

THE ADVOCATE

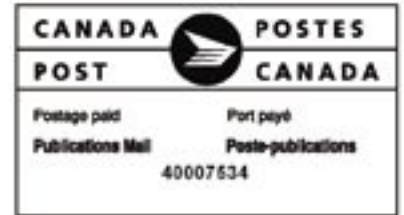
Prince Edward Island Union of Public Sector Employees

Inside:

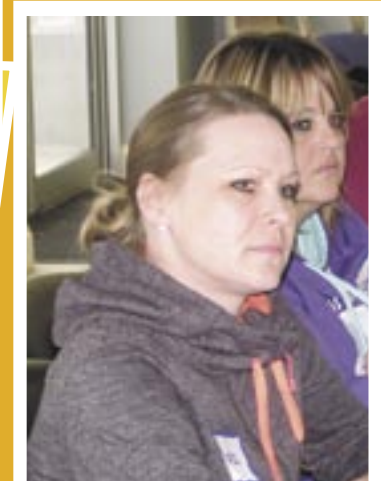
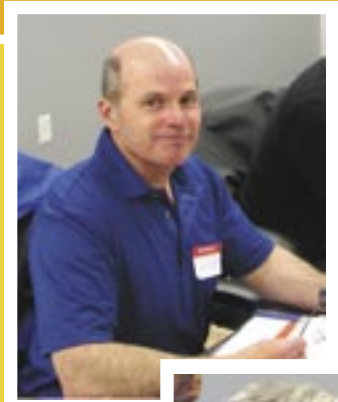
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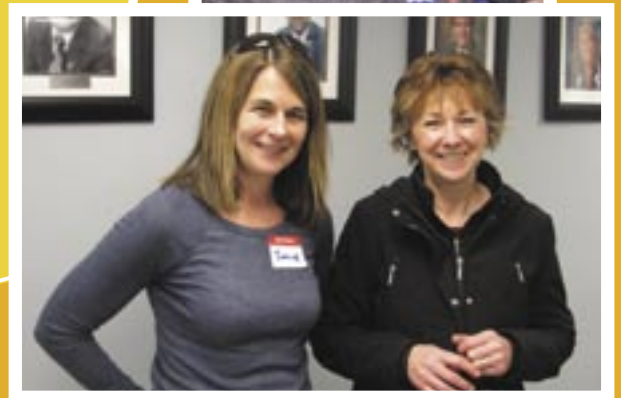
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THE ADVOCATE
Spring 2017



Dear Members,

Welcome to the Spring edition of *The Advocate*.

Your union is busy on several fronts with preliminary work, meetings and collective bargaining underway in seven bargaining units.

Most recently, members at Strait Crossing Bridge Limited voted in favour of ratifying a four year deal. For a full update on bargaining please see pg. 8 of this edition of *The Advocate*.

UPSE took part in Mental Health Week by introducing a new educational for members called *Mental Health and the Workplace*. The course looks at mental health conditions in the workplace and provides insight about how to address mental health challenges. UPSE is keenly aware of the importance for workers to maintain their mental health and how mental health challenges can affect work performance and one's well being.

UPSE understands the importance of creating and maintaining psychologically safe workplaces as well. We need to protect each other from bullying, harassment and violence in the workplace. To this end UPSE has delivered our *Bully-Free Workplaces* program to the



Karen Jackson
President, UPSE

membership and have delivered the workshop more than sixty times to over 1,200 participants. It is absolutely essential that we all work together to create a culture of civility in the workplace.

Phase II of our campaign to support public services and provincial liquor stores and workers is now underway.

I want to thank the members who came out to the provincial liquor stores to lend support to the campaign which encourages the public to shop at provincial outlets for better customer service and selection, and knowing that profits are reinvested into public services like health and education.

It's important that we support our provincial liquor store members because their jobs are important to our communities and the local economy. Provincial liquor store workers are well trained, have good product knowledge, and are committed to promoting public safety by preventing underage drinking. UPSE fully supports the public model and our members.

June 11-17 is *Public Service Week*. I want to recognize and thank our members for their hard work, service and dedication. Public services are the great equalizer in our society as they provide better quality of life for all Islanders and Canadians.

I am planning to make some worksite visits this summer and look forward to meeting

with as many members as I can to discuss workplace issues and listen to your concerns. I hope to see you soon.

