

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

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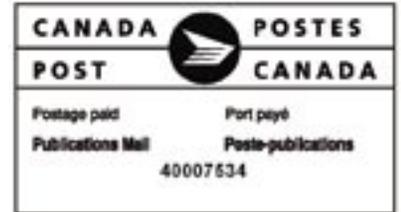
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MAILING LABEL



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PEI UPSE's 57th Annual Convention



Public Service Proud!

Dear Members,

Greetings UPSE Members,

Your union's 57th Annual Convention is coming up on November 23 and 24, 2018.

Please see this year's candidates (pg 7) running in the

union's executive elections for the position of 2nd Vice President and Secretary Treasurer. Also, please see a summation of this year's resolutions being put forward (pg 8). The membership will discuss and vote on the resolutions at convention.

UPSE has had a busy year on the bargaining front negotiating collective agreements. Tremploy, Health PEI, Holland College Faculty, Grain Elevators Corporation, Garden Home, Whisperwood and Morell and Area Early Learning Centre have new contracts. Negotiations will be underway soon for Civil Service/IRAC/WCB and we are at the table with Community Connections, Holland College Early Learning Centre, and Holland College Administrative and Support.

UPSE continues to work with our national union (NUPGE) on phase 2 of the *All Together Now* campaign. We are showing that unions are part of the solution



Karen Jackson,
President, UPSE

toward building a fairer country and that unions matter to all Canadians, even to those who aren't members of one. We have also been concerned about how the generational shift is taking place where our members work and how the labour movement is responding. We partnered with NUPGE to develop a project to engage millennials and establish what unions mean to them. Our goal is to find ways to move the union forward in its communication with young workers.

In regard to privatization UPSE will remain vigilant by continuing to protect the valuable public services our members deliver. To this end we ran campaigns promoting the importance of our provincial liquor stores and our members.

Your union also ran a compelling campaign on home care and the need to keep it public. We don't believe that tax dollars should be invested in private companies to provide public health care services that could be delivered by existing public sector employees. We will continue to stand up for our members and for these principles.

I want to officially welcome our new cannabis employees to UPSE and I was happy to speak with them during their training about UPSE's programs and services, and how their union protects their rights under the collective agreement.

Lastly, I want to thank you, the members of UPSE, for the opportunity to serve you once again as President. I am humbled by your support and will keep the membership first in all matters as we improve workplaces across PEI.

Karen Jackson
President, UPSE

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
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Secretary-Treasurer: Kevin Gotell
kgotell@peiupse.ca

UPSE Staff

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

Troy Warren: Labour Relations Officer
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Andrew Jack: Labour Relations Officer
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Melissa Bruce: Resource & Organizing Officer
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Blair Weeks: Research, Education and Policy Analyst
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Mark Barrett: Communications & Campaigns Officer
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Norma Burns: Membership Records Coordinator
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Mary MacLean: Education and Meetings Coordinator
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Jackie McCaughey: Accounting and Technology
Coordinator
jmccaughey@peiupse.ca

Annual UPSE Golf Tournament at Brudenell

The Union's Annual Golf Tournament is a popular event for UPSE members. This year's tournament took place at the Brudenell River Golf Course. Congratulations to the participating teams.



First Place!

The winning team was Justin Grady, Pierre Gaudet, Rick Ellis and Chris Ellis. They shot a 63 which is an excellent showing for this challenging course.



Second Place!

The second place team was Terry McCormack, Jeff McCormack, Ken Tran and Jeff Gallant. They shot a 64 like the third place team but their lower score on the back nine gave them the second place finish.



Third Place!

The third place team was Pat DesRoches, Trevor MacKinnon, Joe MacDonald and Allie MacLellan who is not in the picture. They shot a 64!



Brudenell is over 6,500 yards long and is a picturesque garden and river course with six par 3's, six par 4's and six par 5's. UPSE looks forward to next year's tournament and encourages all members to take part and enjoy in the many social activities the Union promotes.

Annual Canadian Police and Peace Officers' Memorial Service

This is the 21st year that UPSE and Community and Correctional Services Division has co-sponsored attendance at the Police and Peace Officer Memorial Service in Ottawa.

UPSE was proud to support our Peace Officers who were part of a strong contingent at the *41st Annual Canadian Police and Peace Officers' Memorial Service*. The officers included union activists from across the country, and those who have worked in provincial adult and youth corrections, probation and community corrections services, conservation and highway safety.

