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THE



ADVOCATE

Prince Edward Island Union of Public Sector Employees

**all together
NOW**
FOR PUBLIC SERVICES AND TAX FAIRNESS



A national campaign for
quality public services and tax fairness



**PEI UPSE is proud to represent over 5000
members in both the public and private sectors.**



All Together Now

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THE ADVOCATE is published by the P.E.I. Union of Public Sector Employees for distribution to its members. In pursuing the goals of effective, democratic unionism, members are urged to use this newsletter as a forum to exchange opinions, information and ideas through the submission of letters, articles, cartoons, photographs and other vehicles of expression. In this way, we can **Communicate** with each other, **Educate** ourselves about what is happening and why it is happening and **Advocate** a course of cooperative action that is beneficial to this union, its members and the society we inhabit.

Submissions should be addressed to:

The ADVOCATE, c/o PEI UPSE, and bear the name, address and telephone number of the contributor. Material printed with a member's signature does not necessarily reflect the views of this union or any of its elected officers or staff.

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The Attack on the Public Service and why we must defend Public Employees!

In September of 2008 the private financial sector crashed causing an economic crisis around the world that the low and middle class are still feeling the effects of. These problems were caused by governments that deregulated the financial sector and greedy financial institutions that acted recklessly. Hundreds of thousands of jobs were lost in Canada, and many Canadians lost their pensions and or retirement income that took years to accumulate.

Governments did the right thing by injecting billions of our tax dollars into the economy to save it from further damage. However, in the wake of this increased spending they are now concerned about deficits and how to eliminate them. Unions are concerned that government plans will include cuts to our public services like health care, education and social services. Every day Islanders and Canadians didn't cause the financial crisis, and so they should not be the ones made to pay! They already paid by funding the corporate bailout. Governments should not punish families by cutting the services they need, especially when there are more fair alternatives available. Governments need

to gain more revenue by employing tax fairness.



They say there is no money for public services; however, they are giving out billions of dollars in the form of tax cuts to the super rich and wealthy corporations. We need to ask ourselves if these groups are the ones who need help in the wake of the financial crisis? The answer of course is no. The big banks and oil companies don't need more tax cuts and neither do the richest 1% of Canadians. Tax rates for both of these groups has been declining, while tax rates for poorer families has been increasing. Personal income tax cuts have benefited the rich while most of us are paying more sales, payroll and property tax. This is not tax fairness.

Our *All Together Now* campaign is about creating awareness that there is a better way - a way that is based on the values that all Canadians share. This Advocate is devoted to getting our members involved in this important campaign. Let's promote public services, defend public employees, and fight for tax fairness! Change will come if we believe in it and fight for it - All together now!

President's Perspective

Greetings to all PEI UPSE Members:

The winter months have finally come and gone and on to spring we are. We hope you all had a safe and happy winter season. Your spring Advocate is filled with current information focusing on the events all public service employees are facing locally and abroad.



Shelley Ward, President
PEI Union of Public Sector Employees

Many provincial governments, and countries abroad are carrying large debts as a result of an attempt to recover from the market crash. The money has dried up and now it's time to blame someone for the large debts which have been generated. Have no fear, no government will point to themselves for their over spending and short sighted planning for the future. Of course they have to blame someone other than themselves for these debts and most importantly get the public buy in. And who is the easiest target? The public service of course. Many believe that all public service employees are over paid and under worked, but we know the difference. I know I would challenge any one of those politicians to walk a day in a public service employee's shoes and they would not be able to handle it. The truth of the matter is that public service employees are underpaid and overworked.

Public service employees are constantly being forced to work well beyond their means with decreasing resources, decreasing staff, and most of all never being paid for all those extra duties and sometimes overtime they put in. Canadians pay for their public services and have a right to them - our governments simply maintain those services which the public have demanded. All of labour are affected by this large debt load which our Liberal government has contributed to. The post secondary

educational institutions, the private nursing homes, the nongovernmental organizations, all are feeling the pinch because government has failed to save for a rainy day. May 17, 1995 was an instrumental day for PEI. This was the day that the Callbeck Liberal government decided to cut jobs, roll back wages and decrease services, all to get the government out of debt. The question that one has to ask is - did it really decrease the government debt for any length of time? And the clear answer is - no. The last time our government saw a balanced budget was in 1999 and that quickly turned into more deficits.

