



February 2008  
Volume 38 • Number 1

## TENTATIVE AGREEMENT REACHED!

In an unprecedented display of bargaining savvy, the 2007 Bargaining Team reached a tentative agreement with Dalhousie after just two months of negotiations.

The Bargaining Team (listed below) has been presenting information sessions across the campuses over the past two weeks, answering questions about the agreement, as well as general questions about the bargaining process.

Said Robin MacLean, Local 77's Chief Negotiator for this round of bargaining, and an Employee Relations Officer for the NSGEU, "It has been a real pleasure working with this bargaining team. This is an engaged and well-informed Local, and it makes my job a lot easier working with a team as involved as this one was."

Ratification voting takes place on February 11 and 12 at the following locations:

February 11 - 11:00 am to 2:00 pm - Sexton Campus, "B" Building Alumni Lounge

February 12 - 11:00 am to 2:00 pm - Carleton Campus, Tupper Link

February 12 - 2:30 to 6:00 pm - Studley Campus, Killam Library, Suite G90 (CLT Office)

The Local extends its thanks to the Bargaining Team for all their hard work and for bringing the negotiations to such a swift conclusion.

Robin MacLean - 424-4063

Chris Maxwell - 494-1369

Cherilyn MacIntosh - 494-1639

John Pyke - 494-6101

Darryl Warren - 494-2370



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## CONFLICT - disagreement with, or opposition to, the wishes or needs of a person? by Shannon Kelly

If you have been a faithful follower of the *News & Views*, you have read the following paragraph from me in a previous edition.

*Most unions measure their success by the extent to which they can avoid conflict and strikes. Modern unions through free collective bargaining prevent more strikes than they initiate. Reading your Collective Agreement and understanding your rights are the first steps in your responsibility to avoid conflict.*

Now, having read the above paragraph, you likely thought the subject matter was directed to you, a unionized worker. You are correct. However, in this issue, I would like to add a little thought-provoking twist to the above.

Let's look at the last sentence again ... reading your Collective Agreement and understanding your rights are the first steps in your responsibility to avoid conflict ... This wording is also directed to our supervisors / employer. Did you think of the wording as being applicable to our employer? After all, the Collective Agreement is as it is named ... employer and workers collectively agreeing to the terms / conditions as written.

Unionized workers who don't read their Collective Agreements, or don't seek assistance from the union with questions they have about their workplace, are leaving themselves vulnerable to possible exploitation. This similarly applies to the supervisors / employer - not reading the Collective Agreement or not seeking advice from their superiors - can lead the supervisor / employer into some unpleasant scenarios. In either case, what normally results is workplace conflict.

Conflict is a normal part of the workplace. Not all workplace conflict is a bad thing - it can provide opportunities for improvements.

After 15 years as an active NSGEU employee, I can say that workplace conflict is certainly the norm at Dalhousie University. However, I must sadly report that a large number of workplace conflicts involving my participation at Dalhousie have not been the beneficial type but rather have proven to be damaging, hurtful and destructive.

Both the workers and management must make the commitment to understand the true areas of disagreement, and to develop agreeable solutions that include psychological needs as well as procedural needs. Following this commitment, under constructive management, it is likely most conflicts will not so challenging and not be so time consuming, and lead to overall job satisfaction, on both sides.

My intent is to have a number of articles in future issues of *News & Views* dealing with conflict in the workplace, such as assumptions about conflict, anticipating conflict, and responding to conflict. Any feedback you forward concerning these articles will be gratefully appreciated.

### 2007-2009 Executive Committee

|                    |                         |          |
|--------------------|-------------------------|----------|
| Shannon Kelly      | President               | 494-2132 |
| vacant             | Vice-President          |          |
| Tammy Zinck        | Vice-President          | 494-7070 |
| Kevin MacDougall   | Vice-President          | 494-6505 |
| Cherilyn MacIntosh | Vice-President          | 494-1639 |
| Darryl Warren      | Treasurer               | 494-2370 |
| Dawn Ferris        | Secretary/Chief Steward | 494-6268 |
| Zita Hildebrandt   | Past President          | 494-1622 |



Richard photo

*Let us never negotiate out of fear. But let us never fear to negotiate.*

*~ John F. Kennedy*

## BARGAINING, ANNIVERSARIES, & MEETINGS by Dawn Ferris



Miller photo

As I was trying to come up with something, anything, to discuss in this report for this News & Views edition – we were fortunate enough to be told that there was a tentative agreement in place. I assume that by the time this is published, the meetings and voting will have taken place and we will either have a new Collective Agreement or not. So I'll take this opportunity to thank those of you who managed to attend one of the 3 sessions that were hosted for your benefit and thank those of you who managed to get out and vote. Belonging to a Union is democracy in action; we've got the ability to accept the next three years of our work life (ok, I know – we're already over half way through the first year, but you know what I'm trying to say) and the conditions under which we will be employed. This is a privilege not enjoyed by everyone. I have friends and family who work in places that don't have salary increases or vacation allotment increases. We all know people who are just given a pay increase without any say in the matter. So I think, for all our complaints and problems we feel we have during our workday – it's still a better option to belong to a Union and have the right to vote on our Collective Agreement than not. Whether you choose to participate and vote or not, is up to you.