The ceremony began on Parliament Hill at 9 a.m. as officers read aloud the names of each of the police and peace officers who have died on duty over the years. Later, officers in uniform marched from the Supreme Court to Parliament Hill where they were greeted by dignitaries and the public. In 1998, the federal government proclaimed the last Sunday in September as *Police and Peace Officers' National Memorial Day*. The Canadian Police and Peace Officers' Memorial Service gives Canadians an opportunity each year to formally express appreciation for the dedication of police and peace officers, who have contributed so much to our country.



Pic (L-R) Chris Oatway, Sarah Coulson-Gillespie, Jeff MacDonald, and Brendon Ellsworth.

UPSE Bursary Program

UPSE is once again opening our Bursary Program to UPSE members, spouses or dependants, who are in full-time attendance at an accredited College or University. You are invited to submit an application for one of the ten bursaries that UPSE awards annually.

Nine of the bursaries are worth **\$500** and one, the Laurie Jenkins Memorial Scholarship, is valued at **\$1000**. UPSE is proud to offer this support as part of its ongoing efforts to promote the importance of life-long learning and education. In order to qualify, recipients must be enrolled full-time at a post-secondary institution. Bursaries are available for both in-province (**including UPEI and Holland College**) and out-of-province studies. Both the bursaries and the scholarship are for the second semester (after Christmas) and are awarded on the basis of approved criteria.



To be eligible applicants must be employed by one of UPSE's bargaining units, be paying dues, and have a signed membership card (or be a spouse or dependant of a member in good standing). Applicants must be enrolled as full-time students at a post-secondary institution during the current academic year. An **official, sealed transcript (no photocopies)** of the applicants last set of marks should also be included. Students attending Holland College or other institutions that do not use traditional marking systems **must** include Grade 12 marks and an evaluation from a college official (see next page).

The UPSE Public Relations and Recreation/Convention Committee will base its decision regarding the nine bursaries on three factors. They are – in order of importance:

1) Academic ability

2) UPSE involvement (as it relates to the applicant or to the UPSE member of whom the applicant is a spouse or dependant)

3) Financial need

A fourth factor - **community involvement** - will determine the top award winner for the **Laurie Jenkins Memorial Scholarship**. Applications are reviewed using a “blind test” procedure whereby Committee members are not provided with any identifying information about an applicant. The Public Relations Committee selects the successful recipients of the bursaries and/or the scholarship from the applications received. The awards are usually presented over the Christmas break.

All applications must be received by: **December 7, 2018 at 4:30 p.m.** Application forms are available at the UPSE office or on the Union’s website at (www.peiupse.ca).

Please note: failure to meet the criteria provided in this description may result in the committee ruling your application ineligible. No application will be considered without an official, sealed transcript, and all questions must be answered.

UPSE at the Labour Day Picnic in Charlottetown

UPSE celebrated Labour Day at the Joseph Ghiz Memorial Park in Charlottetown. Unions across Canada have been calling for the implementation of a universal, single payer prescription drug coverage program for everyone in Canada. Canada is the only developed country in the world with a universal health care program that doesn’t include universal drug coverage

Many union members already have prescription drug coverage through their collective agreements. However, labour believes all Canadians should have coverage just as we all have medicare in Canada.

Our current patchwork system means coverage varies from province to province and at the same time we overpay for prescriptions and pharmaceutical companies continue to get richer. Also, insurance companies profit by charging employers, unions and employees to administer private drug insurance plans.

With universal coverage we could fix these problems and at the same time make health care more efficient. Imagine if people had coverage for the medications they need. Those suffering from chronic conditions would no longer be burdened financially. Also, they wouldn’t be visiting the doctor or the hospital as much. Quality of life would increase for more and more Canadians.



Bryan Burt (UPSE Director), Nancy Holland (UPSE Public Relations Committee), Chrissy Murphy (Chair, UPSE Public Relations Committee), and Jim Ryan (UPSE 3rd Vice President)



57th Annual Convention

Delta Prince Edward Hotel - Queen Street, Charlottetown

Friday, November 23, 2018

1:00 - 3:00 pm - Women's Conference - guest speakers - Roxanne Carter-Thompson, Adventure Group and Gloria Dennis, PEI Family Prevention Services Inc.

