a Box” package that contains a home theatre receiver plus all necessary speakers. These packages can range in price from a few hundred dollars to a few thousand dollars, but shop around and you will find quality packages in the $500 – $750 price range.

The high-definition DVD format battle between Sony’s Blu-ray technology and Toshiba’s HD DVD technology is over. Toshiba has announced that no further efforts would be made in establishing the HD DVD format, and that all production of HD DVD products will cease. SONY is the clear winner in establishing a high-definition DVD format!

If you are buying a new flat-screen HDTV, make sure to pay particular attention to the display’s native resolution, and the display’s capabilities. A high-end LCD or plasma display should have a native resolution of 1920 x 1080, with the capability to process 1080i/1080p video signals. Mid-priced displays are likely to have a native resolution of 1366 x 768, with the capability to process 1080i/1080p video signals, but the signals are processed (information stripped out) to display at the 720p HDTV video standard. The 1080i/1080p video still looks great at 720p, but to see the full quality of 1080i/1080p video your HDTV needs a native resolution of 1920 x 1080. Don’t forget that your home theatre receiver is the device that actually delivers the video signal to your HDTV. Check the high-definition specs on your receiver’s video output!

** Images from www.smartbuyspeakers.com **
Fredie’s Fantastic Fishhouse is locally owned and operated. I came across it quite by chance, it’s a tiny, hole in the wall fish place with seating for about 10 people at their location in Bayer’s Lake, behind Jungle Jim’s. All their seafood is lightly battered and served with hand cut fries, of course, they do have salads if fries are not on your diet. They even have something for the land lubbers by offering burgers, chicken fingers, and hot dogs.

The last time we were there, we tried their very popular Seafood Sampler. For $18.95 plus tax, we had 2 pieces of their wonderful fish, a full order of Digby scallops, a full order of Digby clams, and hand cut fries. For two people, it was more than enough. The menu also includes Seafood Chowder, which I can’t wait to try, but it goes fast!

It’s a great place to eat with a wonderful atmosphere and great staff. I’d recommend it to anyone. You can’t go wrong with anything you order at Fredie’s.
Women and the Work-World: Equality once and for all!
Canadian Labour Congress

Women now are the majority of university graduates and 60% of those graduating with a college education. The number of women 25-29 with university degrees doubled between 1981 and 2001 (from 16% to 31%). The proportion of university-educated men increased much more slowly from 15.5% to 26%.

Even though women are more educated than men and more than ever are working full-time, the pay gap between university-educated young women and men persists. Working full-time and full-year, a university-educated woman will only make 68% of the wages of a university-educated man.

In the past five years, in Canada, over 300,000 manufacturing jobs have disappeared, through plant closures and major layoffs in communities across the country—the equivalent of about 185 jobs every single day.

Over the past five years, women have lost more than 55,000 good paying jobs in manufacturing. Contrary to popular belief, women do work in manufacturing—food and fish processing, auto, auto parts, aerospace and general manufacturing.

Over the past five years, women have lost jobs at a greater rate than men with 9% of women in the manufacturing sector losing their jobs compared to 7% of men. The loss of these jobs has had a severe impact on women and their families, especially on women who are single parents or primary earners.

In 2006, unionized women earned an average of $21.86 an hour or 93% of the wage of unionized men. Non-union women earned an average of $16.15 an hour or 75.4% of the wage of non-union men.

Every year, banks and big box stores declare massive profits, yet the women who work there can barely eat on the wages they pay. Why? Because these workers don’t have anyone on their side. These corporations are largely not unionized. Only 14% of women in the private sector are in a union, compared to 23% of men. If there was a union in these businesses, women could be making at least $5 an hour more. That translates into $10,400 a year more! What could you spend an extra $10,000 a year on?

Think twice about supporting a business that pays any employee low wages.
Since there was no April contest we have awarded a prize to all the entries in the Easter colouring contest.

Faith Gilbert (age 3)
Theresa Gilbert, School of Nursing

Joshua Boutilier (age 2)
Natasha Boutilier, School of Nursing

Nicholas Boutilier (age 6)
Natasha Boutilier, School of Nursing

Dylan Boutilier (age 8)
Natasha Boutilier, School of Nursing
Tough times for American workers (Friday, April 18, 2008 SF Chronicle)

by Steven Greenhouse

Some people ask me why I called my new book, “The Big Squeeze.” The answer is simple: The nation’s corporations have been squeezing workers every which way in their drive to push down labor costs. This, unfortunately, has left the nation’s workers (and consumers) weakened and weary even before we feel the full brunt of a recession that will inevitably mean unemployment and lower paychecks for many Americans.

This squeeze has taken one especially disturbing form: many corporations have cut costs by violating wage-and-hour laws. Managers at Wal-Mart, Pep Boys and Family Dollar, told me that they secretly erased hours from employees’ time records because of fierce pressures to minimize costs. At many companies, managers strong-arm employees into working off the clock; hourly employees who clock out at, say, 5 p.m., are ordered to work an hour or two extra unpaid. Swift & Company, Smithfield Foods and Wal-Mart each employed, directly or through contractors, more than 1,000 illegal immigrants, who often accept lower wages than native-born workers.