In Solidarity,

Karen Jackson
President, UPSE

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Update on Reasonable Lateness - Health PEI

We all remember how terrible the weather was in the winter of 2015 and the problems it caused for many of us to get to work. As a result of these challenges, the Union wound up filing a number of grievances with Health PEI to ensure that members were being treated fairly in meeting the challenge of getting to work in a timely manner in spite of adverse weather and storm conditions when travelling to work.



Following numerous discussions with Health PEI, the case went to a hearing in front of an arbitrator, Robert D. Breen, QC, of New Brunswick. The Union argued that the employer was improperly denying people the benefit of "Reasonable Lateness" found in Article 23.04 of the Collective Agreement.

The employer argued the idea of "Reasonable Lateness" only occurred in the most unusual circumstances and instead Article 23.02 ("Time Lost to Absence or Lateness") should apply. Unfortunately, in his decision of December 14, 2016, the arbitrator ruled in favour of the employer, Health PEI. The arbitrator's interpretation is that Article 23.02 puts the risk and the cost of not attending (or being late) on the shoulders of the employee and if the

employee chooses not to attempt to proceed to work, he/she must make up the time or use vacation, TIL, Stat, etc..

The arbitrator says that the "Reasonable Lateness" clause only applies where an employee takes steps to be on their way to work but is delayed by a reasonable justifiable intervening event. Now that an arbitrator has ruled on the issue, the Union must abide by this interpretation until such time as there is different wording negotiated through Collective Bargaining.

In practical terms, this decision means that if an employee decides to not try to go into work, Article 23.02 applies. On the other hand, if an employee takes steps and gets out onto the road to work and then, for example, gets stuck behind a slow moving salt truck, he/she could claim "Reasonable Lateness". The key difference is whether the employee is making "reasonable efforts" to get to work or, for whatever reason, decides not to make the effort. The Union disagrees with the arbitrator's decision because we feel it forces our members to make choices that might risk their own personal safety. We will continue to work for change on this issue.

MHCSI Preferred Pharmacy Provider Program

UPSE members can save money on the overall cost of their drug benefit expenses by participating in the *MHCSI Preferred Pharmacy Provider* program. UPSE encourages you to participate by choosing one of the participating pharmacy locations (Lawtons Drugs, Sobeys Pharmacy, and Sobeys Pharmacy by Mail). When filling your prescriptions see www.pharmacynearestyou.ca for the location nearest you. Members can enroll for the program on-line by visiting www.mhcsi.ca/enroll/ and entering the Group Name: **PEIUPSE** and the Group Password: **PEI69123**. MHCSI will mail your personalized ID cards directly to you so that you can access the program benefits.

When using your MHCSI drug card when filling prescriptions / accessing pharmacy services at MHCSI participating preferred pharmacy provider network locations (Lawtons Drugs, Sobeys Pharmacy), you will receive additional coverage commencing at up to \$3.00 per prescription against your out-of-pocket expenses. This coverage will be administered for you at the point of sale (i.e. on-line at the pharmacy). By using the MHCSI participating preferred pharmacies, you will save money on the overall cost of your drug benefit expenses.

Bully-Free Workplaces in PEI

Things are changing in PEI and across the country. We are at the beginning of an important cultural shift toward the creation of psychologically safe workplaces. In such environments workers will be protected from bullying, harassment, and workplace violence, and employers will foster and be accountable for the physical and psychological safety of their employees.

Workplace bullying is a form of violence that occurs when there is unwanted and unreasonable behaviour directed toward an individual or group of workers that creates a risk to their health and safety. This behaviour offends, humiliates and or intimidates and is considered bullying whether harm was intended or not. Bullying does not include circumstances in which an employer or a supervisor takes reasonable action related to the management of workers.

Bullying is a serious concern in the workplace. As PEI's largest union representing 5,000 workers in the province, we often deal with incidents of bullying and have noted that the occurrence of these incidents is rising. Statistics indicate that 40% of Canadian workers experience bullying on a weekly basis (Government of Canada), and 45% of targets suffer stress-related health problems (Workplace Bullying Institute).

There are both economic and human costs incurred because of workplace bullying. Employers are faced with higher costs due to increased sickness, absence

and employee turnover. Job performance and productivity is also compromised. Workers may experience a loss of wages and costs associated with health care. There may also be costs associated with grievances, litigation and compensation. The human costs include the loss of precious health and quality of life for the victim and their families. And sometimes the victims of bullying pay the ultimate price through the loss of life.