6:00 pm - Registration

7:00 pm - Administrative Announcements - Kevin Gotell, Secretary Treasurer. Harassment Policy - Mark Arseneault, 2nd Vice President.

- Call to order
- National anthem
- Solidarity Forever
- Credential Committee Report
- Introduction of Fraternal Guests
- Introduction of Board of Directors and Staff
- Moment of Silence
- Adoption of Agenda
- Adoption of Rules of Order
- Adoption of Elections Procedure
- Minutes of 56th Annual Convention (2017)
- Report on 2017 Resolutions

7:30 pm - President's Report and Address

8:00 pm - 2017 / 2018 Committee Reports

8:30 pm - 2018 Resolutions, First call for exec nominations

9:00 pm - Adjournment

Saturday, November 24, 2018

8:30 am - Registration

8:55 am - Door Prizes (must be seated)

9:00 am - Call to Order, Auditor's Report

10:00 am - Credential Committee Report
- 2018 Resolutions
- Second call for executive nominations

10:30 am - Break

10:45 am - Door Prizes (must be seated)

10:50 am - Guest Speaker, Krista Williams - Atlantic Canada Health Care Coalition (MHCSI)

11:30 am - 2018 Resolutions (continued)

12:00 pm - Lunch (all delegates on their own for lunch)

1:25 pm - Door Prizes (must be seated)

1:30 pm - Call to Order

1:45 pm - Guest Speaker - Larry Brown - President of NUPGE

2:45 pm - Break

3:00 pm - Door Prizes (must be seated)
- Credential Committee Report

3:15 pm - 2018 Member of the Year Award
- Cooke Insurance

3:30 pm - Last call for executive nominations
- 2018 Executive Elections, 2nd Vice President and Secretary Treasurer

4:00 pm - Adjournment

Saturday evening events:

6:30 pm - Reception

7:00 pm - Banquet and Retiree Recognition

9:00 pm - 12:30 am - Dance (Eddie Quinn and Old Habits)

Elections for the positions of Second Vice President and Secretary Treasurer will be held at UPSE's Annual Convention on November 24, 2018. These are two-year terms of office. In order to run, members must be in good standing for at least one year. Candidates nominated by the August 28, 2018 deadline include Mark Arsenault, Second Vice President (offering for Second Vice President), and Kevin Gotell, Secretary Treasurer (offering for Secretary Treasurer). *Nominations that were not received by August 28, 2018 will be invited from the floor at the upcoming Annual Convention.*

Mark Arsenault offers for Second Vice President

Hello, I am Mark Arsenault and am reoffering to represent UPSE as the Second Vice President on the Board. I have served as a Director, Steward and Chief Steward for Local 14, a union trainer for educationals, on the Finance and Building Committee, was category rep during the last two rounds of contract negotiations and currently I am the UPSE member representative on the Civil Service Superannuation Fund. Nationally, I have been a Champion for Change on Tax Fairness and Promoting Public Services and a Champion for Pensions.



Mark Arsenault, Second Vice President

I have been working for the Province since 1993 after ten years with private industry and the Canadian Armed Forces Reserves in the Cadet Instructors Cadre. My work experience has afforded me the opportunity to work in many different environments - part time, casual, contract, piece work and full time, under very different conditions. This experience helps me understand a large variety of the concerns our members face.

This is my twelfth year as the Wildlife Habitat Technician with the Forests, Fish and Wildlife Division. Over the last 23 years I have spent time working with Forestry, Environment, and Transportation on my journey from a summer casual to a full time classified position. I became an active member of our Union after I walked with fellow members to the house in protest of the 7.5% wage roll back.

I have taken the necessary courses to become a shop steward and help members work through some of their concerns. I am not afraid to speak up and speak out for our members and will continue to do so. I have ten years experience on our Board of Directors as the Local 14 Director and two years as the Second Vice President. I hope you will vote for me to continue as Second Vice President at convention.

Thank you,

Mark Arsenault

Kevin Gotell offers for Secretary Treasurer

Greetings UPSE Brothers and Sisters, my name is Kevin Gotell and I am seeking your support in my re-election as your Secretary Treasurer at the 2018 Annual PEI UPSE Convention.



Kevin Gotell, Secretary Treasurer

I have been an active member of PEI UPSE for over 25 years and have been involved in various activities. I have attended the Annual Convention as a Voting Delegate for many years, before being elected as Secretary Treasurer.