In my research, I found that many companies also squeeze workers by treating them with a shocking lack of dignity. A Wal-Mart cashier in Kansas City told me that managers were so stingy about bathroom breaks that some cashiers ended up soiling themselves. RadioShack had the gall to fire 400 workers at its Fort Worth headquarters by e-mail, the message saying, “Unfortunately your position is one that has been eliminated.” Corporate executives told Myra Bronstein, a software engineer in Seattle, that as long as the company did well and she worked hard—she put in many 14-hour days—she would have a job. But one day the company suddenly fired Bronstein and 17 other engineers, telling them that if they wanted any severance pay, they had to spend the next four weeks training the workers from India who would be replacing them.

The biggest squeeze has been on wages and benefits. During the economic expansion that began in November 2001, corporate profits soared, while productivity per worker rose more than 15 percent. Nonetheless, hourly wages for the typical worker have inched up by just 1 percent since then, after inflation, while median income for working-age households has fallen nearly $2,400 to $54,726 since 2000, according to the most recent Census Bureau report on poverty and income.

According to the Kaiser Family Foundation, employee premiums for family-health insurance coverage have doubled in seven years, rising by $1,650 on average. And the number of Americans without health insurance has jumped by 8.6 million since 1999, to 47 million. Many young people just starting work are finding it surprisingly tough, because entry-level wages have slid since 2001, after inflation, while the percentage of entry-level jobs offering health or pension coverage has fallen as well.

For millions of Americans, the up escalator toward the American dream has stalled, although those at the very top have thrived. Income for the middle-fifth of Americans has risen a modest 21 percent since 1979 (largely because both spouses, taken together, are working far more hours than before). Meanwhile, income for the top 1 percent has more than tripled. One study found that the top 1 percent has 22 percent of all reported income, up from 9 percent in 1980. The top 1 percent earns more after tax than the bottom 40 percent of Americans. Lawrence Summers, the former Treasury secretary and Harvard president, has calculated that if income inequality had remained unchanged since 1979, the bottom 80 percent of Americans would be earning $670 billion more per year—or $8,000 more per household.

With housing prices sliding and fuel prices and debt soaring, Americans are feeling frazzled economically. Income woes, perhaps even more than the war in Iraq, may explain why, according to a New York Times/CBS poll, 81 percent of respondents believe “things have pretty seriously gotten off on the wrong track.”

For years, politicians have largely ignored this squeeze, and now the recession will mean even tougher times. So don’t be surprised if the nation’s workers—and voters—look for candidates this November who are serious about finding ways to ease the squeeze.

Steven Greenhouse, the labor and workplace reporter of the New York Times, is the author of “The Big Squeeze: Tough Times for the American Worker,” (Knopf, 2008).
General Meeting Highlights for February & April 2008

Thursday, February 7, 2008

Pizza was served.

Shannon Kelly, Local President, explained the abbreviated agenda for this meeting as the Tentative Contract would be discussed.

Dawn Ferris gave her last Treasurer’s report as Darryl Warren has only just started in the role. Darryl will be reporting in the future.

The minutes from December 6, 2007 were accepted as circulated.

Robin MacLean gave a synopsis of the negotiating process and explained the Tentative Agreement. Questions were answered at the end.

The first draw was made: Ellen Lynch’s name was drawn and had she been at the meeting she would have won $40.

The next meeting will be April 3rd, 2008 (location to be determined).

The next draw will be: $80.

The meeting was adjourned at 1:15.

Respectfully submitted by: Dawn Ferris, Secretary, Local 77

Thursday, April 3, 2008

Pizza was served.

Gaye Wishart explained the Personal Harassment Policy at Dalhousie and asked our membership to consider joining the Ally Program.

Reports were given from the Treasurer, Chief Steward, NSGEU Appeals Committee, and the Parking & Security Committee.

Notice was given of By-Law changes to be posted on the web.

Darryl flogged the Soc Hop on June 14th again (tickets are only $10 each)

Darryl gave a truly worrisome explanation of Dalhousie’s coverage for workplace injuries; this does not come close to WCB coverage.

Claudette Musseau’s name was drawn for the $80; however she was not in attendance, therefore the money will go back into the pot for the next meeting. Draw at May’s meeting to be $120.