In 2012, after becoming aware that the Nova Scotia General Employee's Union (NSGEU) was delivering a world class Bully-Free Workplaces program to its membership, our union met with NSGEU representatives and adapted the Bully-Free Workplaces program for Prince Edward Island. PEI UPSE partnered with the provincial government to deliver the program to the membership and we have delivered the workshop over sixty times to over 1,200 participants. The program provides education about bullying behaviours and its effect on employees and the workplace. Workshops also identify how to seek help and how to foster a culture of civility in the workplace.

In regard to provincial legislation in 2012 British Columbia passed anti-workplace bullying legislation and became the fifth province to do so at that time. The province established occupational health and safety policies to protect workers from bullying and harassment. This required employers to develop their own policy statement on workplace harassment as well as procedures to deal with incidents, including reporting and investigation.

These developments in occupational health and safety arose from amendments to the Workers Compensation Act which expanded coverage to those suffering from mental disorders due to work related stress caused from bullying and or harassment.

In Prince Edward Island there have been changes as well. The WCB revised its policy on psychological or psychiatric conditions which expanded coverage to include PTSD that results from traumatic events at work. The board also changed the definition of a traumatic event to make it less limiting. This includes being the object of harassment where one is placed in a potentially life threatening situation. Although bullying and harassment can lead to life threatening situations, many incidences simply compromise the health and safety of individuals. This policy may not encompass these situations. In any case, in May of 2016 the WCB did confirm that the definition of a workplace accident could include bullying and harassment. And in December 2016 the WCB awarded compensation for an injury, in this case a fatality, where the cause of the injury was workplace bullying and harassment. It looks like this was a first for PEI and Canada.

There is much more that still needs to be done in regard to this important issue. We need to work together to increase awareness and education for workers and management, and we need to ensure that bully free workplace policies are acted upon and become the norm in all workplaces.

Karen Jackson
UPSE President

Retirement Planning Workshops

UPSE held a couple of Retirement Planning Workshops in April and May which was open to all members. The workshops were about the importance of retirement planning. A variety of speakers presented including financial planners, retirees, reps from Service Canada, the health plan and the drug plan.

Some of the topics covered included investing early and often in RRSPs and tax free savings accounts; reviewing your health plan to determine your benefits including optional items and costs; reviewing your pension statements for accuracy; and developing a financial plan as early as possible.



UPSE Retirement Planning Workshop at the union office in Charlottetown.

UPSE Has a Heart



Pic (L-R) Joyce Paynter (UPSE Retiree), Karen Jackson (President, UPSE) and Gwen Taylor (CNIB Volunteer).

The PEI Union of Public Sector Employees donated \$14,300 to non-profit community organizations across Prince Edward Island through the *PEI UPSE Has a Heart* campaign.

Karen Jackson, President of PEI UPSE, says "it's important for the union to give back to communities by proudly supporting many non-profit organizations in Prince Edward Island that make a difference for Islanders. These are organizations like the CNIB Women's Auxiliary, the Alzheimer Society of PEI, Children's Wish Foundation and the PEI Special Olympics to name a few."

PEI UPSE members contribute 10 cents per pay to a social fund that the union first established in 1984. Member contributions this year allowed the UPSE Has a Heart campaign to donate \$14,300 in total (see full list of *UPSE has a Heart* recipients on p. 6).



Day of Mourning

“At the 1984 Convention of the Canadian Labour Congress a resolution was adopted declaring April 28th as a

National Day of

Mourning to honour

those workers in Canada who have been killed, injured or disabled on the job, or who suffer from occupational diseases. April 28th was chosen because on that day in 1914 Ontario proclaimed the first comprehensive Workers Compensation Act in Canada.

The idea caught on as labour organizations around the world adopted April 28th as a *Day of Mourning*. Today more than 100 countries recognize April 28th, although many refer to it as “Workers Memorial Day.” The day is acknowledged by the International Labour Organization, the International Confederation of Free Trade Unions and the American Federation of Labour.

The Canadian labour movement lobbied for legislation to identify April 28th as a *National Day of Mourning*. Their efforts were rewarded in February 1991, when the Federal Parliament passed Bill C-233, *Workers Mourning Day Act*” (wfhatheway-labourexhibitcentre.ca)

In Canada hundreds of workers die from workplace injury and illness each year, and hundreds of thousands experience a workplace injury or illness.



