

THE ADVOCATE

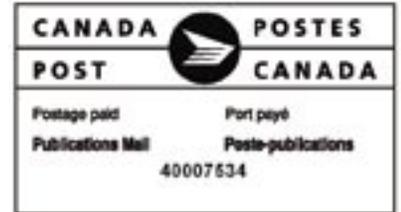
Prince Edward Island Union of Public Sector Employees

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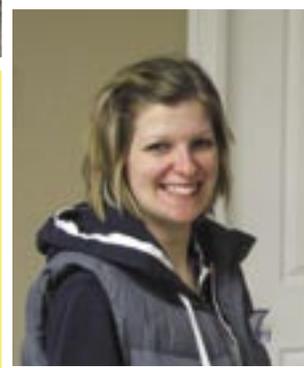
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THE ADVOCATE Spring 2018



Dear Members,

Welcome to the spring edition of **The Advocate**.

I hope everyone has a chance to enjoy some of the nicer weather as we approach summer. Your union remains busy on several fronts including bargaining, campaigning and making more educational opportunities available to the membership.



Karen Jackson
President, UPSE

On the bargaining front we have recently negotiated new contracts with Health PEI, Holland College Faculty, and Grain Elevators Corporation. A tentative agreement has been reached with Community Connections, Whisperwood Villa and Garden Home. Negotiations will be commencing at various stages in the near future with Holland College Administrative and Support, Holland College Early Learning Centre, Morell and Area Early Learning Centre and Civil Service / IRAC / WCB. For a full update see our *Bargaining* section on p. 14 of this edition of **The Advocate**.

On the campaign front I was very pleased to see the unanimous endorsement of Bill 116 (private members bill) in the provincial legislature. The Bill will amend the *Employment Standards Act* to include three paid and seven unpaid days leave from work for Islanders who are

experiencing domestic violence, intimate partner violence, or sexual violence in their personal relationships. Over the last three years I have written letters, op-eds and have encouraged the province to make these important changes for the benefit of all Islanders (see p. 7).

Privatization is another key issue the union is facing via the provincial government's recent decision to engage paramedics employed by a private company in the delivery of home care services. To raise awareness about this issue we have collaborated with the PEI Nurses' Union on a campaign which sends a strong message to government – Home Care is a valued Public Service – Keep it Public (see p. 9). We have also continued to promote the benefits of unionism through our *All Together Now* campaign. Visit the UPSE website to see how *Unions are Great!* Also, for more information about how unions have contributed to your life see p. 11 of this edition of **The Advocate**.

UPSE continues to offer educational opportunities to the membership through several course offerings. The latest course is called *Harmony and Understanding in the Multigenerational Workplace*. This course is attracting a lot of attention and focuses on the dynamics at play in the workplace between workers of different generational backgrounds. By understanding each other better we are better able to collaborate, use our skills and generally create a more harmonious workplace (see p. 5).

I encourage all members to get involved in "**Your Union**" and I look forward to seeing you as I visit locals across the province.

Thank You,

*Karen Jackson
President, UPSE*

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UPSE Has a Heart

UPSE donates \$11,500 through UPSE Has A Heart campaign



Pic (L-R) Chris MacPherson (Special Olympics), Karen Jackson (UPSE President), and Jordan Koughan (Special Olympics). Karen presents Chris and Jordan with a cheque for \$500 in support of the Special Olympics.

The PEI Union of Public Sector Employees recently donated \$11,500 to non-profit community organizations across Prince Edward Island through the PEI UPSE Has a Heart campaign. UPSE members contribute 10 cents per pay to a social fund that makes the campaign possible. The President of UPSE, Karen Jackson, thanks the membership for making this special campaign a reality and for assisting organizations with donations between \$200 and \$500.

President Jackson says the UPSE Has a Heart campaign is about supporting community organizations that make a difference for Islanders; organizations like the PEI Women’s Institute, Canadian Mental Health Association, Special Olympics PEI and many more.