Respectfully submitted by: Dawn Ferris, Secretary, Local 77
NSGEU Local 77 Dalhousie Staff Association Committees

**Chairs of Local Standing Committees**

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Award</td>
<td>Carole Poirier</td>
<td>494-3387</td>
<td><a href="mailto:Carole.Poirier@Dal.Ca">Carole.Poirier@Dal.Ca</a></td>
</tr>
<tr>
<td>By-Laws</td>
<td>Dawn Ferris</td>
<td>494-6268</td>
<td><a href="mailto:Dawn.Ferris@Dal.Ca">Dawn.Ferris@Dal.Ca</a></td>
</tr>
<tr>
<td>Communications</td>
<td>Darryl Warren</td>
<td>494-2370</td>
<td><a href="mailto:Darryl.Warren@Dal.Ca">Darryl.Warren@Dal.Ca</a></td>
</tr>
<tr>
<td>Contingency Fund</td>
<td>Darryl Warren</td>
<td>494-2370</td>
<td><a href="mailto:Darryl.Warren@Dal.Ca">Darryl.Warren@Dal.Ca</a></td>
</tr>
<tr>
<td>Job Posting Watchdog</td>
<td>Darryl Warren</td>
<td>494-2370</td>
<td><a href="mailto:Darryl.Warren@Dal.Ca">Darryl.Warren@Dal.Ca</a></td>
</tr>
<tr>
<td>New Employee Orientation</td>
<td>Chris Maxwell</td>
<td>494-1369</td>
<td><a href="mailto:Chris.Maxwell@Dal.Ca">Chris.Maxwell@Dal.Ca</a></td>
</tr>
<tr>
<td>Organizational Change</td>
<td>Michelle Kehoe</td>
<td>424-4063</td>
<td><a href="mailto:michellek@nsgeu.ca">michellek@nsgeu.ca</a></td>
</tr>
<tr>
<td>Social</td>
<td>Dawn Ferris</td>
<td>494-6268</td>
<td><a href="mailto:Dawn.Ferris@Dal.Ca">Dawn.Ferris@Dal.Ca</a></td>
</tr>
</tbody>
</table>

**Representatives on Joint Union/Employer Committees**

<table>
<thead>
<tr>
<th>Committee</th>
<th>Representative</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Equity</td>
<td>Cherilyn MacIntosh</td>
<td>494-1639</td>
<td><a href="mailto:Cherilyn.MacIntosh@Dal.Ca">Cherilyn.MacIntosh@Dal.Ca</a></td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>Zita Hildebrandt</td>
<td>494-6641</td>
<td><a href="mailto:Zita.Hildebrandt@Dal.Ca">Zita.Hildebrandt@Dal.Ca</a></td>
</tr>
<tr>
<td>Job Evaluation</td>
<td>Angus Macpherson</td>
<td>494-3238</td>
<td><a href="mailto:Angus.Macpherson@Dal.Ca">Angus.Macpherson@Dal.Ca</a></td>
</tr>
<tr>
<td>Health and Safety</td>
<td>Darryl Warren</td>
<td>494-2370</td>
<td><a href="mailto:Darryl.Warren@Dal.Ca">Darryl.Warren@Dal.Ca</a></td>
</tr>
<tr>
<td>Pension Advisory</td>
<td>Ian Blair</td>
<td>494-3310</td>
<td><a href="mailto:IanBlair@Dal.Ca">IanBlair@Dal.Ca</a></td>
</tr>
<tr>
<td>Security and Parking</td>
<td>Diane Oram</td>
<td>494-6153</td>
<td><a href="mailto:Diane.Oram@Dal.Ca">Diane.Oram@Dal.Ca</a></td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>Carole Poirier</td>
<td>494-3387</td>
<td><a href="mailto:Carole.Poirier@Dal.Ca">Carole.Poirier@Dal.Ca</a></td>
</tr>
<tr>
<td>University Environment</td>
<td>Zita Hildebrandt</td>
<td>494-6641</td>
<td><a href="mailto:Zita.Hildebrandt@Dal.Ca">Zita.Hildebrandt@Dal.Ca</a></td>
</tr>
</tbody>
</table>

**Representatives on NSGEU Committees**

<table>
<thead>
<tr>
<th>Committee</th>
<th>Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Council</td>
<td>Shannon Kelly</td>
</tr>
<tr>
<td>Regional Council</td>
<td>Cherilyn MacIntosh</td>
</tr>
<tr>
<td>Provincial Council</td>
<td>Ian Blair</td>
</tr>
<tr>
<td>Tammy Zinck</td>
<td>Dawn Ferris</td>
</tr>
<tr>
<td>Ian Thomson</td>
<td>Chris Maxwell</td>
</tr>
<tr>
<td>vacant</td>
<td>Ian Thomson</td>
</tr>
</tbody>
</table>

**About News & Views...**

**News and Views** is produced by the NSGEU Local 77 News & Views Committee.

The purpose of this publication is to provide NSGEU Local 77 Dalhousie Staff Association (DSA) members with notice of local meetings, copies of general meeting minutes, and to pass on information of general interest. All items will be published with editing in the case of grammatical errors, language, bad taste, libel, space limitation, or breach of DSA policy. Signed submissions should be sent to the editor. In order to provide unfragmented information to readers, the editor may ask other knowledgeable parties to respond to concerns raised by members in their written submissions to the newsletter. Responses are for clarification purposes and not to debate issues. Views expressed are those of the authors and not necessarily those of the editor or of the DSA.

Issues are produced in February, April, June, October, and December. The deadline for each issue is the first Friday of the preceding month.