I also want to bring to your attention the NSGEU turns 50 this year and there will be a lot of celebrating happening in the Spring. I have been working with other members of Metro Regional Councils A and B (Local 77 belongs to Metro Regional Council C) on hosting an event. I am excited about this because it will be fun and I'd like you all to mark your calendars for June 14th – we're having a Sock Hop!! There is an official invite in this edition with all the details. I will be accepting names/payments for tickets whenever you're ready to buy them : )

2008 has started with our quickest Collective Bargaining process ever apparently and it's going to be a fun filled year with Union events regionally and we as a Local have been making strides in encouraging membership participation. Pizza is now being offered at Local meetings and I look forward to our first draw for \$40 at our next local meeting. Remember, the entire membership is entered at every meeting, BUT, you have to be in attendance for the draw in order to win!



### 2006-2008 Stewards Committee

|                   |                          |          |
|-------------------|--------------------------|----------|
| Dawn Ferris       | Dawn.Korn@Dal.Ca         | 494-6268 |
| Shanna Balogh     | Shanna.Balogh@Dal.Ca     | 494-2453 |
| Linda Dehmel      | Linda.Dehmel@Dal.Ca      | 494-3656 |
| Shannon Kelly     | Shannon.Kelly@Dal.Ca     | 494-2132 |
| Jo-Anne Landsburg | Jo-Anne.Landsburg@Dal.Ca | 494-3791 |
| Chris Maxwell     | Chris.Maxwell@Dal.Ca     | 494-1369 |
| Carole Poirier    | Carole.Poirier@Dal.Ca    | 494-2407 |
| Darryl Warren     | Darryl.Warren@Dal.Ca     | 494-2370 |
| Arron Wight       | Arron.Wight@Dal.Ca       | 494-3941 |
| Tammy Zinck       | Tammy.Zinck@Dal.Ca       | 494-7070 |

## HELLO . . . and Good-bye

Members coming & going between November 22, 2007 and January 11, 2008

### NEW MEMBERS

Amy Lyn Ender, Dalplex  
Edwin Faulder, Occupational Therapy  
Raymond Jahncke, University Library  
Monika Kramer, Social Work  
Susan Millington, Faculty of Medicine - General  
Lisa Nociforo, Arts - Dean's Office  
Colin Smith, MedIT - Computing & Media Svcs  
Courtney Sutton, Registrar's Office



### DEPARTING MEMBERS

Darrell Adams  
Rosemary Benoit  
Michael Hendsbee  
Heather Hill  
Anne Marie Jeffrey  
Heather Nolan  
Rosa Penney  
Tanya Thomas



Marc Comeau accepted a DPMG position with the Killam Library.  
Audra Hayden accepted a DPMG position in Dentistry.

## DALPEX FITNESS CENTRE - What Do You Think?

What do you think about Dalhousie University's accommodation OR lack of accommodation for employees to start/continue a health regime?

Check out - <http://dalnews.dal.ca/2008/01/25/noexcuses.html> - read the article 'No Excuses' by Darren Steeves and Anne Leblanc, and read the feedback that follows the article.

Employees have experienced frustrations with regard to Dalplex. This is your opportunity to express your feelings regarding Dalhousie and Dalplex.



FROM THE FRONT LINES: Metro A, B, & C 50s Sock Hop  
from NSGEU Social Committee



## You're invited to attend Metro A, B, & C's 50th Anniversary Celebration

We're having a 50s Themed Sock 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

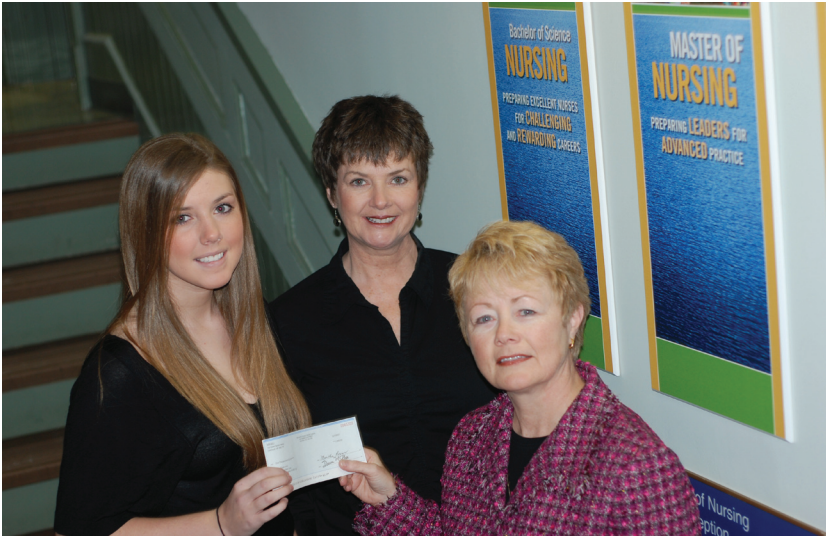
Cash Bar Available

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

## FROM THE FRONT LINES: Nicole Avery Receives Bursary



**Award:** NSGEU Dependent Bursary - \$1,000.00

**Name:** Nicole Avery

**Institution:** Dalhousie University

**Study:** 1st year, School of Nursing

President Shannon Kelly presents Nicole Avery with her NSGEU Bursary while Jennifer Avery looks proudly on. Miller photo

Nicole graduated from Sir John A. MacDonald High School and is a resident of St. Margaret's Bay.

Nicole's preferred area of nursing: "I would like to travel with my nursing and volunteer in a third world country, and eventually I would like to work in a community health clinic as a nurse practitioner."