Pic (L-R) Carl Pursey (President, PEI Fed of Labour), Karen Jackson (President, UPSE), and Alex Furlong (Director, CLC Atlantic) attend the Annual Day of Mourning Ceremony at the injured workers monument in Charlottetown.

The Day of Mourning is a day to honour the dead and increase our efforts to protect the living. It’s important to remember those who have died and to think about

the families affected by these tragedies.

“The most recent statistics from the Association of Workers’ Compensation Boards of Canada (AWCBC) tell us that in 2015, 852 workplace deaths were recorded in Canada.

Add to these fatalities the 232,629 claims accepted for lost time due to a work-related injury or disease, including 8,155 from young workers aged fifteen to nineteen, and the fact that these statistics only include what is reported and accepted by the compensation boards, and it is safe to say that the total number of workers impacted is even higher” (CCOHS).

UPSE Has a Heart (cont.)

Alzheimer Society of PEI

Air Cadets

Autism Society of PEI

PEI Children’s Wish Foundation

Canadian Ski Patrol

Cooper Institute

Council of Canadians

Parkinson’s PEI

Joy Riders

Island Pregnancy Centre

Island Peace Committee

Hillsborough River Association

Santa’s Angels

PEI Special Olympics

Kensington Lions Club

Kensington Meals on Wheels

Workplace Learning PEI

Sierra Club

Pathways Youth Program

SpayAid PEI

Royal Canadian Legion

Upper Room Food Bank

Victoria Quilts

Westisle Healthy Choices

CNIB Women’s Auxiliary

Family Violence Prevention Services

New London Fire Dept.

People First

Friends of Confederation Centre Library

St. Dunstan’s Basilica, Refugee Committee

Canadian Mental Health Association

Mikinduri Children of Hope Foundation

UPSE's Labour Relations Officers Helping Members Every Day!

UPSE's Labour Relations Officers work every day to help the membership. You can reach Hans Connor, Troy Warren or Andrew Jack at the union office by calling 902-892-5335. As *Labour Relations Officers (LROs)* their job is to help maintain a stable relationship between employers and employees. They can help you with their extensive knowledge about labour-related issues. If you have questions about your collective agreement don't hesitate to call the union and speak to the LROs. They can interpret and explain your contract to you if you find any information confusing or you are not sure about what to do in any particular situation.

Beyond answering your questions, if you are having any problems or disputes at work the LROs can assist you. The LROs assist stewards and members with grievances, disputes and other problems in relation to your employment.

What is a grievance?

A grievance is a violation of your rights at work. For instance:

- a clear cut violation of your collective agreement
- a wrong interpretation of the collective agreement
- a violation of federal or provincial law,



Pic (L-R) Hans Connor (UPSE Lawyer/Labour Relations Officer), Troy Warren (UPSE Labour Relations Officer), and Andrew Jack (UPSE Labour Relations Officer).

past practice, worker or union rights.

Remember, the majority of your rights are outlined in your collective agreement. Make sure you have an up-to-date copy of your agreement and that you become familiar with it. By reading your agreement you can find out if there is a potential grievance. Also, remember you have support with your local Steward as well. You can check with your Steward if you think your rights have been violated.

Your LROs will be able to advise you on the preparation of your grievance. By talking with you about your complaint they will be able to determine if your issue is a grievable matter. They also will assist you and look for a solution to your problem whether it is grievable or not. If it is grievable, they will file a grievance through the designated levels and will keep in touch with you to review progress and advise you on the status of your grievance.

Remember, your LRO will keep all your information confidential and the duty of *fair representation* means they will always treat you fairly and honestly. They will help you with what can sometimes be difficult situations. It's very important to be open and honest about your situation so the LROs are in the best possible position to help you. Hans, Troy and Andrew understand that sometimes members are embarrassed or even feel humiliated by different circumstances that occur. So it's important to remember that they are here at the union to help and never to judge.

LROs also help members prepare for collective agreement negotiations and they negotiate contracts. This involves direct input from the membership and working cooperatively to achieve fair and equitable contracts. Please don't hesitate to contact Hans, Troy or Andrew if you have any questions or concerns.