Please see this year’s recipients:

- | | | |
|---|---|---|
| Special Olympics PEI | PEI Women’s Institute | Friends of Confederation Centre Library |
| Santa’s Angels | Council of Canadians | Children’s Wish Foundation |
| Community Legal Information Association | PEI Crime Stoppers | Island Peace Committee |
| Joy Riders | PEI Chapter Canadian Hemophilia Society | Hillsborough Youth Program |
| PEI Rape and Sexual Assault Centre | New London Fire Company | Canadian Mental Health Association |
| Learning Disabilities Association | PEI Citizen Advocacy | Atlantic Summer Institute |
| PEI Home and School Board | Spay Aid PEI | Cat Action Team |
| Arthritis Society | Kings Playhouse | Victoria Quilts |
| PEI Ground Search and Rescue | PEI Bluegrass & Old Time Music Society | Elder Dog PEI |
| Women’s Auxiliary of CNIB | Westisle Healthy Choices | |
| 4-H PEI | Westisle Power Lifting | |
| Family Services PEI | | |

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, there were 905 reported workplace deaths in 2016, and over 241, 508 claims accepted for lost time due to a work-related injury or disease (Association of Workers’ Compensation Boards of Canada).



Pic (L-R) Carl Pursey (President, PEI Fed of Labour), Karen Jackson (President, UPSE), 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 Day of Mourning also reminds us to be cognizant of violence and harassment at work. In 2017, 18% of public service employees reported being harassed at work in the previous two years (Public Service Employee Survey).

In PEI, amendments to the Occupational Health and Safety (OHS) Act General Regulations are being considered to include provisions on workplace harassment. UPSE provided input to the OHS Advisory Council on this issue and will continue to be a strong advocate for greater health and safety measures. We must do everything in our power to make sure workers are safe at work.

NUPGE Scholarships!

Each year, the 370,000-member National Union of Public and General Employees (NUPGE) offers 5 scholarships of \$1,500 each that reflect its pursuit of equal opportunity for workers.

Entrants must be the children, grandchildren or foster children or grandchildren of members or retirees of the National Union and who are planning to enter the 1st year of a Canadian public, post-secondary educational institution on a full-time basis in 2018.



All scholarships awarded will be based on the best 750 — 1,000 word essay. The deadline for applications and essays is July 6, 2018.

For more information see <https://www.nupge.ca/content/national-unions-scholarship-program-2018>

The National Union of Public and General Employees (NUPGE) is one of Canada’s largest labour organizations with over 370,000 members. Our mission is to improve the lives of working families and to build a stronger Canada by ensuring our common wealth is used for the common good.

New Educational: Harmony and Understanding in the Multigenerational Workplace



On May 4, 2018 UPSE held one of its new educationals called *Harmony and Understanding in the Multigenerational Workplace*. The union's education committee launched the course in an effort to further reach out to the membership, especially to younger members, by creating a platform to discuss workplace issues from a generational perspective. The course fosters greater harmony and understanding among members of different generational backgrounds.

- Traditionalists** (silent generation) 1928 to 1945
- Baby Boomers** (post-war) 1946 to 1964
- Generation X** (post boomers) 1965 to 1980
- Millennial** (technology age) 1981 to 2000
- Mature Generation Z** 2001+

Those who attended the session enjoyed a respectful and beneficial discussion regardless of their generation. Some of the values shared by all are as follows:

- *Want challenging and meaningful work*
- *Opportunities for learning*
- *Development*
- *Advancement*
- *Support to have a work-life balance*
- *Fair treatment*
- *Competitive compensation*
- *Want leaders that are accessible*
- *Flexible work options*

Makeup of the Island Workforce (2016)

AGE	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 & UP	Total
No.	4,800	7,500	7,200	7,000	6,600	6,400	9,400	9,900	8,600	6,000	4,600	80,200



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 signs and put safety first.



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



Public Service Week

June 10-16, 2018



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 this important week I want to thank all public service employees for your valuable service. Public services improve quality of life for everyone, and make PEI a better place to live and work every day.

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.

PEI LCC Best Option

PEI's Liquor Control Act has not been comprehensively reviewed in over forty years and we have seen calls from various sectors to update and modernize the act. The PEI Union of Public Sector Employees believes that enhancing public safety and reducing substance abuse should be part of this modernization. Islanders know the importance of safety on our roads and highways, and as a community we are concerned about substance abuse and the destructive effect of addiction.