Nicole's mother, Jennifer Avery, is a Local 77 member employed in the Dentistry Clinic.



## 25 Years and Counting?

by Shanna Balogh (School of Information Management)



25 years at Dalhousie. I can hardly believe it. I have been here since 1983-how time flies! I guess this is the year I get that very valuable and coveted gold pin!

I've seen many changes at Dalhousie during this time. I have been working for the same department, the School of Information Management since 1983. There have been many changes within the School as well, including changes in the name of the School from "School of Library Service," to "School of Library and Information Studies," to its now new name of "School of Information Management." Our location has also changed from the Killam Library to the new Kenneth C. Rowe Management Building. I finally have an office with a window (that opens). My job has also seen many changes over the years.

I started out as the office secretary and eventually became Administrative Assistant for the School.

Changes in technology have also been numerous in the last 25 years. The first year I was at the school we purchased our first word processor and then within the next few years faculty all got computers-no laptops in those days, no Microsoft windows, blackberries-not even thought of! We were on our way to a "paperless" society. Well that didn't happen! How did we function with just our typewriters?

Numerous new buildings on campus have gone up in the last 25 years. The Computer Science building, the McCain building, the Rowe Building, and new residence buildings. We have also seen the amalgamation of TUNS to Dalhousie University.

Changes have been seen in our Union as well and we are now part of the NSGEU. Dalhousie used to have its own Dalhousie Staff Association. I decided to get involved in the union but not right away; it took me about 10 years. Better late than never! Once I got involved however, I realized that you can't make a difference without participating. I have been active ever since as a shop steward and also on the job evaluation committee. I have met hundreds of students along the way and feel that my contribution to their education has made a difference, especially when they still keep in contact with me or they know that they can call or visit the school and there's a familiar voice/face there. I've also made numerous friends while at Dalhousie-that in itself has made it all worthwhile.

How much longer I will be at Dalhousie, I am not sure, but when I decide to leave I will do so with lots of fond memories.

## TAKE A BREAK • Happy Groundhog Day



*The trouble with weather forecasting is that it's right too often for us to ignore it and wrong too often for us to rely on it.*

*~ Patrick Young*

## TAKE A BREAK • Happy Valentine's Day

Valentine's Day is a holiday celebrated on February 14. It is the traditional day on which lovers express their love for each other; sending Valentine's cards, or gifting candy. It is very common to present flowers on Valentine's Day. The holiday is named after two among the numerous Early Christian martyrs named Valentine. The day became associated with romantic love in the circle of Geoffrey Chaucer in High Middle Ages, when the tradition of courtly love flourished.

The day is most closely associated with the mutual exchange of love notes in the form of "valentines." Modern Valentine symbols include the heart-shaped outline and the figure of the winged Cupid. Since the 19th century, handwritten notes have largely given way to mass-produced greeting cards. The mid-nineteenth century Valentine's Day trade was a harbinger of further commercialized holidays in the United States to follow. The U.S. Greeting Card Association estimates that approximately one billion valentines are sent each year worldwide, making the day the second largest card-sending holiday of the year behind Christmas. The association estimates that women purchase approximately 85 percent of all valentines.

from Wikipedia ([http://en.wikipedia.org/wiki/Valentine%27s\\_Day](http://en.wikipedia.org/wiki/Valentine%27s_Day))  
image is of a 1920s postcard





## TECHNOLOGY 101: Bandwidth - Bandwhat? by Richard Payne

Payne photo



Richard is an A/V Electronics Technician working in the Instructional Media Services Unit and a member of the News & Views Committee.

Bandwidth is something that affects much of what you do and experience every day. It influences your entertainment, your communication with others, and probably your employment to some degree. Let's take a look at analogue and digital bandwidth, starting with the concepts of frequency and wavelength.

Frequency can be defined as the number of complete cycles of a periodic process occurring per unit time. To explain that mouthful, look at Figure 1. When frequency is described in Hertz (Hz), it is a measure of how many times per second something completes a cycle. In Figure 1, we have a repeating sine wave (the periodic process part) being analyzed over a time span of one second (the per unit time part). Sections 1, 2, and 3 identify each complete cycle of the sine wave. The sine wave completes three full cycles in one second, so the frequency of the sine wave is 3 Hz.