Bargaining Update

Health PEI

The bargaining team met with the employer most recently on January 23 and 24 in Charlottetown at the UPSE office.

Parties were not able to find common ground on key issues such as monetary items (premiums), wages, union business and travel for medical appointments. Parties are now moving to Conciliation on May 25 and 26, 2017. The bargaining team is hopeful that a deal will be reached which can be presented with confidence to the membership.

Holland College Early Learning Centre

Bargaining teams entered into Conciliation in late January, 2017 with some outstanding items. In Conciliation teams were able to reach a tentative agreement and avoid going to arbitration. The contract was then ratified in February 2017.



Holland College Faculty

The collective agreement between PEI UPSE and Holland College Faculty expires on March 31, 2017. UPSE issued a notice of intent to bargain in January 2017.

Proposal forms were distributed in March and the bargaining team was elected in April. Negotiations are set to begin on June 5, 2017.

Grain Elevators Corporation

The collective agreement between UPSE and Grain Elevators Corporation expired on March 31, 2017. UPSE issued a letter of intent to bargain in January 2017. The bargaining team was elected and demand forms have been reviewed. Negotiations get underway in May, 2017.

Strait Crossing Bridge Limited

The collective agreement between UPSE and Strait Crossing Bridge Limited expired on December 31, 2016. A letter of intent to bargain was sent to Strait Crossing Bridge Ltd., the team was elected and bargaining took place in February, March and April 2017. The agreement was ratified on May 12, 2017 with 70% voting in favour of accepting the deal.

Community Connections

The collective agreement between UPSE and Community Connections expired on March 31, 2017. UPSE sent a letter of intent to begin bargaining and elected a bargaining team. Proposals were discussed in May and negotiations are now underway.

Tremploy

The collective agreement between UPSE and Tremploy will expire on June 30, 2017. The union provided a notice of intent to bargain in April and proposal forms were distributed to the membership. A meeting is scheduled for June 15 to elect the bargaining team and discuss proposals.

Garden Home

The collective agreement for Garden Home expires on June 29, 2017. The union sent a letter of intent to bargain to the employer in May. Union members will meet May 31 to elect a bargaining team, and again in June to discuss proposals. Negotiations are set to begin on July 27, 2017.

Whisperwood Villa

The collective agreement for Whisperwood Villa expires on July 31, 2017. The union expressed its intent to bargain in May. Union members will meet May 31 to elect a bargaining team, and again in June to discuss proposals. Negotiations are set to begin on July 27.



Pic (L-R) Ken Heckbert (CFO Holland College), Grant Canvin (Acting President, Holland College), Karen Jackson (UPSE President), and Kevin Gotell (UPSE Secretary Treasurer).

Grievances

Policy Grievance (Health PEI) OHS Violation

A member was injured at a long term care facility while handling a patient. The employer had requested that the member handle the patient in a way that was not included in standard procedure. The union filed a grievance in March 2017 referring to articles 7, 8, 16 and 17. The union is awaiting a response.

Policy Grievance (Health PEI) Harassment

A member was repeatedly harassed by a patient in a long term care facility. The resident had reportedly been harassing members. The union filed a grievance referencing article 8 of the collective agreement and wants assurances that the harassing behaviour will be addressed and stopped. The grievance was denied by the employer and UPSE is filing for arbitration.

Individual Grievance (Civil Service) Sick Leave

A member was on sick leave (due to injury) from their job in the Civil Service and worked shifts with Health PEI. The work was less physically demanding and so the member was able to do it, and the member did not work at the same time their Civil Service shifts were scheduled. The employer suspended the member for five days for working while on sick leave

with Health PEI. The union filed a grievance under article 23 and is asking the employer to reimburse the member for the five days sick leave, and to remove a letter of reprimand from the member's file.

Individual Grievance (Civil Service) Discipline

A Correctional Officer received a one day suspension for not intervening soon enough in an inmate altercation. The Correctional Officer signaled for additional help and attempted to subdue the aggressor in the altercation. The employer feels the officer did not act quick enough. The union filed a grievance under article 27 and contends that the one day suspension is too severe. The matter is moving to arbitration on October 11, 2017.

