

THE ADVOCATE

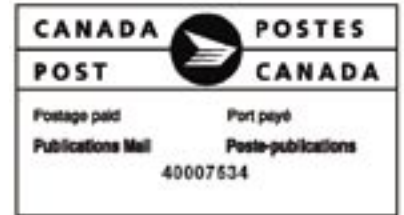
Prince Edward Island Union of Public Sector Employees

Inside:

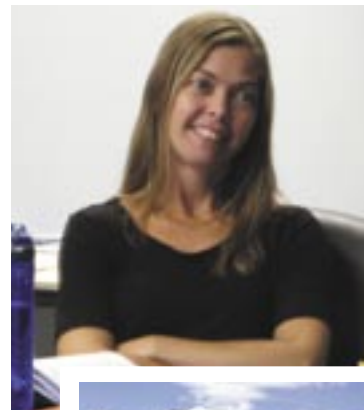
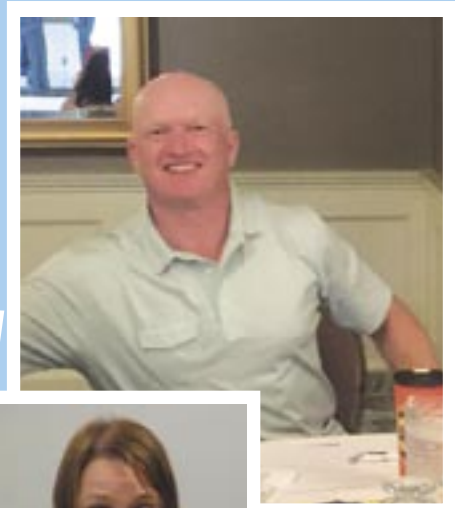
President's Message pg. 2

Bargaining and Grievance Update pg. 6

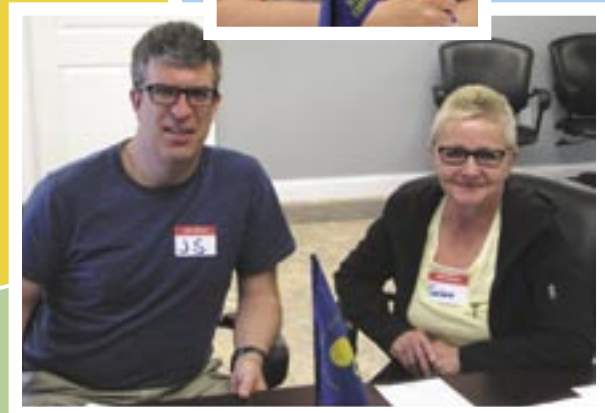
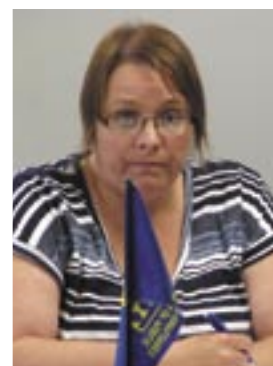
MAILING LABEL



If unable to be delivered, please return to: Union of Public Sector Employees, 4 Enman Crescent, Charlottetown, PEI C1E 1E6



THE ADVOCATE
Summer 2017



Dear Members,

Welcome to the Summer edition of *The Advocate*.

It has been a busy summer for your union. I have enjoyed making local tours and will continue to reach out to meet and speak with the membership.



Karen Jackson
President, UPSE

On the bargaining front I want to congratulate our bargaining team members who successfully negotiated a new contract with Strait Crossing Bridge Limited. It's great to see the collective bargaining process working to create equitable contracts for workers and employers. On the health care front we worked hard to find common ground with Health PEI on key issues at conciliation in late May, however, at the end of the day there are still some outstanding items which need to be resolved. We are currently working with Health PEI to select an arbitrator and determine dates for arbitration. For a full update on bargaining please see pg. 6 of this edition of *The Advocate*.

UPSE is very concerned about privatization and or efforts to transfer vital public services into the hands of the private sector. Through our national *All Together Now* campaign we have shown

the link between privatization and the rise in income inequality. Polling shows that 93% of people say the public has a right to know contract details when services are privatized, and 82% of people worry that privatization will mean we will lose control over service we depend on.

In Prince Edward Island we have seen the introduction of private agency stores selling liquor and we have openly campaigned to support our members and the public model. The public model provides excellent service and selection for customers, good jobs for employees, and reinvests profits into essential public services like health care and education.