We currently have a Liberal government, who once again is looking to the public service to save money. "Vacancy management" is the new buzz word. Call it what you want but vacancy management is just another word that says that government is not filling jobs with permanent employees, political patronage is rampant, and downsizing is the direction. The casual division has ballooned in the Civil Service to an all time high. The effects of this is very concerning. The actions of this government creates a contingent work force who have no benefits and have no job security. Many Islanders are struggling as it is and to now have our provincial government make it even tougher is disconcerting.

A second most concerning effect of this vacancy management is when the government, or any employer, initiates an effort to have less people paying into the pension plan, this directly and potentially could jeopardize the stability of our pension plans. There has been a lot of talk in the past year and continues to be regarding retirement security. Your union has been actively involved in this fight to ensure that all Canadians retire with dignity. As a matter of fact Minister Sheridan has publicly spoken about pension security for all Canadians. Presently we are concerned about what this Liberal Government is doing with this so called "vacancy management". A sustainable pension plan has to have more people paying into the plan than pensioners taking it out.

In the Civil Service alone there are approximately two hundred (200) less members paying into the pension plan (reflecting the numbers of vacant positions within the Civil Service as provided by the Public Service Commission).

No matter if you are a classified / permanent employee, contract, or a casual / term employee, we as a union need each other. No matter where you work, in the public sector or the private sector, this union needs each and every one of our members to stand up for your rights. Solidarity is what we built this union on - fighting for the rights of all labour ensuring that the services we provide are delivered in a safe, professional manner for the good of all Islanders. We believe in strong public policy for the civil society, we strive to live today and build for our future. We encourage all members to get involved. We are just at the beginning of the constant attacks which are about to come our way. The current Liberal Government, who professes to be a labour friendly government, is not. The case load of grievances filed on behalf of the membership has escalated in most sectors, political appointments are on the rise, placing people in jobs without proper qualifications is happening too frequently, and the concerns of employees is falling on deaf ears, and the list goes on.

This Liberal Government has shown arrogance beyond belief. You have heard me say it before and I challenge you once again. Get involved in the union before it's too late. The changes you see happening in one area may not affect you today but it certainly will affect you tomorrow. Ask yourself - what have you done for the union today? You are the union, and without your voice, your eyes and your ears, we as a whole cannot do anything. We hope to hear from you soon.

An injury to one is an injury to all.

In Solidarity - Shelley Ward - President

Province Aims to Reduce Public Service

Vacancy Management & Internal Centralization

In the Ghiz Government's April 2011 budget, there were allusions to plans to use vacancy management and internal service centralization measures to assist in reducing the complement of the Civil Service. Despite these plans, government (in the pre-budget lock-up, the budget address and in the Premier's and Minister Sheridan's comments to the media), reassured PEI government employees regarding job security. On page 25 of the budget address, Minister Sheridan stated:

These reductions have not always been easy, and I commend our professional public servants for their ability to manage in times of restraint. Their work has been essential to Government's success in providing much needed services to Islanders while beginning to systematically reduce our costs. We have been able to achieve all of this without resorting to layoffs of our valued employees – and we will continue on this track...

The following shows Minister Sheridan's effort to describe government's plans to control the size of the Civil Service:

Madame Speaker, an aging workforce creates the opportunity to redeploy our salary resources in new ways. Through a new vacancy management process, we are confident we can realize further savings by examining options as to how these resources can best be deployed.

Madame Speaker, the previous administration recognized, through the establishment of a centralized IT Shared Services, that service delivery design could achieve savings. Building on this work, Government will examine the feasibility of expanding a shared services model to include other corporate services functions such as Finance, Administration and Human Resource management.

Vacancy Management

The province, despite its announcement, has already been engaged in vacancy management practices for some time. Take the Department of Environment, Energy and Forestry for example - as employees take retirement or move into other jobs the positions they vacate are not filled. These jobs are then abolished, yet the same amount of work still exists for the employees on hand. Islanders expect quality service delivery for their money, yet government is failing to provide the resources necessary to do the job. This is unfair to public service workers and the tax paying public.

Vacancy management may also be a challenge in that the process can create difficult choices for the employer when an employee retires from a position that government especially values. Given the theory of the vacancy management process, positions would be eliminated upon vacancy. But government would be less likely to eliminate a position that government defines as "essential." This creates the likelihood of the inconsistent, and perhaps, arbitrary elimination of positions. It also creates the likelihood that government would not meet its intended targets in terms of the reduction of the size of the Civil Service.