Individual Grievance (Health PEI) Sick Leave

A member worked a half day and then went home sick and was off for two more days. The employer said the member needed to provide a note from a Doctor for the sick leave. The member disagreed on the basis that the sick time did not exceed three consecutive days as per article 21.06(a). The employer agreed with the member on this, however; also pointed out under article 26.01(b) that the member's total sick time for the year had exceeded the limit where proof of illness was not required. Therefore, the member was required to provide a sick note

establishing proof of illness in this particular situation.

Policy Grievance (Civil Service) Consultation

In regard to the issue of reasonable lateness the employer contacted the union and subsequently presented wording for a draft policy. The union was asked to review the policy and provide input. The union reviewed the wording and responded with revisions that reflected the intent of the collective agreement. The employer thanked UPSE for participating but did not address the union's concerns. UPSE then filed a grievance under article 24.11 and subsequently met with the employer to discuss the wording. After some informative discussion the employer agreed to address the union's concerns and accepted the revisions.

Policy Grievance (Health PEI) Vacations

The union contends the employer violated article 19 in regard to granting vacations. Due to poor staff recruitment and inappropriate staffing levels the employer was finding it difficult to grant vacation requests. This led the employer to misinterpret the collective agreement and deny more requests for vacation than should have been the case. The union seeks recourse for those members who were denied vacation inappropriately so that the members can be made whole for losses suffered.

CLC Convention 2017

UPSE members attended the CLC Convention with unions from across Canada. Over the course of the week delegates debated issues like better protection for equity seeking members, transitions for a green economy, the creation of more good jobs in Canada to put an end to precarious work, and the fight to implement a \$15/hour minimum wage.



Jerry Earle (NAPE President), Susie Proulx-Daigle (NBU President), Karen Jackson (UPSE President), and Jason MacLean (NSGEU President) at the CLC.

Delegates also heard from inspiring speakers which helped set a strong mandate for the incoming executive focusing on creating a fair future for all Canadian workers. CLC President Hassan Yussuff won a second mandate by acclamation. A tribute was held for retiring Secretary Treasurer, Barbara Byers.



Union members from across Canada march through Toronto's financial district in support of a fair future for all Canadian workers (#fairfuture).

Mental Health and the Workplace

“The *Canadian Mental Health Association's* Mental Health Week is an annual national event that takes place during the first week in May to encourage people from all walks of life to learn, talk, reflect and engage with others on all issues relating to mental health.”

UPSE participated in *Mental Health Week* by presenting a new educational to the membership called *Mental Health and the Workplace*. Blair Weeks (*UPSE's Research, Education and Policy Analyst*) and Dina DesRoches (*Director, Local 10*), delivered the presentation twice during the week to engaged UPSE members.

Dina and Blair talked about mental health conditions in the workplace and provided insight about how to address mental health challenges. Members learned about the nature of stress and its effects on employees and the workplace. The facts are quite sobering with 1 in 5 people in Canada living with mental illness. That means that no one is left untouched by mental health problems. It affects our families, friends, and our coworkers. By the time people reach 40 years of age,

1 in 2 people in Canada have had a mental illness. And the cost of mental illness to Canada is staggering at approximately \$50 billion / year. Health care, social services and income support make up the biggest proportion of these costs.



Amanda Brazil, Canadian Mental Health Association on PTSD

Members shared experiences at work that have caused stress including: bullying and harassment, dangerous work, fear of termination, and fear of violence at work. Ways and means of countering stress were also discussed including co-worker support, union support and the EAP program. Linda Arsenault from EAP spoke to the membership about the program and how it helps employees experiencing personal problems, which may affect job performance.

Amanda Brazil from CMHA also delivered a presentation on mental health and PTSD. There was an open discussion about PTSD, and front line workers shared their experiences of being involved in critical incidents. Amanda shared various coping strategies, treatment options and stressed the importance of seeking help. Jo Power of CMHA shared her own personal and moving story of recovery from depression and addiction.

Compensating Workers for Loss of Retirement Income

The Workers Compensation Board is proposing to amend the *Workers Compensation Act* to expand eligibility for retirement income to all workers going on long term benefits. The amendments will make it possible for workers at age 65 to be paid an annuity.

This benefit will apply to workers who have been receiving wage loss benefits for 2 years or more; or for workers who are awarded extended wage loss after the legislation comes into effect. Also, the worker will not be required to show "a loss of retirement income to be eligible." (*Proposed Enhancements to WCB Benefits*).