Most recently we have heard concerns from members that government is looking at privatization options for home care services in PEI. I contacted the Minister of Health about this and have been informed that the "current function and funding for home care is not being changed" and that any new initiatives will likely involve "a new way to collaborate or integrate home care with other areas of our continuum of care." The union will maintain close communication with government on this issue and will work to ensure that any new initiatives do not lead down the road of privatization of our public services (*see full update on pg 8*).

UPSE members from, long term care, acute care and primary care are reporting staffing shortages. I am very concerned about the work sites suffering from staff shortages as it affects the level of care our members can provide and increases the

risk of workplace injury and or violence during interactions with patients and residents. Staff shortages have also made it more difficult to arrange vacation time which can result in increased workload and staff burnout (*see full update on pg 11*).

I look forward to seeing you in the workplace as I continue to reach out to the membership to hear about your important work and about your workplace experience.

In Solidarity,
Karen Jackson

UPSE Executive Officers

President: Karen Jackson
kjackson@peiupse.ca

First Vice-President: Doug Ferguson
dferguson@peiupse.ca

Second Vice-President: Mark Arsenault
maarsenault@gov.pe.ca

Third Vice-President: Jim Ryan
jimryan@eastlink.ca

Secretary-Treasurer: Kevin Gotell
kgotell@peiupse.ca

UPSE Staff

Hans Connor LLB: Labour Relations Officer / Lawyer
hconnor@peiupse.ca

Troy Warren: Labour Relations Officer
twarren@peiupse.ca

Andrew Jack: Labour Relations Officer
ajack@peiupse.ca

Cathy MacKinnon: Resource & Organizing Officer
cmackinnon@peiupse.ca

Blair Weeks: Research, Education and Policy Analyst
bweeks@peiupse.ca

Mark Barrett: Communications & Campaigns Officer
mbarrett@peiupse.ca

Tammy Laybolt: Membership Records Coordinator
tlaybolt@peiupse.ca

Mary MacLean: Education and Meetings Coordinator
peiupse@peiupse.ca

Jackie McCaughey: Accounting and Technology
Coordinator
jmccaughey@peiupse.ca

Holland College Tour

President Jackson recently toured Holland College and met with members in Georgetown, Alberton, Summerside and Charlottetown. The union also held a special Welcome to UPSE educational for Holland College members which was met with great enthusiasm from the membership.



President Jackson feels it's important to know the worksite environments our members work in and to meet the members face -to -face and discuss their issues. Holland College should be very proud of the professionalism and dedication from all departments that UPSE members work in. They ensure that the best possible educational opportunities are available for our youth, and provide a first rate facility that we can be proud of.

Pics L-R top: Kevin Arsenault (Program Coordinator/Learning Manager for Basic Fire Fighting), Corey Marchbank (Quartermaster Atlantic Police Academy, Slemon Park), Heather Profit (Service Worker), Sherri Roberts (Instructor of Administrative Assistant Program, HC Alberton Centre), and Rick Cheverie (Welding and Fabrication Instructor, HC Alberton Centre).

Pics L-R bottom: Scott Lacey (Welding Instructor), Debbie Duncan (Interdisciplinary), Phyllis MacPhee (Admin.), Kent Morrison (Welding Instructor), Josh Silver (Heritage Retrofit Carpentry Learning Manager), Shawnte Burrell (Technical Coordinator, Front of House Lead) and Rebecca Ford (Event Coordinator, HC Charlottetown Centre).

Summer Family Fun Day



(L-R) Doug Ferguson, Thomas Ferguson, Sawyer Drake, Spencer Trainor, Bella Drake and Sophie Drake

I want to thank everyone for coming out and taking part in UPSE's Family Fun Day! It's great to see so many members and their families having fun and enjoying this popular union event!

Karen Jackson,
President, UPSE

Governor General's Leadership Conference



UPSE participated in the Governor General's Canadian Leadership Conference through hosting a study group on June 7, 2017 at the union office in Charlottetown.

The conference was created to broaden the perspectives of future leaders in business, unions and public administration so that their decisions are based on a practical understanding of the influence of their organizations on the general welfare of the community.

President Jackson presented to the study group about labour issues in Prince Edward Island including the importance of creating a culture of civility in our workplaces, and the need to implement legislation on domestic violence leave. Other presenters included speakers from the PEI Federation of Labour and the Cooper Institute.

John Picketts Distinguished Contribution Award

Margie Gallant received the *John R. Picketts Distinguished Contribution Award* at the Community and Correctional Services Employee Recognition Reception in June. Margie's nomination was submitted on behalf of the Probation and Youth Justice Staff of the Summerside Office by Dawne MacKinley, Assistant Probation Officer.