Furthermore, government may put itself off-track in another manner. In some cases, government may want to hire particular people from either inside or outside government to fill vacancies generated by retirements. Politicians and upper management can be susceptible to this and therefore, become the initiators of the actions that thwart the achievement of government targets.

Finally, with no mandatory retirement policy in place, how does government think it will achieve its objectives? Public Service employees may not wish to retire especially after a major recession. Many employees find themselves in a situation where they feel they are not ready to retire. People are living longer and healthier lives than in the past and working contributes to this wellness.

Vacancy Management

A Problematic Strategy for Government

Fact Check: Vacancy Management Strategy

1. The Ghiz Government's announcement in the April budget to launch a vacancy management initiative is nothing new. The province has been engaged in vacancy management for some time. In fact, PEI UPSE has filed grievances for chronically unfilled positions. For example, the Departments of Agriculture, Environment Energy and Forestry and Health and Wellness are experiencing human resources challenges due to unfilled positions and/or waiting for Treasury Board approval for positions that are on new organization charts.
2. There are likely many employees eligible or soon eligible to retire given the high number of baby boomers working for government. Nonetheless, there are more employees eligible to retire than are actually willing to retire. This is due in part to the conversion of the former health pension plan to the civil service plan. In the process of conversion, many health employees did not receive an equivalent amount of pensionable years to years worked (one pensionable year was less than one year worked). Also some health employees removed their pension benefits to be managed privately. Given the recent downturn in the economy, some of these employees may not have earned sufficient growth in their private retirement stores for them to afford to retire. The latter point may also be true of supplementary investments made by some civil service employees.
3. The decision to retire is made by the employees and is therefore not truly predictable and will occur inconsistently.
4. Government has stated there will not be layoffs or golden handshakes.
5. Government information systems cannot accurately predict retirement eligibility. They can provide data on age and therefore, any employee at age 60 is eligible to retire if they have two years service (which would be most or all). Beyond this, the province does not have reliable data concerning retirement eligibility and intent. This doesn't help the fact that the province does not have a concrete plan in place to facilitate the vacancy management initiative, nor a succession plan in place to ensure continually improving service delivery for Islanders.
6. All positions, filled or vacant, have been justified to Treasury Board as necessary before they are approved. Before eliminating positions through attrition, government must pick and choose between positions that have now become more or less necessary. This is not easy and decisions to eliminate may seem discretionary and/or arbitrary.

Ghiz Government must provide answers ...

1. *Government has not expressed how the vacancy management process will occur. More details / criteria are necessary.*
2. *Government should be clear about targets (other than balancing the budget by 2014) for vacancy management, e.g., how many employees are required to retire?*
3. *Further research on retirement intention/eligibility should occur to assist in establishment of vacancy management targets.*
4. *What are the implications for PEI UPSE members working in the Civil Service if vacancy management targets are not reached?*
5. *Succession planning is necessary in conjunction with vacancy management to ensure continually improving services for Islanders.*

Days of Action

Days of action - mental health

PEI UPSE and the national union's (NUPGE) *All Together Now* campaign featured the first national *Days of Action* that took place from February 28 to March 6, 2011. The union said "no" to more corporate tax cuts and "yes" to more resources for mental health services.

Events included a town hall meeting, conversations with PEI UPSE members at local malls, and a "wear yellow" day to raise awareness.

Human Cost

- *More people than ever before are being diagnosed with mental illness - including children, youth, adults and seniors*
- *Our health care system and social services are being stretched to the limit. Unfortunately, many people are not getting the help they need*
- *Far too many people with a mental illness end up homeless or in correctional facilities - this is inhumane. It goes against fundamental Canadian values of compassion and equality*

Solutions

- *Canada needs a comprehensive mental health strategy. We are the only country in G8 without one*
- *Expand mental health services, community treatment programs, supportive housing, mental health courts, research on mental health issues, early intervention programs in schools and more public education campaigns*
- *Demand that governments stop cutting corporate taxes and instead use the money to improve and expand mental health resources for all Canadians*

There is no health without mental health



MOST SUFFER IN SILENCE

- ♦ **Mental illness is a health issue**
- ♦ **1 in 5 Canadians suffer with mental illness**
- ♦ **2 in 3 people are undiagnosed**
- ♦ **Canadians need a mental health strategy**



Campaign Coordinator, Lynn Bovyer and Champions Pierre Gaudet and Dina DesRoches at the information sessions held at the Charlottetown Mall.



Sandy Naiman (centre) signed the proclamation for quality public services and tax fairness. Sandy, an award winning journalist, was the keynote speaker at the town hall on mental illness. Campaign Coordinator (left) is Lynn Bovyer and Shelley Ward (right) is the President of the PEI UPSE.