How it works:

- WCB will set aside funds equal to 5% of the workers wage loss benefit.
- As long as the worker is on extended wage loss benefits WCB will continue with contributions to the fund.
- Workers will also have the choice to contribute to the fund. They can choose to contribute 5% of their extended wage loss benefits.

- Once workers qualify for the annuity, they will have 3 months to decide if they would like to contribute as well.



- If a worker decides to contribute, this decision will not be reversible while they remain on extended wage loss benefits.

Receiving WCB Retirement Benefits:

- Once the worker turns 65 they no longer will contribute to the fund, and the worker will choose an annuity for the fund to be transferred to.
- At 65, if the fund has not reached a designated amount, it will be paid to the worker as a lump sum. This designated or minimum amount will be determined by WCB.
- Spouses will be eligible for a benefit if a worker on extended wage loss dies before turning 65. The spouse would be eligible for a lump sum payment or a transfer to an annuity.



ATT: Watch Out for Road Crews this Spring and Summer

PEI UPSE represents public service employees who work on our roads year-round.

These workers keep our roads safe, clear and in good repair so we can get from point "a" to point "b" safely, every day.

Keep in mind while driving that road crews are vulnerable.

Their workplace is our public roads. Make sure to slow down, use caution, obey signage, and put safety first.



Safety First, drive cautiously when approaching road crews this spring and summer.

Société Alzheimer Society

PRINCE EDWARD ISLAND

Dementia Care Certificate Program

The Dementia Care Certificate Program is a comprehensive educational program offered by the Alzheimer Society of PEI for healthcare professionals, personal support workers, home care support workers and professional caregivers.

The program is composed of two courses:

1. Dementia Care Training 101 Program (*covers general awareness and basic hands-on skills*)
2. Dementia Care Training 102 Program (*develops hands-on skills as frontline professionals working with people living with dementia*)

Dementia Care Training 101

This 10-hour course will provide and enhance your knowledge and awareness of dementia, increase your effective communication strategies, and practice person-centred care which will enable you to provide quality care for persons with dementia. You will learn and actively use Teepa Snow Positive Approach to Care which will assist in your understanding of the person living with dementia & behaviour.

Learning Objectives:

1. How to describe general aspects of aging, Alzheimer's disease and dementia
2. Experience how one experiences dementia via Virtual Dementia Tour
3. Learn how changes in the brain associated with Alzheimer's disease will affect all aspects of an individual's life
4. Recognize that a challenging behaviour is a responsive behaviour
5. Learn communication strategies when working with someone with dementia
6. Apply specific skills and knowledge that transforms how one partners with a person who has dementia utilizing Positive Approach to Care – Hand under Hand basics

Dates: June 12 and 13, 2017 (9 am – 3 pm with Homefun) **Location:** Alzheimer Society of PEI – 166 Fitzroy Street

Cost: \$150 - 10-hour face to face course with Homefun (1 hr)

We accept cash, cheque, and credit card. If paying by credit card please call or stop by The Alzheimer Society's office; Please make cheque to: The Alzheimer Society of DCT

Lunch: On your own or Brown Bag – (noon - 1 pm) Snack breaks provided **Register:** To register contact us by phone at **902-628-2257** or by e-mail **society@alzpei.ca**.

Coming Soon – September 14-15, 2017

Dementia Care Training 102 – U-First and PAC Training continues in Fall 2017. Applicants will require Dementia Care Training 101.



Women work more hours than men!

“Women continue to work longer hours per day than men in both paid and unpaid work. In both high and lower income countries, on average, women carry out at least two and a half times more unpaid household and care work than men. In developed economies, employed women (either in self-employment or wage and salaried employment) work 8 hours and 9 minutes in paid and unpaid work, compared to 7 hours and 36 minutes worked by men.

The cumulative disadvantage faced by women in the labour market has a significant impact in later years. In terms of pensions, coverage (both legal and effective) is lower for women than men, leaving an overall gender social protection coverage gap. Globally, the proportion of women above retirement age receiving a pension is on average 10.6 percentage points lower than that of men.

Globally, women represent nearly 65 per cent of people above retirement age (60-65 or older according to national legislation in the majority of countries) without any regular pension. This means some 200 million women in old age are living without any regular income from an old age or survivor’s pension, compared to 115 million men.”