The Atlantic Convenience Stores Association has recently indicated that it wants government to open up the sale of beer and wine in convenience and grocery stores. Is this really necessary? Do we want to increase youth exposure to alcohol? Do we want to normalize alcohol - a controlled substance? Should we ignore facts indicating that greater alcohol availability represents a significant public health concern? These are serious questions for any community to address, especially when you consider that PEI has major challenges in regard to its drinking culture.

Drinking and driving is arguably the most common offence we see in the court system in the province. And although impaired driving rates have dropped in

the past number of years throughout the country, they are still at epidemic proportions in Prince Edward Island. Our impaired driving rate averages 300 incidents per 100,000 population (2012-16), which is almost **50% higher** than the national rate of 213 incidents per 100,000. These sobering realities do not mix well with the fact that greater alcohol availability equals increased consumption. The last thing we want to do is exacerbate the problem.

**Public
Serves
Communities
Better!**

We also feel that sending more people to jail for impaired driving has been somewhat ineffective as a deterrent. In PEI the incarceration rate of convicted impaired drivers is almost **ten times higher** than the national average yet the impaired driving problem still persists. So we need to do more, and at the very least we need to ensure that we don't make alcohol easier to get by opening up the sale of beer and wine in convenience and grocery stores. The retail sale of liquor should be limited to the 17 public liquor stores in Prince Edward Island.

The PEI Liquor Control Commission (LCC) "is mandated by the *Liquor Control Act* to control the sale of beverage alcohol in Prince Edward Island." According to the LCC this means "promoting responsible drinking and more importantly it means keeping beverage alcohol out of the wrong hands."

Indeed, the LCC has a proven record of enforcing the minimum age and actively promotes social responsibility as part of its mandate. The LCC also has highly trained staff and the resources and ability to deliver public education about safe and appropriate use, as well as the risks and consequences of drug-impaired driving.

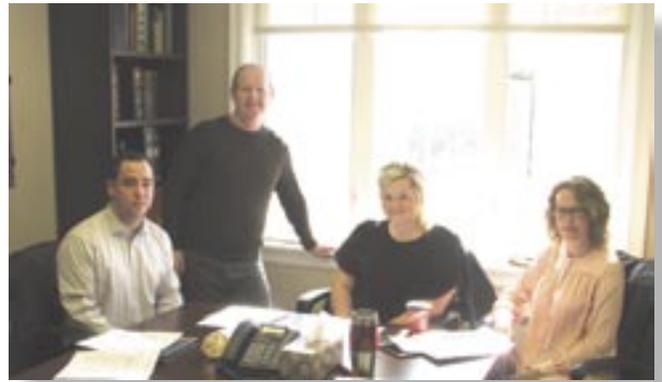
We must remember that the PEI LCC is not motivated by profit alone and takes its responsibility to dispense a government controlled substance very seriously. The same can be said about the upcoming sale and distribution of marijuana in PEI. The public model is the safest and most responsible way to proceed in order to ensure the best health and safety outcomes for our province. And not only is it the most prudent way to proceed, it also means that profits are reinvested into health care, education and the vital public services that keep our communities healthy and safe for all Islanders.

UPSE Youth Getting Involved!

UPSE is all about membership involvement, after all, you are the union! UPSE members serve on committees; participate in collective bargaining; act as champions for change in campaigns, and perform a variety of important roles within the union to help fellow members and improve workplaces in Prince Edward Island.

As a growing union and the largest union in PEI, UPSE knows how important it is to get new and young workers involved as well.

Recently, three young members attended a focus group at the union office in Charlottetown. Their input was very useful, and helped UPSE prepare a new course on *Harmony and Understanding in the Multigenerational Workplace* which was successfully launched to the membership in May, 2018.