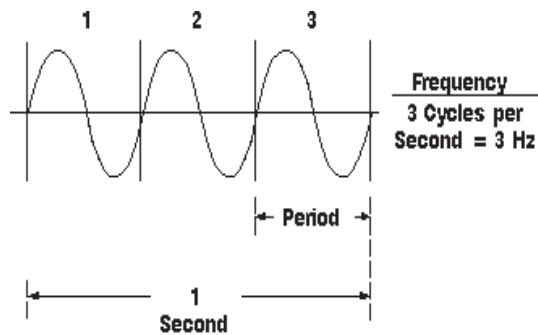


Figure 1: Frequency

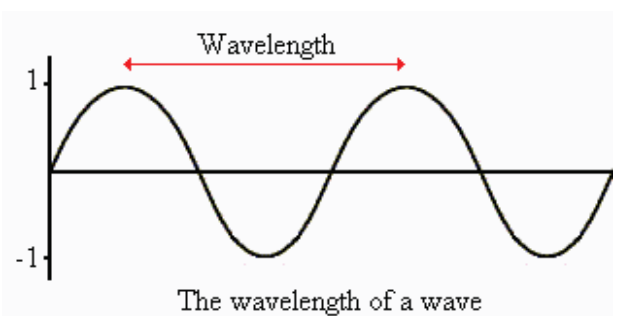


Figure 2: Wavelength

Let's assume that Figure 1 represents a low-frequency sound. At 3Hz, this is too low in frequency for the Human ear to distinguish, but that's not important here. What is important is that the frequency of the sound actually has a wavelength. Wavelength can be defined as the distance in meters between two successive points on a periodic wave that have the same phase. To explain this, look at Figure 2. Here we have our 3 Hz sound wave again, but instead of frequency, we are identifying the wavelength of the sound. As the 3 Hz sound wave travels through the air, there is a physical distance between the maximum intensity levels of the sound wave. In Figure 2, wavelength is measured between two consecutive positive-going portions of the sound wave cycle (the two successive points part), and measuring between the two points of maximum intensity (the same phase part). For our 3 Hz sound wave, the wavelength works out to be over 114 meters!

So what do frequency and wavelength have to do with bandwidth? Well, bandwidth in an analogue system is the difference between the highest and lowest frequencies that the system can distinguish. To illustrate this, let's consider two Human senses, hearing and sight. The Human ear is capable of distinguishing sound frequencies ranging from 16 Hz to 20,000 Hz, or 20 kHz (sadly, hearing loss of higher frequencies comes with age). Ignoring the small gap at 0 Hz to 16 Hz, we can say that the Human ear has a bandwidth of 20,000 Hz (20 kHz). The Human eye also has a bandwidth, commonly referred to as a range of wavelengths of visible light. In Figure 3, we can see this range of visible light wavelengths, from 700 nm (nm = nanometers) to 400 nm. Even though we are describing the Human eye's

bandwidth as a range of visible light wavelengths, don't forget that these wavelengths are associated with specific frequencies. As shown, the Human eye has a visible light frequency bandwidth of  $4.3 \times 10^{14}$  Hz (red) to  $7.5 \times 10^{14}$  Hz (violet).

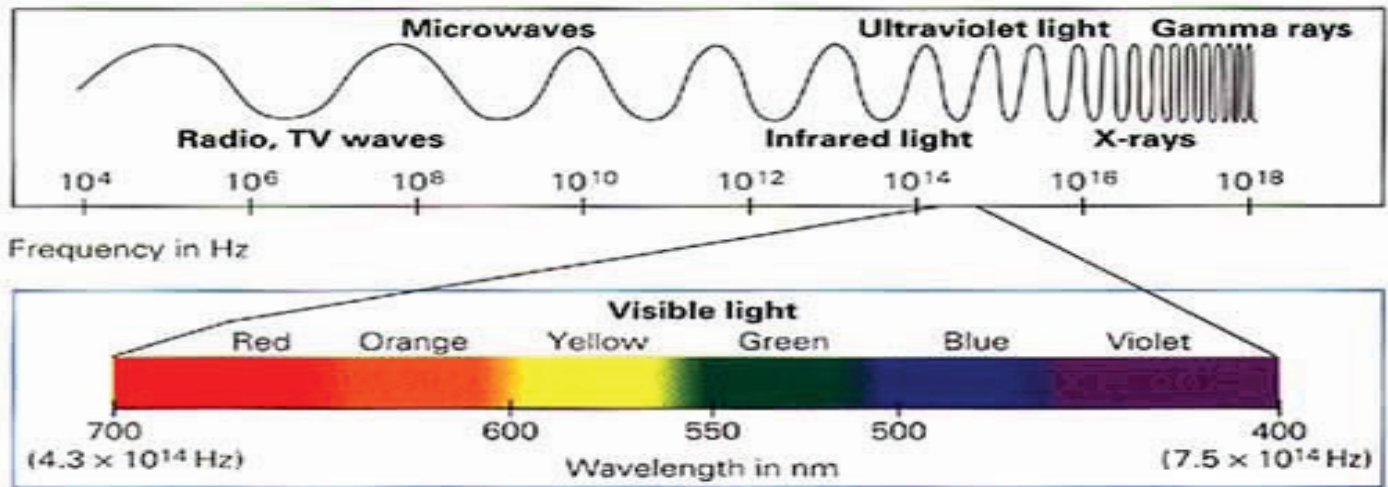


Figure 3: Visible Light Spectrum

Bandwidth in a digital system refers to a data rate measured in bits per second, or bits/s. The greater the bandwidth, the greater the volume of data handled per second. Here again, bandwidth is directly linked with frequency. The digital bandwidth capacity of a physical communications link is proportional to its operating frequency in Hertz. Increase the frequency, and you increase the bandwidth, meaning greater data rates.

When it comes to bandwidth, more is better than less, whether we're talking about Human hearing or a wireless LAN connection. Don't lose your bandwidth folks!

## New Law Protects Wages

### CLC/CALM

Canadian workers have won new protection for their wages and their pension contributions when their employer goes bankrupt. Bill C-12, a series of amendments to existing insolvency and wage protection laws, has become law.

Working men and women used to lose \$50 million a year in unpaid wages when companies went bankrupt and then they waited for two years to receive only 15 cents on the dollar. After an intensive three-year campaign by the Canadian Labour Congress and its affiliated unions, bankruptcy laws that unfairly put workers last in line to get paid have been changed.

"Finally, workers no longer have to fear the prospect of lost earnings owed to them while dealing with the blow of the loss of their jobs," says CLC president Ken Georgetti.

The new law also provides for protection of unpaid pension contributions.