I have served in the past as Director for Local 11, and as Chairperson for the Public Relations Committee, and the Staff Relations Committee. I had the pleasure of serving as your Secretary Treasurer from 2008 to July 2011; and have been

in the position again for the past six years; being elected at the PEI UPSE Annual Convention on November 3rd, 2012 and re-elected at the Annual Convention in November of 2014 and again in November of 2016.

At present I am employed with the Department of Justice and Public Safety as a Judicial Clerk, and my office is located at the Kings County Court House in Georgetown.

It has truly been an honour and pleasure for me to serve over the past number of years as your Secretary Treasurer of this amazing and great organization! Have we faced some challenges over those years? Yes, we sure have! But I feel that under the direction of our President with the Executive and Board of Directors we have become so much stronger and united in our fight to ensure that the needs of all PEI UPSE members are being met and looked after, now, in the present, and will continue into the future.

We are continually making changes within our organization, which are to the benefit of all our members, and with those changes, comes growth. Let us continue to grow and move forward in a positive and caring manner into the future to ensure that the Prince Edward Island Union of Public Sector Employees remains the greatest union in Prince Edward Island!

With your support, I will continue to

work on your behalf, to the best of my ability, on the financial challenges and opportunities that we face on a day-to-day basis, and that we will face in the future!

In Solidarity,
Kevin J. Gotell

Annual Convention: Resolutions

The following are summations of resolutions for convention that have been submitted for consideration by this year's delegates.

Submitted by the Board of Directors

Waiver of Dues

The intent of this resolution is to automatically grant a waiver of dues for members who are absent from work due to injury, disability or similar leave and may qualify for full or partial payment of dues while they are on leave. Currently, members are required to wait for a determination to be made by the Board of Directors on a case by case basis.

Submitted by the Steward's Council

Steward Council Co-Chair & Alternate to be Elected Every Two Years

The intent of this resolution is to specify

that the election of co-chair and alternate co-chair shall be held no earlier than seventy-five (75) days following the conclusion of the annual convention every two years in even numbered years. Currently, the constitution does not provide specific information in this regard.

Submitted by Local 18

Four Year Term for President

The intent of this resolution is to change the period of time between presidential elections from 3 years to 4 years. The reasoning for the suggested change is that the current three-year term is inadequate for a president to fulfill their mandate and become familiar with the position enough to develop relationships with key stakeholders and there is also considerable cost to the presidential election.

Submitted by the Board of Directors

Discipline for Members Found to Have Been Engaged in Bullying or Harassing Behaviour

The intent of this resolution is to ensure that members found engaging in bullying or harassing behaviour will be required to successfully complete training in the areas of sensitivity, anger

management, conflict resolution or similar programs prior to offering for or holding any elected office within UPSE or taking part in any Union activity where the complainant(s) may be present.

Submitted by Local 19

Remove Tax on Gasoline and Diesel

The intent of this resolution is for UPSE to lobby government to remove the PST portion of the HST from the retail sale of gasoline and diesel based on the fact that there is not an adequate public transportation system in PEI.

Submitted by Local 19

Confederation Bridge

The intent of this resolution is to lobby the federal and provincial governments to eliminate the toll on the bridge (as it is an integral part of the Trans-Canada Highway) and in doing so ensure that no workers are laid off, no jobs are lost, and no unionized positions are eliminated.

Submitted by Local 19

Subsidized Housing

The intent of this resolution is for UPSE to lobby government to provide more subsidized housing for seniors living in PEI based on the reason that the cost of housing for seniors on a fixed income is becoming unaffordable.

Submitted by the Finance Committee

Building Renovation Fund

The intent of this resolution is for UPSE to invest \$30,000 annually to a Building Renovation Fund for future maintenance and upkeep of the UPSE building beginning in the 2018-19 fiscal year (now that UPSE is mortgage free). The .25 cent dues increase approved in 2009 for payment of the mortgage for the original renovation and expansion of the UPSE building will remain in place for the new fund, and any extra monies will remain in the UPSE general operating account.

Submitted by Local 18

Social Media Strategy

The intent of this resolution is for UPSE to develop and implement a social media communication strategy and report results by the next convention. This is recommended because many members rely on social media and digital platforms for information and communication.