(L-R) Brad Ledgerwood (Program Analyst at Holland College), Blair Weeks (PEI UPSE Policy and Education Coordinator), Sarah MacDonald (LPN at Queen Elizabeth Hospital), and Laura Sheppard (Group Home Worker at Maple Street Group Home)

UPSE Pleased with Provision of Paid Leave for Domestic Violence

UPSE President, Karen Jackson, was pleased to see the unanimous endorsement of Bill 116 (private members bill introduced by Steven Myers, MLA) in the provincial legislature. The Bill, which received 3rd reading, will amend the *Employment Standards Act* to include three paid and seven unpaid days leave from work for Islanders who are experiencing domestic violence, intimate partner violence, or sexual violence in their personal relationships.

President Jackson said that “we have been lobbying government for the past three years along with other labour groups to make these vital changes to the *Employment Standards Act*. It’s important for employees across the province to have financial and job security if they want to leave a domestic violence situation. This legislation could possibly save lives. It’s so nice to see how good things can happen when everyone works together for the good of all Islanders.” UPSE will continue to lobby government to ensure the regulations for the bill are put into place in a timely manner so Islanders can benefit from these changes.



Pic: (L-R) Karen Jackson (President, UPSE), Theo Fleury (Former NHL Player), and Steven Myers (Georgetown-St. Peters MLA)

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

Please contact: Cathy MacKinnon, UPSE Resource and Organizing Officer, 902-892-5335, toll free 1-800-897-8773 or e-mail her at cmackinnon@peiupse.ca



Home Care - Keep it Public!

Unions Collaborate to Send a Strong Message to Government

The Prince Edward Island Nurses' Union (PEINU) and the Prince Edward Island Union of Public Sector Employees (UPSE) collectively represent over 240 employees who currently provide Home Care services to Islanders across PEI.

Both Unions are concerned with the provincial government's recent decision to engage paramedics employed by a private company in the delivery of home care services. They are apprehensive about government's plan for a number of reasons. Broadening the role of privately employed paramedics may seem like a prudent, potential cost-saving measure; however, the Unions urge government and Health PEI to carefully consider the potential negative impacts on service delivery.

"Each health care employee has different roles and different scopes in which they are allowed to practice," states Mona O'Shea, President of PEINU. "We appreciate and acknowledge that paramedics receive appropriate training for their essential role as emergency medical technicians.

However, we are concerned that they do not have the required experience or training to provide the same level of care offered by current home care employees."



(L-R) Mona O'Shea, RN and President of PEINU, and Karen Jackson, LPN and President of UPSE.

UPSE President, Karen Jackson agrees that this is not about the paramedics who we respect, but about the privatization of a public service.

"Why has government chosen to

invest our tax dollars in a private company to provide health care services that could be offered using existing public sector employees? There are many of our members providing home care services whose skills and abilities are not being fully utilized," states Jackson. "Why not use these public health care workers for new initiatives and take advantage of their complete scope of practice?"

Is the trend toward privatizing health care services in the public's interest? The Unions believe that with the privatization of services, comes a loss of transparency and accountability. "Any expansion of our health care system, or any new initiatives or programs, should be delivered through the public health care system. Health care should be kept public" states UPSE President Karen Jackson. Both PEINU and UPSE argue there is increased potential for

duplication of services and anticipate gaps in communication. "Private companies do not and cannot have access to the health records of patients accessing home care services from Health PEI. The Unions predict confusion and service fragmentation with the introduction of privately employed paramedics to existing public services.

"It is extremely unfortunate that government and Health PEI did not consult with their own front line employees prior to making the decision to engage services from a private company. Our members who work in home care see many ways these public funds could be used internally to support and improve current service delivery," states O'Shea. "Instead, \$450,000 of taxpayer dollars are being given to a private company, opening the door to further privatization of health care services."

There are many unanswered questions in regards to government's decision. The Unions strongly feel that the primary focus should be on how best to support and maintain a strong public health care system. Any proposed changes should permit seamless collaboration among public health care providers so that services are delivered in a safe, efficient and effective way. Both UPSE and PEINU do not believe the deal between the province and Medavie supports this ultimate goal.