Margie Gallant receives the 2017 John Pickett's Distinguished Contribution Award.

Dawne said the team nominated Margie because she is a wonderful co-worker and friend. She "began her career as an Administrative Assistant in 1978. She has held positions in a variety of departments and offices across the province from Fisheries, Court House, Crown Attorney, Family and Criminal Law, Victim Services, Correctional Centers, Energy Efficiency and currently Adult and Youth Probation Services. Margie has a vast knowledge and work experience, she reflects often that she has been around the block a time or two. Her skill, professionalism, ability to keep things in order, patience, pride in doing a job well done, and ability to make time for those around her makes her an asset to any department she works for.

Margie is the first point of contact for clients, and the general public.

Whether in person, or on the phone, they step away feeling heard, understood, and relieved to have talked to her. She is very approachable, humorous and brightens everyone's day."

Margie is a "compassionate and spiritual person who believes in doing good onto others and that compassion will be returned. She goes out of her way to make people feel welcome, and her outgoing personality

and comic relief are welcome to any work site."

Exclusive UPSE Travel Discount Program!

Register today to receive access to Exclusive Hotel and Car Rental Discounts. Your password-protected service offers discounts as high as 50%, and averages 10-20% savings below market on virtually all hotels and car rentals around the world.

The service provides the best worldwide inventory, availability and rate-type options, and aggregates over 150,000

hotel properties, and over 1200 car rental suppliers at every destination worldwide.

Call UPSE: 902-892-5335, toll free at 1-800-897-8773, or e-mail peiupse@peiupse.ca to request your pass code. Then use UPSE's website portal to search for your hotel and car rental discounts worldwide.

UPSE Supports Pride!

UPSE was out in full colour supporting fellow Islanders at the annual Pride Parade in Charlottetown. The parade started at the government buildings and ended with *Pride in the Park* at Rochford Square.

This was the largest event in recent years and more than 70 groups were registered. UPSE was proud to have the Vice President of BCGEU, Sister Sussanne Skidmore, in attendance for the march. It's important that we stand up for the rights and freedoms of our brothers and sisters.



Pic: (L-R) Lynn Bovyer (Director - Local 9), Sussanne Skidmore (Vice-President - BCGEU), Karen Jackson (UPSE President) and Carolyn Knox (Director, Local 8).

Mental Health and the Workplace



UPSE's third educational on mental health and the workplace was a great success. The course looks at mental health conditions in the workplace and provides insight about how to address mental health challenges. Members learned about the nature of stress and its effects on employees in the workplace. UPSE members had the opportunity to share their experiences at work that have caused stress. The conversation was engaging and productive. UPSE would like to thank guest speakers from EAP and Canadian Mental Health for participating in this important initiative.

Bargaining Update

It continues to be a busy year for UPSE on the bargaining front.

Health PEI

The bargaining team met with the employer in January 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 moved to Conciliation on May 25 and 26, 2017 but were unable to reach an agreement. The next step will be to select an arbitrator and determine dates for arbitration. Stay tuned to the UPSE website (www.peiupse.ca) for further updates.



Garden Home

The collective agreement for Garden Home expired on June 29, 2017. The union provided a notice of intent to bargain in May. A bargaining team was elected and proposals were discussed. The team met with the employer on July 11 to exchange packages. Negotiations began on July 28. Further updates will be provided as they become available.

Whisperwood Villa

The collective agreement for Whisperwood Villa expired on July 31, 2017. The union expressed its intent to bargain in May. Members met on May 31 to elect a bargaining team and again in

June to discuss proposals. Negotiations began on July 27. Further updates will be provided as they become available.

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 packages were exchanged on July 28. Bargaining is scheduled to begin on September 13 and 14.

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.

The bargaining teams exchanged packages in July and bargaining commenced on August 11, 2017. Further updates will be provided as they become available.

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.



Pic L-R top: Troy Warren (UPSE LRO), Andrew Noonan (UPSE bargaining team), and Eric Stewart (UPSE bargaining team) Pic L-R bottom: Kevin Gotell (UPSE Secretary Treasurer), Karen Jackson (UPSE President), Michel Le Chasseur (General Manager, SCBL) and Keith Sigsworth (Toll Traffic Supervisor, SCBL)

Holland College Faculty

The collective agreement between PEI UPSE and Holland College Faculty expired on March 31, 2017. UPSE issued a letter of intent to bargain in January 2017. Proposal forms were distributed in March and the bargaining team was elected in April.