Grievances and Bargaining

Double Shift

Policy Grievance (Health PEI)

UPSE has filed a grievance under article 14.28 of the collective agreement which outlines that no employee shall be

required to work a double shift without his/her consent. The employer has been asking employees at the end of their shifts to work double shifts saying that no one else is available. Employees then feel obliged to take the shift even if they don't want to. UPSE contends that this is a clear violation of the collective agreement.

Bargaining Unit Work

Policy Grievance (Holland College Faculty)

The employer hired two excluded individuals to co-teach a class. Article 3 of the collective agreement outlines that teachers at Holland College must be members of UPSE.

Holland College has responded and admits they should have consulted with the union before hiring the excluded employees for the purpose of teaching. UPSE is currently working with Holland College to resolve the matter.

Unjust Discipline

Individual Grievance (Civil Service)

UPSE has filed a grievance under articles 4, 27, and 37 of the collective agreement and the civil service act. An employee was hired to work in cannabis retail and was subsequently dismissed for allegedly falsifying their application. UPSE contends that the employer did not conduct a fair investigation of the matter

and that the employee did not falsify their application. This matter is currently at Step 1 of the grievance process.

Resolved Discipline

Individual Grievance (Health PEI)

The grievor had been disciplined for inappropriate workplace conduct, however, it was actually a client who had acted inappropriately which led to the employee being disciplined. It was noted that had the member been aware of the client's actions she would have most certainly advised management. In this case though it was another staff member who informed management and the discipline followed. Once the union grieved the matter and provided the adequate information to the employer the discipline was overturned and the case was resolved.

Termination

Individual Grievance (Health PEI)

An employee applied for a Leave of Absence to take a career advancing position in a temporary position. The employer denied the leave without making reasonable attempts to grant the leave such as seeing if the job could be back filled. The union has filed a grievance at Step 1 requesting that the employer reconsider its position or make the member whole for any losses they may or will suffer.

Unjust Termination

Individual Grievance (Civil Service)

UPSE contends that an employee of the provincial civil service has been terminated unjustly. The member asserts that the employer has confused the issue and has failed to address other relevant issues.

UPSE filed a grievance on August 1 and is awaiting a response from the employer.

Refusal of Return to Work

Individual Grievance (IRAC)

An employee was off work and receiving Workers Compensation due to sexual harassment in the workplace. The employer conducted an investigation and it was found that the harassment did take place.

The employee has been cleared by medical professionals to return to work; however, the employer is not permitting a return to work or offering any reasons for the decision. UPSE has filed a grievance as of October 23 and is awaiting a response from the employer.

Improper Transfer

Individual Grievance (Health PEI)

UPSE is grieving an improper transfer under MOA #5. The employee is being forced to transfer to an alternate

worksite as he/she was given two options, neither of which involved the current worksite and did not offer similar hours. UPSE contends that all reasonable options have not been explored and filed a grievance on October 23. UPSE is awaiting a reply from the employer.

Abusing Management Rights

Policy Grievance (Community Connections)

UPSE has filed a grievance as of July 30 contending that Community Connections has abused its management rights. The employer is not granting proper days off and is not following the call back procedure. UPSE is awaiting a reply from the employer on this issue.

Bargaining Update

Community Connections

Bargaining update

The collective agreement between UPSE and Community Connections expired on March 31, 2017. Teams met in November 2017 and then again in January 2018 to resolve outstanding issues.

A tentative collective agreement between UPSE and Community Connections was agreed upon on May 17, 2018. Ratification kits have been distributed, however, there are some last minute outstanding issues that need to be resolved before the ratification vote is taken.

Civil Service/IRAC/WCB Bargaining update

The collective agreement between the Government of PEI / WCB / IRAC and the PEI Union of Public Sector Employees expired on March 31, 2018. After receiving input from the members a package was completed in June, 2018. Since this time UPSE has been waiting for the employer to respond with their own package, however, bargaining dates are still to be determined.

Garden Home Bargaining update

A new collective agreement between the Prince Edward Island Union of Public Sector Employees and Garden Home was signed on September 11, 2018 at the UPSE office in Charlottetown. This is a three year collective agreement. Details of the agreement were distributed to the membership in August and a successful ratification vote was taken on August 20, 2018.