Workers' collective agreements are also now protected from unilateral changes by bankruptcy judges. Changes can only be made with the agreement of the union.

"Canadians have been waiting a long time for these protection measures. It is not just unionized workers that will benefit but every working woman and man in Canada will have this protection as soon as the government proclaims the new law," says Georgetti.





## Martin Luther King's last battle

During the 1960s, the 1,300 Black men who worked for the Memphis sanitation department weren't a great deal better off than their slave ancestors.

Wages were so low that men working full time as garbage truck crew could still qualify for welfare if they had a family. A worker injured on the job could be fired.

The workers asked the American Federation of State County and Municipal Employees (AFSCME) for help.

Shortly after the union agreed to represent them, a rain storm caused an electrical short in a garbage truck compactor and two men were crushed to death. No compensation was paid to their families.

Frustrated and angry, the sanitation workers walked out on strike. The city management brought in scabs and refused to recognize the union.

Peaceful picketing, marches, and sit-ins were met with mass arrests, tear gas, and brutal beatings by the police riot squad.

Civil rights leader Martin Luther King was busy planning the Poor People's March on Washington, but came to help organize support for the strikers.

On April 3, 1968, Dr. King delivered his famous "I have been to the mountain top" speech to a hall filled with strikers and their families. The following day he was murdered by a racist gunman.

The assassination prompted people to travel to Memphis by the thousands and march and demonstrate in support of the strikers.

The city caved in and bargained a decent contract, which not only ended the 63-day strike, but gave AFSCME the momentum to organize municipal workers across the southern states.

Martin Luther King was a long-time friend of organized labour. The last great struggle of his life was on behalf of a group of downtrodden, oppressed workers and their union.

Labour Minutes recounts the history of working people and takes just a minute to read.

Dishaw-Roy

## AND IN OTHER NEWS ...

### Facing Up to Facebook

TUC/CALM

On their working life website the Trade Union Congress is advising employers about policies covering social networking sites as well as e-mail and the web.

TUC says employers are within their rights to forbid workers from using sites such as Facebook, MySpace or Bebo in work time, but a total ban may be an over-reaction.

Instead TUC suggests that sensible employers realize that workers lead busy lives and spend much of their waking hours at work. Workers should be trusted to spend a few minutes of their lunch break "poking" friends or making plans.

It is clearly not acceptable for someone to spend hours a day on social networking sites when they should be getting on with their work. However, policies drawn up with the involvement of the workers can set out what will and what will not be allowed.

Workers have always discussed aspects of their jobs in private with their friends and family. Now that online social networking is becoming mainstream, many of these private conversations are written on the web, potentially searchable by the public.

TUC points out that not enough workplaces are being up-front about what they expect from workers when they use social networking sites. As a result, a number of employers have disciplined workers for their conduct online, and more cases are likely to follow unless sensible precautions are taken.

Employers may have valid concerns about commercial confidentiality or reputation damage, but in most cases they should not over-react by attempting to stop workers from using such tools to help organize their personal lives. Working together with workers and their unions to devise a sensible conduct policy that everyone is aware of, would prevent problems from arising in the first place.

TUC also warns employers not be tempted to check out the profiles of job applicants on Facebook. It's likely that only a minority of potential recruits have public profiles on social networks and using information from this source can give an unfair advantage or disadvantage to certain candidates.

TUC's advice for workers can be found at [www.worksmart.org.uk/rights/socialnetworking](http://www.worksmart.org.uk/rights/socialnetworking)

## INTERNATIONAL WOMEN'S DAY • March 8, 2008

### Strong Women: Strong World

In 1977, the United Nations General Assembly adopted a resolution calling on member states to proclaim a day for women's rights and international peace. Following the United Nations' lead, Canada chose March 8 as International Women's Day.

Every year since 1977, Canadians have marked International Women's Day by celebrating progress toward women's full participation, reflecting on the challenges and barriers that remain, and considering future steps to achieving equality for all women, in all aspects of their lives. International Women's Day provides an opportunity to celebrate the collective power of women – past, present, and future.

Over time, International Women's Day has grown into a week-long series of commemorative events and activities across the country. This year, International Women's Week begins on Sunday, March 2, and culminates in International Women's Day celebrations on Saturday, March 8.

We encourage all Canadians – women and men, girls and boys – to promote International Women's Day / International Women's Week by sharing this promotional material with others. Better yet, why not organize your own International Women's Day / International Women's Week event in your community, organization, workplace, or school?

For more information, go to the Status of Women website at [http://www.swc-cfc.gc.ca/dates/iwd/index\\_e.html](http://www.swc-cfc.gc.ca/dates/iwd/index_e.html)



## DECEMBER TRIVIA CONTEST • And the winners are...

- \* Michelle McDonald • A voucher for a computer course from Computer Training @ Dal
- \* Audrey LaPierre • An iPod Shuffle from PCPC
- \* Connie de Sousa • 1,000 Air Miles from Johnson Insurance
- \* Aileen Patterson • A 1 gb datastick from Hardware Services
- \* David Miffen • A fleece hooded sweatshirt and two travel mugs from the Bookstore
- \* Natasha Boutilier • A fleece vest from NSGEU
- \* Norma Ranieri • A 1 month individual staff membership from Dalplex
- \* Lynda Corkum • Lunch for two from the University Club
- \* Brenda Smart • French Vanilla Cappuccino & travel mug from Sodexho Catering
- \* Tammi Hayne • A cider, hot chocolate & a travel mug from the Killam Second Cup
- \* Kellie Hawley • A gift certificate from the Rebecca Cohn Box Office
- \* Linda MacLeod • A copy of "The Collection" by Susan Gibson Garvey, Michele Gallant, & Sandra Paikowsky (a 184-page catalogue of the Dalhousie Art Collection, with 55 colour and 70 B & W illustrations and accompanying CD-ROM) and your choice of poster from the Art Gallery