Negotiations commenced in June and July with teams making some headway. Negotiations will get underway again in the fall. Further updates will be provided as they become available.

Grievance Update

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 employer is currently investigating the union's claims in regard to this matter.

Policy Grievance (Health PEI) Shift Schedule / Staff Replacement

In some cases where members (LPNs, RCWs or PCWs) are calling in sick, the employer in turn has not been filling the shift. This leaves members short staffed which increases their workload and adds unnecessary stress in the workplace.

The union filed a grievance under article 14.22(B) on July 6 and is awaiting a response from the employer. Further updates will be provided as they become available.

Individual Grievance (Health PEI) Social Media

A member was given a written reprimand for using social media while at work. The member was viewing facebook on their work computer in this instance. The union contends that the written reprimand is too severe in this case and filed a grievance to this end on July 6. UPSE now awaits the employer's response.

Policy Grievance (Health PEI) Harassment

A member was repeatedly harassed by a patient in a long term care facility. 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 initially denied by the employer and UPSE moved to file for arbitration. However, since this time the employer met with the family and some restrictions have been put in place to resolve the matter.

Policy (Health PEI) Workplace Safety

Employees are being asked to perform duties that are unsafe and that contravene policy. The union filed a grievance citing articles 16 and 17 of the collective agreement and is awaiting a response from the employer.

Addressing Concerns in Home Care

The union has been made aware from many concerned members, that government is looking at privatization options for home care services in PEI. President Jackson asked Minister Henderson about this, as well as the Human Resource Department responsible for Home Care Services.

Minister Henderson in his reply to the President explained that “I can assure you that the current function and funding for home care is not being changed. We are working with the federal government on what the requirements will be for their targeted home care funding. It is my understanding that the new health accord dollars (which is above our normal allocation of funding) must be used on new and innovative initiative(s). Our home care team provides a tremendous service to Islanders. Whatever this new initiative looks like, it will not interfere or overlap with the work that we currently have going on; I anticipate it will be an increase in services and most likely a new way to collaborate or integrate home care with other areas of our continuum of care.”



UPSE will continue to monitor the situation and is looking into the federal funding requirements for the new health accord dollars, and that these new initiatives do not lead down the road of privatization of our public services.

Experience has shown that privatization only adds to problems with home care. Service levels drop. Corporate profits and the added layers of bureaucracy that come with privatization eat up much needed funds. Further, many clients accessing home care are on limited budgets and are unable to afford private care. What's needed is a national home care program to fill in what has become a major gap in our medicare system.

We do a Whole Lot Better when we can Stay at Home

ONE OF THE missing pieces from Canada's Medicare system is a national public home care system. It is time for Canadians to demand that this piece of the Medicare puzzle be added.

We don't have a national public home care system. When the Canada Health Act was drafted home care, among other possible programs and services, was not included. The provinces were left with the task of responding to their citizens' needs. What developed is an uneven patchwork of programs and services that vary from province to province. What programs and services are available to you depends on where you live!

That shouldn't be how it is! Advances in medicine have made a broad range of health care services available in the home. Research shows us that home care results in better health outcomes. It is also highly cost-effective. Home care can also dramatically reduce the demand for beds in hospitals and long-term care facilities. And Canadians want it! When given the choice between treatment in a facility or at home, the overwhelming majority of people would prefer to receive their care in their own home.

We need to remind the Federal government that they must play a progressive role in Canada's Medicare system. They have to do more than help pay the bills. They must also lead from the front to create the kind of Medicare we need and want.

National Union of Public and General Employees

Island Forest Firefighters in B.C.

Karen Jackson, UPSE President, extends thanks and best wishes to provincial firefighters who battled wildfires in British Columbia. Firefighters with the Department of Communities, Land and Environment left Prince Edward Island on July 17, 2017 to join with firefighters from Newfoundland and Labrador as part of a joint team effort to combat the serious wildfire situation in western Canada.



Pic: (L-R) Jeff Thompson, Mitchell MacMillian, Andrew Ing, Lowell Stevenson, Matt MacIver, Anthony Koughan, Shamus Koughan, Cory Doucette, Nick Thompson, Jeff Hannam, Jason MacEachern and Cory Adams.

The province of PEI employs between 35 and 40 firefighters and 12 of them were sent to battle wildfires in British Columbia. PEI UPSE commends our members for taking on this assignment and helping another province in need. This is a good experience for our firefighters and if the tables were ever turned our neighbouring provinces would be there for us!