Pic: Top (L-R) Jason Lee (HR Director) and Andrew Jack (UPSE LRO). Bottom (L-R) Kevin Gotell (UPSE Secretary Treasurer), Karen Jackson (UPSE President) and Bob Nutbrown (Owner / Operator Garden Home).

Holland College Administrative and Support

The bargaining teams began negotiating on May 18 and then met again in June and August. The parties have agreed to proceed to conciliation with hopes of finding an agreement on the proposed changes and improvements to the collective agreement.

To date the team has fought hard to ensure a fair and equitable deal for the members in the face of the employers demands for take aways. Conciliation is set to begin early in the new year.

Holland College Early Learning Centre Bargaining update

Negotiations began on October 9th. The team had previously met to discuss proposals and wages. Negotiations were completed on October 16th and a tentative deal was reached.

The ratification package is being assembled and will be sent out to the membership shortly. The team believes that they were successful at addressing key concerns with the employer during the round of negotiations.

Morell and Area Early Learning Centre Bargaining update

The collective agreement between UPSE and Morell and Area Early Learning Centre expired on June 30, 2017. Before bargaining could begin the union was awaiting information from government pertaining to wage provisions. Bargaining commenced in August and a tentative agreement was ratified unanimously on October 26, 2018.

Whisperwood Bargaining update

A new collective agreement between the Prince Edward Island Union of Public Sector Employees and Whisperwood Villa was signed on September 11, 2018 at the UPSE office in Charlottetown. This is a four year collective agreement. Details of the agreement were distributed to the membership in August and a successful ratification vote was taken on August 20, 2018.



Pic: Top (L-R) Andrew Jack (UPSE LRO) and Jason Lee (HR Director). Bottom (L-R) Kevin Gotell (UPSE Secretary Treasurer), Karen Jackson (UPSE President) and Bob Nutbrown (Owner / Operator Whisperwood Villa).

PEI UPSE: Cash Flow Budget as Approved by your Board of Directors

2017-2018 Budget

Forecast to July 2018

Approved Budget 2018-2019

Revenues

Dues	2,350,000
*Social Fund	11,500
Building Renovation fund	33,000
Health Development and Training	30,000
Other Income (Fun Day / Golf / etc.)	<u>16,000</u>
Total Revenue:	2,440,500

2,350,000
11,500
33,000
30,000
<u>16,000</u>
2,440,500

2,400,000
11,500
33,000
30,000
<u>16,000</u>
2,490,500

Expenses

Advertising	20,000
Audit	7,500
Bank charges and interest	2,000
Building and grounds maintenance	25,000
Building Renovation Fund Allocation	54,600
Cleaning	12,090
Dues and fees	125,000
Electricity	8,000
Fuel	8,000
Insurance	15,500
Office supplies and expenses	25,000
Equipment rental	30,000
Postage	12,000
Taxes	21,000
*Social fund	11,500
Telephone and fax	18,000
Travel - Staff	<u>8,000</u>
Total:	403,190

21,000
9,200
1,100
22,000
33,000
10,760
129,000
7,200
7,000
16,000
22,000
30,000
4,500
21,300
11,500
16,000
<u>8,200</u>
369,760

20,000
9,200
2,000
25,000
30,000
18,630
129,000
8,000
8,000
16,500
25,000
30,000
5,000
22,000
11,500
16,000
<u>8,000</u>
383,830

Employment

Wages - Staff	800,000
Wages - President	88,062
Benefits - President	15,850
Employee Benefits	136,000
Severance Pay Allocation	15,000
Early Retirement Fund Allocation	5,000
Training - Staff	<u>15,100</u>
Total:	1,075,012

720,000
88,100
15,850
150,000
25,000
15,000
<u>3,800</u>
1,017,750

816,000
89,823
16,167
150,000
25,000
15,000
<u>14,953</u>
1,126,943

PEI UPSE: Approved Budget (continued)

Other

Benevolent	1,500	800	1,500
Campaigns	40,000	7,500	30,000
Legal and Professional Fees	262,500	262,500	200,000
Newsletter (Advocate)	20,000	18,000	18,000
Photography	500	0	500
Reference Materials	10,000	10,000	10,000
Defense fund	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>
Total:	344,500	308,800	270,000