Townhall (mental health)

PEI UPSE hosted a townhall on mental health as part of the Days of Action on March 2, 2011. The keynote speaker was Sandy Naiman, an award winning journalist and freelance writer who lives with a mental illness. She told the crowd that had assembled for the townhall that she was diagnosed with a uni-polar mood disorder

Days of Action cont. & Labour Rights in Wisconsin

and that labels “have a habit of sticking and are for jars not people.” She stressed the importance of talking about mental health so that society can get beyond the stereotypes. She also added that the way we talk about mental health is key. “If we say stigma, we invoke stigma - we simply brand ourselves unnecessarily. The idea of stigma is really prejudice, and it’s driven by ignorance and fear. We have to get this word out of our language and begin focusing on education so that people with mental health issues can be accepted as human beings like anyone else.”

The townhall panel discussion followed the key note presentation.

Darren Peters, who is a finance professional, talked about his relationship with his father, who has schizophrenia, and what it was like growing up in a family with mental illness. His view of his father was simple - he loves him very much and he has learned an incredible amount from him. Dr. Rob Jay (psychiatrist) spoke about the push to shut down mental institutions in the 1950’s and 60’s

and how governments neglected to properly fund community support services so that care would be available for those leaving the institutions. Mark Arsenault touched on funding as well, by asserting that more funding could be available for community programs if a fair tax system was implemented in Canada where corporations pay their fair share for our public services. President Shelley Ward concluded that far too many people are ending up either homeless or in our correctional facilities because there is very little community support service available. This is a shame because jails are for criminals not people with mental health issues. They can’t receive the help they need in a correctional facility.



Left to right: Mark Arsenault, Dr. Rob Jay, Darren Peters and President Shelley Ward

Republicans strip collective bargaining rights from public service workers in Wisconsin

I’m sure we are all familiar with what happened in Wisconsin on March 10, 2011. The Republicans under the direction of Scott Walker removed fifty years of labour rights from workers in less than one half hour despite peaceful protest against the move by some 100, 000 demonstrators including representatives from our national union (NUPGE) and affiliates. “The Wisconsin Senate, using a sneaky procedural move in the dark of night, succeeded in voting to strip nearly all collective bargaining rights from public service workers” (Ottawa, March 10, 2011).

This outrageous attack on unions and the middle class in Wisconsin is a product of the new order the right wishes to establish in the wake of the recession.

In the new order, workers will have less rights, less pay and less job security.

However, the elite will continue to get richer and the divide between the haves and the have nots will grow wider. Sound familiar? We can’t stand by here in

PEI and Canada and pretend that the same is not happening here. Make no mistake about it - Labour is under attack right here in Canada. We must recognize

this and stand side by side to fight for our rights. We can’t afford to sit idly by and benefit from what labour has brought us in the past. Our rights were hard earned; however, they can just as easily be taken away. PEI UPSE is encouraging all members -not just activists - to get engaged and get involved. We can make a difference for ourselves and our families - All Together Now!



“You are cowards!” Spectators in the Senate gallery screamed as lawmakers voted.

London - Workers Fight Back!



Workers fight back with the “march of the mainstream” 300,000 strong in London

More than a quarter of a million protesters against public sector cuts flooded central London on March 26, 2011 in the biggest political demonstration for nearly a decade. Police sources, normally cautious about estimating numbers, said they were braced for up to 300,000 people to join the march. More than 800 coaches and at least 10 trains were chartered to bring people to the capital from as far afield as Cornwall and Inverness. Ed Miliband said the government was dragging the country back to the “rotten” 1980s. Labour called the event the “march of the mainstream”. The opposition leader addressed the rally – his biggest audience ever – in Hyde Park to set out Labour’s alternative to the Cameron cuts, accusing the government of fomenting the “politics of division” not seen since Margaret Thatcher’s 1980s. **A YouGov survey for Unison found that 56% believe the cuts are too harsh and a ComRes poll for ITV showed that two-thirds think the government should reconsider its planned spending cuts program. Just one in five disagree with that view.**

Fight cuts in our own backyard through our ATN campaign!