International Labour Organization

Cautious optimism about first steps to curb tax dodging

“It is too early to be certain whether this dip is an emerging trend, or just a blip, as has happened before,” says Dennis Howlett, executive director of Canadians for Tax Fairness. “But this could be a sign that global efforts to curb corporate profit shifting to tax havens may be paying off.”

Canadian corporations still have billions in tax havens

But Canadian dollars in tax havens still amount to a quarter of all foreign investment. While some investments in tax havens have economic substance, most are going there to dodge billions in taxes as they shift profits to offshore subsidiaries and affiliates.

Barbados continues to be the top destination for corporate

money offshore. In 2016, corporate money that was booked there increased by \$6 billion, raising the total to \$68 billion. GoldCorp, Barrick Gold, Fortis, Petro-Canada and Gildan are among the Canadian companies who have set up subsidiaries in Barbados. The Canada-

Barbados Tax Treaty facilitates booking the profits there and repatriating the dollars back to Canada tax-free. There are similar deals to be had with Luxembourg and Cayman Islands. And they remain the second and third preferred offshore destinations for Canadian money.

Tax havens cost Canada billions needed for healthcare, childcare and education

The top 5 tax havens account for \$235 billion – most of the money that goes offshore. They are: Barbados (\$68 billion), Luxembourg (\$60 billion), Cayman Islands (\$48 billion), Bermuda (\$39 billion), Bahamas (\$20 billion). The tax-free status of this money results in a loss of billions of dollars to the Canadian treasury.

“That lost tax revenue could be invested in

things that matter to all Canadians — health care, childcare and education,” says Howlett. “It is time for Canada to renegotiate these tax treaties with tax haven countries and territories.”

National Union of Public and General Employees



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2017

Public Service Week



An average Canadian family enjoys about \$40,000 per year worth of public services.

Public Services make a better life possible for families in PEI!

In recognition of Public Service Week 2017, I want to thank all provincial government employees for your valuable service. Public services improve quality of life for everyone, and make P.E.I. a better place to live and work every day.

They reduce social and economic inequality and provide our communities with public infrastructure, a skilled and healthy workforce, and a safe, clean environment.

As President of the Prince Edward Island Union of Public Sector Employees, I am proud to recognize your contribution, both at work and in your communities, to the health, safety and well being of all Islanders.

Karen Jackson, UPSE President

Public services guarantee a quality of life advantage to Islanders.

Public services are the most affordable way of meeting our needs.

Public services are democratic and accountable to the public.

Our economic prosperity depends on high quality public services.

UPSE is back supporting Provincial Liquor Stores

In May UPSE launched phase II of its campaign to support provincial liquor store employees and public liquor stores in PEI.

UPSE members have been busy thanking the public for shopping in the provincial liquor stores as part of the campaign. At the UPSE Annual Convention

delegates drafted an emergency resolution which directed the union to support public liquor stores and workers. This resolution was drafted in response to the government's proposal to close the Wellington Liquor Store and issue an RFP for a private agency store.

Karen Jackson, President of UPSE, says "the campaign encourages the public to shop at provincial liquor stores for excellent customer service and selection, and knowing that profits are reinvested into public services like health and education."



Privatizing our public liquor stores takes profits away from Islanders and puts that money into the hands of a few private owners. Public liquor stores, on the other hand, provide millions of dollars in profits to the provincial government which fund

essential public services. UPSE represents approximately 170 public liquor store workers in PEI. Their work is important to our economy and they support many families. As liquor stores are privatized good jobs are replaced with minimum wage jobs with few benefits. Let's work together and show our support for our provincial liquor store workers and our public services by continuing to shop at the public branches.



(L-R) Eileen Brown (Director Local 19) and Paula Matheson (Director Local 2) at the O'Leary Liquor Store. Eileen and Paula also visited and supported workers at the Tignish and Alberton locations. Trevor MacKinnon (Director Local 14) supported UPSE members at the West Royalty location.

Thanks for supporting Public Services Shop at Provincial Liquor Stores

Public serves customers better with lower prices, better selection and well trained staff who provide excellent customer service

Public serves communities better preventing underage drinking and keeping communities safer

Public serves Islanders better profits are reinvested in health, education and other public services

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“UPSE is pleased to work with Cooke Insurance to offer our members preferred rates. The Cooke's Home & Auto Group Plan will help you save money. I value our relationship with Cooke Insurance and the benefits it provides to the membership as a whole.” - **Karen Jackson, President, UPSE**

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