## MARCH COLOURING CONTEST

Colour the drawing below and send it in to:

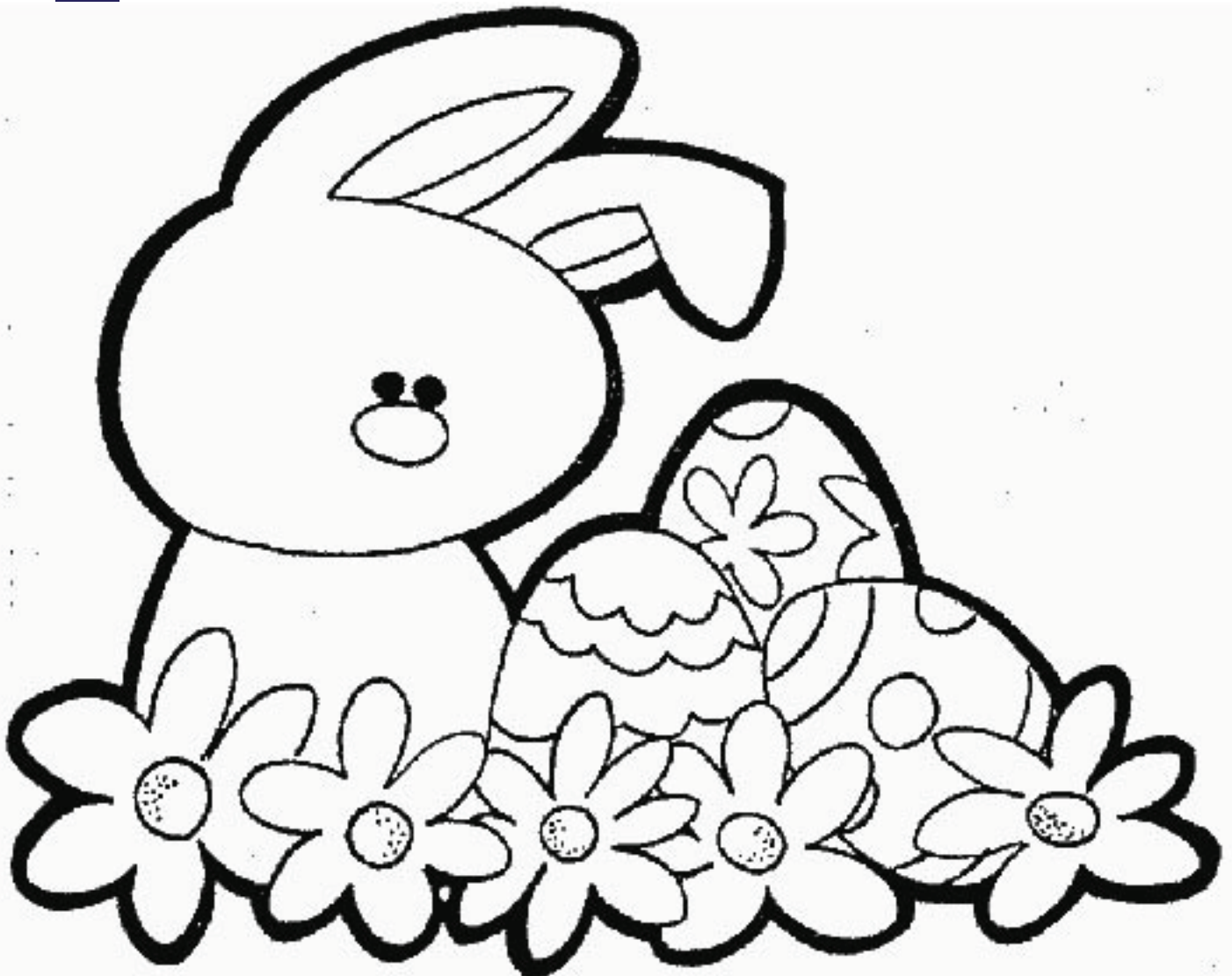
Diane Oram  
ACS Sexton Campus

by campus mail, or scan it and email it to [newsandviews@dal.ca](mailto:newsandviews@dal.ca) on or before

**March 14, 2008**

Three \$20 cash prizes will be awarded.

Be sure to write your name and age on the drawing. And don't forget to include your parent's name and their department.



## WHAT'S COOKING? Cranberry Apple Crisp

4 large Granny Smith apples  
1 cup fresh or frozen cranberries  
2 tbsp brown sugar  
1 tsp ground cinnamon, divided  
1/2 cup firmly packed brown sugar  
1/2 cup flour  
3 tbsp cold butter  
1 cup POST SELECTS Date and Raisin Pecan Crunch



PREHEAT oven to 375. Peel, core and slice apples. Toss cranberries, 2 tbsp brown sugar and 1/2 tsp of the cinnamon in 8-inch square baking dish.