Our Campaign Champions would love to talk to you or your group about our campaign. To book a free presentation please contact the PEI UPSE office at **902-892-5335** or book online at <http://alltogethernow.nupge.ca/>



If you ...
have an idea for the campaign or would like to order materials to share with friends and co-workers ... **please contact PEI UPSE’s Campaign Coordinator at 902-892-5335.**



Help narrow the income inequality gap between the richest and poorest Canadians that has been growing significantly over the last two decades. Sign the pledge electronically at <http://alltogethernow.nupge.ca/>



Visit the All Together Now campaign website at <http://alltogethernow.nupge.ca/> and send Prime Minister Harper an online letter for your chance to win \$100. Tell the Prime Minister why you are against his corporate tax cut plan and why tax fairness for hard-working families is a better idea.

Campaign Goal - All Together Now!

C'mon PEI UPSE members - get involved!



Jack Horne, Local 19.

The goal of this campaign is to get Islanders and Canadians talking about public services and tax fairness. We're counting on you to help do that. We need you to get involved, to talk it up and to encourage the people you work with, and live with, and live beside to do the same. Help us spread the word. We'll all be better for it.



Danny Callaghan, Local 12.

Visit the campaign website (<http://alltogethernow.nupge.ca>)

Book a presentation from a PEI UPSE Champion for Change (<http://alltogethernow.nupge.ca/book-presentation>)

Become a writer for change (<http://alltogethernow.nupge.ca/become-writer-4-change>)

Join the facebook campaign (<http://www.facebook.com/ATNcampaign>)

Follow on Twitter (@ATNcampaign)

Watch and share videos on YouTube (<http://www.youtube.com/user/AllTogetherNowNUPGE>)

What's your reason? Everyone's got one.



Kevin Gotell, Secretary-Treasurer



Doug Ferguson, 3rd Vice President



Karen Jackson, 2nd Vice President



Eileen Brown Wilt, Local 18 (retired)

Nobody is ever stumped when we ask them why they support public services and tax fairness.

Talk to our *Champions 4 Change*



Champions 4 Change from across the country meet in Ottawa for training on the All Together Now campaign. PEI Champions in the pic include Debbie Johnston, Nancy Smith, Mark Arsenault, Terry Guathier, Lynn Bovyer and Eileen Brown-Wilt.



Nancy Smith - Campaign Coordinator (local 14), and Terry Gauthier - Campaign Champion (local 14) stopped by the PEI UPSE office to talk about how the campaign is going and are featured in this article.

The National Union of Public and General Employees (NUPGE) has trained 100 *Champions 4 Change* to deliver presentations about the value of the public service and the need to fight for tax fairness. They are busy spreading the message worker- to- worker and community- to- community. Our PEI *Champions 4 Change* have been busy talking to Islanders and delivering presentations in your area. They are: Nancy Smith - Campaign Coordinator (local 14), Terry Gauthier (local 14), Debbie Johnston (local 14), Mark Arsenault (local 14), Lynn Bovyer (Local 6) and Simon Hashie (local 5). All of our Champions are passionate about the campaign and are more than willing to speak to members about the campaign goals and would love to deliver a presentation for your group.

PEI UPSE member Terry Gauthier has really taken the tax fairness issue to heart and speaks about the importance of creating a fair tax system in Canada that will support our public services. Terry says “we have lost billions of dollars in tax revenue to large corporations in Canada since corporate taxes have been reduced. The lost revenue could have been used for health care, education and public services Islanders rely on everyday. Further, the large Canadian companies who have benefited from the tax cuts have simply added billions of dollars to their stockpiles of cash. The Globe and Mail reports that ‘the rate of investment in machinery and equipment has declined in lockstep with falling corporate tax rates over the past decade. At the same time, businesses have added \$83 billion to their cash reserves since the onset of the recession in 2008.’ This shows that tax cuts for large corporations don’t stimulate economic growth in Canada - it just lines the pockets of the rich.”

Nancy Smith (Campaign Coordinator) said “our members are very interested in raising awareness about the importance of public services and tax fairness especially in these times.” Smith believes PEI UPSE members are learning to appreciate the work they are doing more than ever because of the campaign.

Other unions join the fight!



Ian Le Clair, President of the Union of Veterans' Affairs Employees, signs the All Together Now proclamation at a Champion 4 Change presentation.

Value of Public Service

Public Service Heavy Equipment Operators #1 on Prince Edward Island

It was a nasty winter for snow conditions in Prince Edward Island. Storm after storm delivered huge amounts of snow that proved challenging for PEI's Heavy Equipment Operators - especially when the private sector wasn't able to keep up with the demand! In Prince Edward Island there is approximately 4,350 km of highway to service in the winter. Private sector operators plough roughly 2,350 km of roads leaving public sector operators to plough roughly 2000 km of roads.