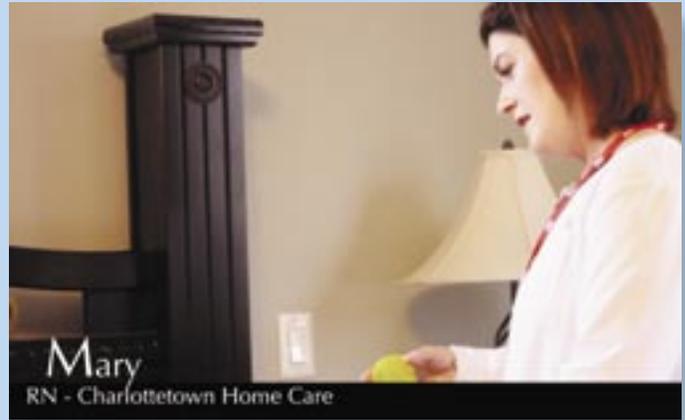
TV Ads: Home Care - Keep it Public!

PEI UPSE has been working with the PEI NU to launch a series of television ads in support of public home care in Prince Edward Island (<http://www.peiupse.ca/?page=HomeCareCampaign>).

The ads feature both UPSE and NU home care workers delivering care to patients in their homes and really demonstrate the value of home care and the need to protect and keep it public.

When Islanders need home care, public health care workers are there delivering care in communities right across the Island.





NUPGE/PEI UPSE Campaign: All Together Now “Unions Are Great!”

Don't think you've ever benefited from a union? Our latest national campaign promotes the benefit of unions for all Canadians. See Unions are Great video (<https://www.youtube.com/watch?v=9uTdYyXov8w>)

Nearly every right you have as a worker is thanks to unions

Workers organized to fight for their rights. Whether it was to end child labour or win a living wage, to ensure workplace safety, or to limit hours of work, unions sought to make people's work lives better. As a result of the efforts of unions, legislation exists today that protects Canadian workers and provides improved working conditions. Unfortunately, there are gaps in legislation, and more work needs to be done to ensure workers are treated with fairness and respect.

But unions were never just worried about the workplace

While defending workers on the job is very important to unions, the Canadian labour movement has always felt a responsibility to engage in social unionism, or the broader issues of the day. For this reason, unions have been at the forefront of many important struggles for the environment, human rights, equality, democracy, peace, and most recently, income inequality. We have enjoyed many victories.



A changing world means that unions are now as important as ever

But unions cannot simply rest on their past successes. As the economy and jobs change, unions must rise to address the challenges facing younger, more diverse workers and society. The issues before us are more complex and pressing than ever. Responding to climate change, the immigration and refugee crisis, and the global economy requires people to get involved. Strong unions must be a part of the solution.

Unions — still working to make life better for Canadians

Finally, unions know that people need and deserve a wide range of public services and programs. We need to work to push governments to invest in national programs for public child care, pharmacare, dental care, protection from domestic violence, and retirement security. The good news is that almost all of these public services are cost effective and will save governments money in the long run. The even better news is that they will help build a stronger and more stable economy for all of us.



Unions strengthen the democracy of a country

Unions have been, and continue to be, an important force for democracy — locally, nationally, and globally — and not just in the workplace, but in the broader community. There are many ingredients that contribute to a healthy democracy, and unions play a role by making democracy work better in a lot of ways. A just and democratic society depends on a healthy and free labour movement.

Unions strengthen democracy by pushing for measures that benefit everyone

Unions strengthen democracy by demanding better social, economic, and environmental policies through various forms of political action and in coalition with others who have common aims. Unions strengthen democracy by fighting for greater political accountability. It is no coincidence that in countries where there are free and active trade union movements, there are more democratic, transparent, and representative forms of government. It is also no coincidence that pro-democracy movements succeed where there are strong labour movements.

Unions strengthen democracy by opposing inequality

Studies show that union strength leads to greater economic equality, which is another important ingredient for a healthy and strong democracy. In those countries where there is no independent union movement, or where the movement is vulnerable, the vast majority of citizens continue to be trapped in poverty. It is in these conditions that instability and extremism thrive at the expense of democracy.