Committees

Women's Committee	5,000	2,500	5,000
Annual Convention	100,000	111,000	115,000
Bargaining	110,000	45,000	145,000
Board & Chairpersons	100,000	45,000	80,000
Constitution & Structure	3,500	500	5,000
Education	110,000	53,000	90,000
Executive Officers	45,000	40,000	45,000
Finance	3,500	1,500	3,000
Membership Services & Communication	18,000	16,000	42,000
NUPGE travel pool	35,000	33,000	35,000
Pensions & Insurance	6,000	1,200	3,500
Recreation / Public Relations / Convention	67,500	67,500	70,000
Staff Relations	6,500	4,000	22,000
Stewards Council	<u>55,000</u>	<u>35,000</u>	<u>45,000</u>
Total:	665,000	455,200	705,500

Total cash inflow	2,440,500	2,440,500	2,490,500
Total cash outflow	2,487,702	2,151,510	2,486,273
Budgeted cash inflow (outflow)	(47,202)	288,990	4,227

UPSE Educational *Harmony and Understanding in the Multi-Generational Workplace (December 5, 2018)*

Participants will be presented with the profiles of a number of generations in the modern workforce from Baby Boomers (51-70 years), Generation X (36-50 years), Millennials (22-35 years) and Mature Generation Z (17-21 years).

Please register online (www.peiupse.ca) or contact the union office by Nov 30 at 902-892-5335, toll free at 1-800-897-8773, or e-mail peiupse@peiupse.ca

• *given these characterizations ... how can the generations work together in the many worksites where UPSE members are employed?*

UPSE Educational *Steward Level II (January 31, 2019)*

The Steward Level II course is an informative follow-up to the Level I offering.

Learners will focus on representation issues including:

- *knowing your membership*
- *working with your union executive*
- *grievance preparation, problem solving and conflict resolution*

Prerequisite: Welcome to UPSE, Steward Level I, and must be elected as a Steward

Please register online (www.peiupse.ca) or contact the union office by Jan 25 at 902-892-5335, toll free at 1-800-897-8773, or e-mail peiupse@peiupse.ca



Wish you were here?

Book your next trip with the UPSE Travel Discount Program.

Save 10-20% on all hotels and car rentals around the world!

To access the UPSE Travel Discount Program visit the UPSE website (www.peiupse.ca) and navigate to Member Services / Discount List / Travel. Your user name and password is UPSE.

Snow Tender: UPSE



- Please submit tenders for a seasonal contract agreement for the 2018/19 Winter Season.
- The services will include snow removal from UPSE's upper and lower parking lots by 7:30 a.m., as well as shoveling, sanding and salting of entrance areas.
- Return visits may be required on the same day depending on conditions. Preference will be given to members and the lowest tender may not necessarily be accepted.

Please send tenders by November 16/2018 to: *Union of Public Sector Employees, c/o Kevin Gotell, Secretary Treasurer, 4 Enman Crescent, Charlottetown, PE C1E 1E6*

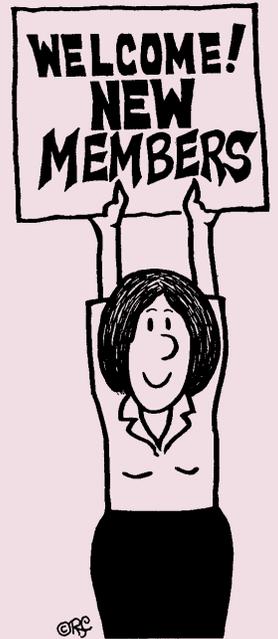
Unions fought for many of the benefits all workers enjoy today:

Sick leave, maternity and paternity leave, vacation, minimum wage, paid breaks, overtime, workplace safety standards and regulations, collective bargaining rights, and much more.

Do you know of a group of non-unionized workers who might be interested in joining the PEI UPSE?

Please contact: Melissa Bruce, UPSE Resource and Organizing Officer, 902-892-5335, toll free 1-800-897-8773 or mbruce@peiupse.ca

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



PEI UPSE Bargaining Units

UPSE is pleased to represent 5,000 members in both the private and public sectors in Prince Edward Island.

***City of Charlottetown, Civil Service, Health PEI, WCB, IRAC,
Holland College Faculty, Strait Crossing Bridge Limited,
Holland College Administrative and Support, Tremploy, Grain Elevators
Corporation, Whisperwood Villa, Holland College Early Learning Centre,
Community Connections, Morell and Area Early Learning Centre,
Community Inclusions, Garden Home, and Lady Slipper Villa.***

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