Contractors are continually pressuring government to increase the percentage of roads serviced by the private sector in order to increase profits. Unfortunately the government has often bowed to this pressure at the expense of providing quality service to Islanders. In West Prince this winter approximately 15% of the roads were not passable after extensive snow and drifting got the better of private sector contractors. Apparently, private contractors were leaving snow on the shoulder of the roads when plowing. For a time this method worked; however, as successive storms hit the snow piled up much quicker.



Public Service Heavy Equipment Operators - opening roads in extreme weather conditions.

“Storm after storm hit and with limited and obsolete equipment the private sector contractors were simply not able to keep up”

Paul Grigg, Heavy Equipment Operator (PEI UPSE)

The government was forced to call in extra help and equipment from the public service to get the job done. So Islanders were in effect paying twice for service that should have been done right the first time. Contractors are paid by government or taxpayers to keep roads open and safe. If they are unable to do this, and the public service is required to help - then in effect Islanders are paying twice! Further, it is paramount for safety reasons that our roads stay open. What happens in the event of a fire or medical emergency if road access is not available? Schools were also closed at this time for an entire week - what are parents supposed to do regarding looking after their children and how do kids get back on track with their education?

The answer to these questions is obvious - the government's trend to divvy out more contracts to the private sector for snow clearing is a waste of tax payers' money and needs to stop! The conversion needs to go in the opposite direction. We need more roads properly serviced by public service Heavy Equipment Operators to ensure the health and safety of Islanders. We have the best equipment and operators around and we need more not less of this essential service. Let's stand with our Heavy Equipment Operators and let the government know that the trend to convert public serviced roads into private must stop. Change will come if we fight for it - All Together Now!

Jobs, Labour Rights and Government Priorities

Ghiz Liberals not creating jobs!

PEI UPSE has a list of job vacancies which have increased by 32% since 2006. The province continues to use casual employees who are more vulnerable to political influence, and to avoid paying benefits. Prince Edward Island's unemployment rate was 11.7% in February 2011 up from 11.3 % in January 2011. Back in April 2007, the province's unemployment rate was only 9.4 %. Under the Ghiz Liberals unemployment levels have been climbing, reaching as high as 13.6 % last September. The Liberal Government needs to focus on job creation and economic growth, rather than looking to eliminate jobs in the public service which will have negative effects on spending in the community. Rural PEI is a good place to start creating full time permanent positions for Islanders. Instead of relocating employees through expensive departmental and infrastructure moves - why not convert existing casual positions into permanent positions and fill the 215 vacant public service positions. This would create more stability in rural areas and increase the employment rate.

Landmark decision recognizes collective bargaining rights in Charter of Rights and Freedoms

Labour in Canada has been under attack before and won! In 2002 Bill 29 eliminated collective agreement provisions for health care workers in B.C. and paved the way for massive job losses and privatization. Up to 8,000 health care workers were fired in the B.C. Liberal Government's first term as a result of Bill 29, which also facilitated the most extensive privatization of health services in Canada.

This controversial and unprecedented law excluded health and community social services workers from labour laws that protected other workers in the province. And it eliminated collective agreement provisions that safeguarded workers and services from privatization.

B.C. unions representing more than 100,000 health care workers fought back and launched legal action in B.C. Supreme Court alleging that the Liberal Government's contract-breaking legislation was unconstitutional and violated the Canadian Charter of Rights and Freedoms. The supreme court's historic 2008 decision on this case restored key collective bargaining rights to health care workers regarding protection against layoffs and contracting out. The landmark decision recognized that collective bargaining is a right of all Canadians and is protected by the Charter of Rights and Freedoms.

Governments lose tax payers' money that could have improved services for Islanders!

- \$1 million on the B.C. Olympics
- \$800,000 loss on cranberry farmer loans
- \$15.4 million loss on snowcrab loans
- \$33 million on e-health records project – was supposed to cost \$12 million
- Millions to friends under the PNP program that has benefitted MLAs, deputy ministers and possibly other senior staff
- \$750,000 for Regis and Kelly
- \$1.2 million write off for Food Trust, a company purchased by Mid-Isle Farms and co-founded by the Agriculture Minister, George Webster
- \$350,000 loss on loan to now bankrupt Entegry Wind Systems
- \$630,000 payoff to super rich Irving company for employee training at Cavendish Farms



Balancing the books on the backs of the public service is always an excuse of poor fiscal management.