



Member Economic Welfare, Health & Safety and Working Conditions Committee Year End Report 2024-2025

Committee Mandate:

Advise the Provincial Executive on methods to promote Member participation on Regional Joint Occupational Health and Safety Committees; make recommendations to the Provincial Executive regarding professional development workshops to assist members with health and safety issues as defined by the Nova Scotia Occupational Health and Safety Act; prepare background information related to the merits of negotiable items; identify trends and developments in teacher bargaining across Canada with special emphasis on the Atlantic Provinces; review economic forecasts; make recommendations to the Provincial Executive regarding workshops for regional negotiators.

Committee Members:

- Jo-Leigh MacPhee, **Chair**, First Vice-President
- Peter Murphy, Cape Breton, 2025
- Joanne Richardson-Landry, Kings, 2025
- Heather Campbell, Inverness, 2026
- Ryan Locke, Halifax City, 2026
- John Maccoomb, Dartmouth, 2026
- Ben Sichel, Executive Member
- Tim MacLeod, NSTU Staff Liaison

Meeting Dates:

- September 27, 2024
- November 22, 2024 (in conjunction with the biennial Health & Safety Conference)
- February 3, 2025 (virtual)

Summary of Committee Activities:

September meeting: Reviewed mandate and the current economic welfare forecast, and received bargaining updates from the regions, APSEA, and provincially. The Economic Welfare policy section of the NSTU Guidebook was also reviewed, with

recommendations to be forwarded to the Governance & Policy Committee. Planning continued for the November MEHNSWC Conference, with a focus on occupational health and safety, particularly workplace violence, along with strategies to encourage greater member engagement on Joint Occupational Health & Safety Committees.

November meeting: Received updates on current negotiations and heard a cross-Canada overview of the bargaining climate and collective agreements from Mischa Terzyk, Director of Research, Labour Relations, and Professional Issues at CTF/FCE. Mischa’s presentation was followed by an engaging Q&A session. The meeting wrapped up with final preparations for the evening’s conference and the next morning’s sessions.

February meeting: Reviewed and provided feedback on 32 Annual Council resolutions forwarded by the Resolutions Committee. Planning also moved forward for next year’s MEHNSWC Conference, with continued emphasis on member services. Discussions included creating resources to better support members serving on Joint Occupational Health & Safety Committees in fulfilling their responsibilities.

Council Resolutions Reviewed:

2025-12	2025-18	2025-24	2025-30	2025-51	2025-59
2025-13	2025-19	2025-25	2025-31	2025-52	2025-62
2025-14	2025-20	2025-26	2025-32	2025-53	
2025-15	2025-21	2025-27	2025-33	2025-56	
2025-16	2025-22	2025-28	2025-49	2025-57	
2025-17	2025-23	2025-29	2025-50	2025-58	

MEHNSWC Conference ~ Fall 2024:

The MEHNSWC [Health & Safety] Conference 2024 was held at the Hotel Halifax on November 22–23, with 54 participants in attendance, including local representatives, REWC chairs, and Provincial Executive members. The conference earned an overall evaluation score of 4.45 out of 5.

Sessions included:

- Keynote: A system approach to addressing workplace violence
- Balancing an inclusive public education system with employee rights to a healthy, safe, positive, and violence-free work environment
- OH&S Rights: Practical Steps

Goals or Plans for Next Year: Focus on providing support to NSTU members serving on Joint Occupational Health & Safety Committees

Budget as of June 30, 2025:

Committee Expenses: \$ 8,057.68 (92.62% of budget used)

MEWHSWC Conference Expenses: \$ 26,964.94 (179.77% of budget used – due to increases in costs for venue, meals, etc.)

Respectfully submitted,

Jo-Leigh MacPhee

Chair, NSTU First Vice-President