MIX 1/2 cup brown sugar, the flour and remaining 1/2 tsp cinnamon in large bowl. Cut in butter with pastry blender or two knives until mixture resembles coarse crumbs. Stir in cereal. Sprinkle over apple mixture.

BAKE 30 minutes or until apples are tender. Serve warm.

\*\* Variation: Prepare as directed, substituting dried cranberries for the fresh cranberries and/or fresh pears for the apples.

## QUICK 'N' EASY PORK CHOP SIMMER

1/4 cup KRAFT Original BarBQ Sauce  
1/4 cup KRAFT SIGNATURE Classic Herb Dressing  
1 tbsp honey mustard  
4 bone-in pork chops, 3/4 inch thick  
2 cups thinly sliced carrots  
1 1/2 cups instant white rice, uncooked



MIX barbecue sauce, dressing and mustard in glass dish until well blended. Remove 6 tbsp of the barbecue sauce mixture for later use.

ADD chops to remaining barbecue sauce mixture in dish; turn over to evenly coat both sides of each chop. Refrigerate 10 minutes.

COOK chops in large skillet on medium heat 5 minutes; turn over. Add reserved barbecue sauce mixture and the carrots; cover. Cook 7 to 10 minutes or until sauce is thickened and chops are cooked through, stirring carrots occasionally. Meanwhile, cook rice as directed on package. Serve with chops.

\*\* Easy Cleanup: Try marinating pork chops in resealable plastic bag. There's no dish to wash!

\*\* Substitute: 4 small boneless chicken breasts for the pork chops.

## 1943 Guide for Hiring Women

The following is an excerpt from the July 1943 issue of Mass Transportation magazine:

### Eleven Tips on Getting More Efficiency Out of Women Employees

There's no longer any question whether transit companies should hire women for jobs formerly held by men. The draft and manpower shortage has settled that point. The important things now are to select the most efficient women available and how to use them to the best advantage. Here are eleven helpful tips on the subject from Western Properties:

1. Pick young married women. They usually have more of a sense of responsibility than their unmarried sisters, they're less likely to be flirtatious, they need the work or they wouldn't be doing it, they still have the pep and interest to work hard and to deal with the public efficiently.
2. When you have to use older women, try to get ones who have worked outside the home at sometime in their lives. Older women who have never contacted the public have a hard time adapting themselves and are inclined to be cantankerous and fussy. It's always well to impress upon older women the importance of friendliness and courtesy.
3. General experience indicates that "husky" girls - those who are just a little on the heavy side - are more even-tempered and efficient than their underweight sisters.
4. Retain a physician to give each woman you hire a special physical examination - one covering female conditions. This step not only protects the property against the possibilities of lawsuit, but also reveals whether the employee-to-be has any female weaknesses which would make her mentally or physically unfit for the job.
5. Stress at the outset the importance of time, the fact that a minute or two lost here and there makes serious inroads on schedules. Until this point is gotten a cross, service is likely to be slowed up.
6. Give the female employee a definite day-long schedule of duties so that they'll keep busy without bothering the management for instructions every few minutes. Numerous properties say that women make excellent workers when they have their jobs cut out for them, but that they lack initiative in finding work themselves.
7. Whenever possible, let the inside employee change from one job to another at some time during the day. Women are inclined to be less nervous and happier with change.
8. Give every girl an adequate number of rest periods during the day. You have to make some allowances for feminine psychology. A girl has more confidence and is more efficient if she can keep her hair tidied, apply fresh lipstick and wash her hands several times a day.
9. Be tactful when issuing instructions or in making criticisms. Women are often sensitive; they can't shrug off harsh words the way men do. Never ridicule a woman - it breaks her spirit and cuts off her efficiency.
10. Be reasonably considerate about using strong language around women. Even though a girl's husband or father may swear vociferously, she'll grow to dislike a place of business where she hears too much of this.
11. Get enough size variety in operator's uniforms so that each girl can have a proper fit. This point can't be stressed too much in keeping women happy."

Source: Sanders, L.H., "Eleven Tips on Getting More Efficiency out of Women Employees", *Mass Transportation Magazine*, July 1943 (page 244)

## NSGEU Local 77 General Meeting Highlights Thursday, December 6th, 2007

Shannon Kelly, Local President, explained to the membership the changes to posting minutes on the web; from now on, there will only be Highlights available on the web.

Dawn Ferris, Chief Steward, reported on Sick Leave issues to the membership in attendance.

Proposed budgets were submitted from the News & Views Committee and the Social Committee for the membership's approval. There was discussion with the result of the budget being passed for the News & Views Committee and a revision to the Social Committee's budget and then it being passed. For future reference, for the remaining Local General Meetings in 2008 there will be a draw of \$40 per meeting. The whole membership will be in the draw; the stipulation is that you have to be in attendance at the meeting to win. Any unclaimed money will be rolled over to the next meeting. (See you all at future meetings)

Darryl Warren was elected as Treasurer and Tammy Zinck was elected to the position of member, Social Committee.

An update on the contract negotiations were given.

The meeting was adjourned at 1:25

Respectfully submitted by: Dawn Ferris, Secretary, Local 77

## Government must halt anti-equality agenda

### PSAC/CALM

Unions are stepping forward to give financial support to women's organizations punished under the Conservative government's anti-equality agenda.

The Public Service Alliance of Canada and the Canadian Union of Postal Workers donated \$100,000 and \$25,000 respectively to be divided equally among the Centre for Research on the Advancement of Women, the Child Care Advocacy Association of Canada, the National Association of Women and the Law (NAWL) and the Feminist Association for International Action. PSAC is also contributing \$15,000 to the Fédération des femmes du Québec.