PEI will also be sending four more firefighters to B.C. in late August as part of an initial attack crew. The team will be based out of the Prince George Fire Centre. UPSE wishes our members the best of luck!

Annual Labour Day Picnic and Barbecue (Federation of Labour)

Monday, September 4, 2017

11:00 a.m. - 1:00 p.m.

Joseph Ghiz Memorial Park, Charlottetown

Drop by to celebrate Labour Day 2017!

There will be face painting, a magician and a bouncy house for children.

Hot Dogs, Corn, French Fries and more will be served.



Canadians for Tax Fairness: Time to close private corporation tax loophole



Canadians for Tax Fairness is urging people to let the federal government know that it's time to close a tax loophole that allows wealthy individuals to avoid paying their share.

Last month Bill Morneau, the federal Minister of Finance announced public consultations on his proposal to close tax loopholes that allow wealthy professionals to use private corporations to reduce the taxes they pay. The predictable push-back from those who don't want to pay their fair share of taxes has started.

Private corporation tax loophole

The private corporation tax loophole allows wealthy individuals to pay less tax in ways that aren't available to most Canadians. With a private corporation wealthy individuals can pay themselves in the form of capital gains, which is taxed at half the rate of earned income. Private corporations also allow people to avoid taxes by paying adult family members who have done no work for the corporation, but who are in a lower tax bracket, salaries or dividends.

Vested interests hoping to block tax fairness

There is a real danger that vested interests will scuttle this small but important step towards a fairer tax system. This happened last year as the federal government came under pressure from CEOs of some of the largest corporations and did not follow through on a campaign promise to close the stock option loophole. That loophole gives a billion dollar tax break to wealthy CEOs – the last ones who deserve a top up of their exorbitant salaries at tax payers' expense.

Canadians must speak out for tax fairness

Unless concerned Canadians speak out to support efforts to make the tax system fairer, there is a danger that the only voices the government and media will hear from will be wealthy individuals, who want ordinary taxpayers to continue to subsidize their incomes. **Canadians for Tax Fairness** is urging people to send a message now to Finance Minister Morneau asking him to stand firm and close this and other unfair tax loopholes.

We need the tax system to reduce inequality, not increase it!

You can learn more about this issue here:

Don't Bow Down on Tax Loopholes: All Canadians are Negatively Affected

<http://www.taxfairness.ca/en/blog/hold-firm-closing-private-corporation-tax-loophole>

You can also share your views on the Finance Department's Consultation Paper on Tax Planning Using Private Corporations by going to: <http://www.fin.gc.ca/activty/consult/tppc-pfsp-eng.asp>

Health Care Staffing Shortages

UPSE members from, long term care, acute care and primary care are reporting staffing shortages. More often than not it is being reported to UPSE that at least one unit in every *Long Term Care facility* goes short once daily. Staffing shortages are common place in acute care where staff are being asked to cover constant cares leaving a staff shortage on the unit to provide the care required under the MOC guidelines.



shortages. Over the coming weeks we will be able to update the progress we are making through discussion with the employer. It is important that if you have positions at your work site that are vacant and have not been filled that you inform the UPSE office so that we may follow up with the employer to ensure that they are posted and filled.

UPSE and its President Karen Jackson are concerned about all the work sites that are suffering from staff shortages as it affects the level of care our members can provide and also increases the vulnerability of our members as there is a greater risk of workplace injury and or violence during interacting with patients and residents.

UPSE labour relations officers have begun to address the matter with the employer and have had to file a grievance with regards to QEH and its failure to comply with Article 14.22 (b) of the collective agreement. Many staff have experienced trouble trying to have their vacations granted and this is also because of staff

UPSE's Popular Annual Golf Tournament Now Full!

UPSE's annual golf tournament is now full. The first twelve teams to contact the union have received bookings.

This year golfers will be playing at the beautiful [Brudenell River Golf Course](#).



How to be an Activist in 5 Minutes or Less



INTRODUCING THE



COOKE INSURANCE
GROUP EST. 1972

LOST & FOUND DEPARTMENT



LOST:

The opportunity to help you save money with your Home and Property Insurance

FOUND:

Money to put back in your pocket thanks to your employer's Group Insurance Program

All it takes is a phone call to tell us where you work

It's that simple.

Because you are a member of the PEI Union of Public Sector Employees, we can offer you **preferred rates and reduced premiums** on your personal Auto and Property Insurance.



“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**

Don't miss out.
Contact our Insurance Advisors today.

We put
Insurance first.

1-800-566-5666 | info@cooke.ca | www.cooke.ca | Visit us on [facebook](#)