



Member Economic Welfare, Health & Safety and Working Conditions Committee Year End Report 2025-2026

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
- Heather Campbell, Inverness, 2026
- Ryan Locke, Halifax City, 2026
- Heather Hiscock, Annapolis, 2026
- Mike Jamieson, Halifax County, 2027
- Denise Stone, Yarmouth, 2027
- Chad Warren, Executive Member
- Elizabeth Thomas, NSTU Staff Liaison

Meeting Dates:

- October 3, 2025
- February 6, 2026 (virtual)
- March 27, 2026 (in conjunction with the biennial Health & Safety Conference)

Summary of Committee Activities:

October meeting: Reviewed mandate and the current economic welfare forecast, and received bargaining updates from the regions, APSEA, and provincially. The Committee also reviewed Section V Professional Development of The NSTU Guidebook, with recommendations to be forwarded to the Governance & Policy Committee. Planning

continued for the March 2026 Member Services Conference, with a focus on bargaining and teacher welfare.

February meeting: Reviewed mandate and the current economic welfare forecast, and received bargaining updates from the regions, APSEA, and provincially. Reviewed 24 resolutions and made recommendations/provided feedback forwarded to the resolutions committee. Janine Kerr attended the meeting to help answer any questions that may come from the discussions. The meeting wrapped up with final preparations for the March conference.

March meeting: Reviewed mandate and the current economic welfare forecast, and received bargaining updates from the regions, APSEA, and provincially. Final preparation for the impending conference after discussion around the resolutions considered at the previous meeting (speaker selection for Council). Brief discussions concerning the planning of the Health and Safety Conference (November 27-28, 2026).

Council Resolutions Reviewed:

2026-08	2026-13	2026-18	2026-25	2026-47	2026-57
2026-09	2026-14	2026-19	2026-29	2026-49	2026-58
2026-10	2026-15	2026-24	2026-42	2026-52	2026-59
2026-12	2026-17	2026-25	2026-43	2026-56	

MEHSWC Member Services Conference March 2026:

The MEHWSWC [Member Services] Conference 2026 was held at the Hotel Halifax on March 27-28, 2026, with 62 participants in attendance, including local representatives, REWC chairs, and Provincial Executive members. The conference earned an overall evaluation score of 4.68 out of 5.

Sessions included:

- Keynote: Mischa Terzyk, Director of Teacher Welfare and Collective Bargaining with CTF/FCE, focused on the escalating challenges facing collective bargaining for educators across Canada. The address highlighted the impact of government austerity measures, legislative interference, and recurring efforts to limit or redefine bargaining rights, particularly those related to working conditions.
- Member Services Panel – The panel brought together teacher-union leaders from Nova Scotia, New Brunswick, and Prince Edward Island to discuss collective bargaining priorities, working conditions, member engagement, and strategies

for addressing system-wide challenges in public education. The session emphasized practical realities at the bargaining table, and the limits and power of collective agreements.

Goals or Plans for Next Year: Focus on providing support to NSTU members serving on Joint Occupational Health & Safety Committees and/or Article 63 & Article 70

Budget as of June 30, 2025:

Nova Scotia Teachers Union

Program Area Report

Elizabeth Thomas - Executive Staff Officer - Member Services

For the period ending 5/31/2026

	<u>Actual Year To Date</u>		<u>Annual Budget</u>	<u>% of Budget Used to Date</u>
Committees				
Member Economic Welfare, Health & Safety an	\$ 2,480.37	\$	5,450.00	45.51%
Conferences and Workshops				
Member Services	\$ 35,931.49	\$	25,000.00	143.73%

**The over-expenditure was planned as the budget line better reflects the number of participants on a going forward basis.

Respectfully submitted,

Jo-Leigh MacPhee

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Chair, NSTU First Vice-President