The Ontario Secondary School Teachers' Federation committed \$30,000 to assist the same four national organizations, as well as two provincial groups, the Ontario Association of Transition and Interval Houses and the Ontario Coalition for Better Child Care.

NAWL has already been forced to close its office and lay off most of its staff. Women's organizations have supported the efforts of unions in obtaining pay equity, maternity and parental benefits and improve conditions for women in precarious jobs.

Statistics show women haven't achieved equality yet. Women earn 71 per cent of what men make, many women can't participate in the workforce since only 15 per cent of children aged 0-12 are in regulated child care and violence against women continues to be a reality.



## Canadians concerned about fisheries

UEW/PSAC/CALM

The majority of Canadians are concerned about protecting Canada's fisheries.

Ninety-seven per cent of Canadians believe that responsibility for the protection of the fisheries belongs with the federal government and that there should be more funding to ensure sustainability of this resource.

These findings are part of a recent survey conducted for the Union of Environment Workers (UEW), a component of the Public Service Alliance of Canada (PSAC).

"This is obviously an issue important to Canadians and yet those on the front lines with Fisheries and Oceans don't have the resources to protect and rebuild the stocks," said UEW national president William Pynn. "We will not only lose a key economic sector and part of our heritage, but when you remove an activity as basic to the Canadian way of life as going fishing, there will be tremendous impact on quality of life."

The research also revealed Canadians feel the main reason fisheries are important is their contribution to Canada's economic well-being

We are hoping this issue finally captures the Prime Minister's interest and he decides to revisit funding for the protection of Canada's fisheries," said Pynn. "Without adequate funding, we may not have fish in our oceans and lakes in 50 years."

As part of the campaign, the UEW is asking Canadians to send an e-postcard to Prime Minister Harper that asks that necessary funding is given to Fisheries and Oceans Canada to ensure the protection of Canada's fisheries.

[www.ourfish.ca](http://www.ourfish.ca)



*They say that time  
changes things,  
but you actually  
have to change them  
yourself.*

– Andy Warhol



## NSGEU Local 77 Dalhousie Staff Association Committees

### 2006-2008 News & Views Committee

Graham Denman • 494-2981  
Amir Feridooni • 494-6004  
Pauline Fitzgerald • 494-6351  
Shannon Kelly • 494-2132  
Terry MacLean • 494-3206  
Susanna Morash-Kent • 494-3971  
Diane Oram • 494-6153  
Richard Payne • 494-3693

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#### Editor

Zita Hildebrandt • 494-6641

We're on the Web!

See us at:  
[www.dal.ca/nsgeu77](http://www.dal.ca/nsgeu77)

#### Chairs of Local Standing Committees

|                          |                |          |                       |
|--------------------------|----------------|----------|-----------------------|
| Award                    | Carole Poirier | 494-3387 | Carole.Poirier@Dal.Ca |
| By-Laws                  | Ian Thomson    | 494-6401 | Ian.Thomson@Dal.Ca    |
| Communications           | Tammi Hayne    | 494-5100 | Tammi.Hayne@Dal.Ca    |
| Contingency Fund         | Darryl Warren  | 494-2370 | Darryl.Warren@Dal.Ca  |
| Job Posting Watchdog     | vacant         |          |                       |
| New Employee Orientation | Chris Maxwell  | 494-1369 | Chris.Maxwell@Dal.Ca  |
| Organizational Change    | Michelle Kehoe | 424-4063 | michellek@nsgeu.ca    |
| Social                   | Dawn Ferris    | 494-6268 | Dawn.Ferris@Dal.Ca    |

2006-2008

#### Representatives on Joint Union/Employer Committees

|                        |                  |          |                         |
|------------------------|------------------|----------|-------------------------|
| Employment Equity      | Darryl Warren    | 494-1779 | Darryl.Warren@Dal.Ca    |
| Employee Benefits      | Ian Thomson      | 494-6401 | Ian.Thomson@Dal.Ca      |
|                        | Darryl Warren    | 494-2370 | Darryl.Warren@dal.ca    |
| Job Evaluation         | Angus Macpherson | 494-3238 | Angus.Macpherson@Dal.Ca |
| Health and Safety      | Zita Hildebrandt | 494-6641 | Zita.Hildebrandt@Dal.Ca |
| Pension Advisory       | Ian Thomson      | 494-6401 | Ian.Thomson@Dal.Ca      |
|                        | Ian Blair        | 494-3310 | Ian.Blair@Dal.Ca        |
| Security and Parking   | Diane Oram       | 494-6153 | Diane.Oram@Dal.Ca       |
| Sexual Harassment      | Zita Hildebrandt | 494-1622 | Zita.Hildebrandt@Dal.Ca |
| University Environment | Judie Pepper     | 494-6725 | Judie.Pepper@Dal.Ca     |

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#### Representatives on NSGEU Committees

|                      |                    |                    |
|----------------------|--------------------|--------------------|
| Occupational Council | Regional Council   | Provincial Council |
| Shannon Kelly        | Cherilyn MacIntosh | Ian Blair          |
| Tammy Zinck          | Dawn Ferris        | Tammi Hayne        |
| Ian Thomson          | Chris Maxwell      | Cherilyn MacIntosh |
|                      | Ian Thomson        | Ian Thomson        |

2007-2009

### 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.

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