Unions strengthen democracy by actively participating in elections

Studies show that unions have a direct positive effect on elections. In countries where there are strong unions, voter turnout is greater, especially among vulnerable and marginalized groups, such as those living in poverty, visible minorities and racialized groups, and the working class.

UPSE Family Fun Day: Sunday (July 29, 2018)

The Union of Public Sector Employees is pleased to announce that **Family Fun Day** will take place on Sunday, July 29, 2018. Tickets for members are **\$8 each** (*cash or cheque only*) and can be purchased through your Local Director, or directly by visiting the union office at 4 Enman Crescent, Charlottetown.

Tickets cannot be reserved or held for pick-up. Tickets will be available beginning June 25, 2018.



The *Shining Waters Family Fun Park* provides great summer fun for the whole family. Your ticket is valid **only** on **Sunday, July 29, 2018**. Food vouchers will be available at the gate and will include choice of hamburgers, cheeseburgers, and hotdogs with fries and pop.



Note: Only UPSE members can purchase tickets from the union. Tickets are exclusively for members and their immediate families (*UPSE will sell up to 8 union tickets per family. The maximum of 8 union tickets is set, in fairness, to accommodate as many members and their families as possible since the union only has a limited number of tickets to sell*). UPSE ID will be required at the gate. There is no rain date.

Children under thirty-six inches will not require a ticket. The Family Fun Park is open from **10 a.m.** to **7 p.m.** The union believes in bringing members together. Please come out, enjoy some summer fun, and say hello to your fellow brothers and sisters of UPSE!



Note: *Union tickets for Family Fun Day can only be purchased through your Local director or at the UPSE office. Tickets cannot be reserved or held for pickup. Regularly priced tickets can be purchased at the Shining Waters Fun Park.*

Bargaining and Grievances

Health PEI

Bargaining update

The Union of Public Sector Employees and Health PEI have signed a new collective agreement that will be in place until March 31, 2020. The new contract was signed on March 5, 2018.



Pic: (L-R) Kevin Gotell (UPSE, Secretary Treasurer), Tanya Tynski (Executive Director, HR, Health PEI), Karen Jackson (President, UPSE) and Andrew Jack (UPSE, LRO).

To see the full collective agreement visit the UPSE website at www.peiupse.ca and look in the collective bargaining section.

Ladyslipper Villa

Bargaining update

In regard to wages, an offer from the employer for an increase was taken to the membership for consideration in February 2018.

The membership accepted the wage increase and will be back to the table in the fall of 2018 to review all the articles in the collective agreement. Bargaining dates are to be determined.

Whisperwood and Garden Home

Bargaining update

Both bargaining units have successfully negotiated tentative agreements.

Whisperwood will have its ratification vote completed on May 30, with further details to come.

Garden Home will be seeking ratification in early June with dates to be announced.

Holland College Faculty

Bargaining update

The Union of Public Sector Employees and Holland College have signed a new collective agreement that will be in place until March 31, 2020. The ratification vote which approved the new agreement took place on February 1, 2018.



Pic: (L-R) Jill Cameron (Holland College, HR Manager), Ken Heckbert (Holland College, CFO) and Hans Connor (UPSE LRO).

Pic Bottom L-R: Brian MacMillan (President, Holland College) and Karen Jackson (President, UPSE).

Grain Elevators Corporation

Bargaining update

The Union of Public Sector Employees and Grain Elevators Corporation have signed a new collective agreement that will be in place until March 31, 2020. The ratification vote which approved the new agreement took place on January 19, 2018.



Pic Top: Troy Warren (UPSE LRO).

Pic Bottom L-R: Alvin Keenan (President, Grain Elevators), Karen Jackson (President, UPSE) and Neil Campbell (General Manager, Grain Elevators).

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 will be mailed out in early June.

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 has been assembled and will be exchanged with the employer in early June. Bargaining dates are to be determined.

Holland College Administrative and Support

Bargaining update

The collective agreement between UPSE and Holland College Administrative and Support expired on March 31, 2018.

Teams met twice in preparation for negotiations and bargaining commenced on May 18. Two further dates are scheduled for June.

Holland College Early Learning Centre

Bargaining update

The collective agreement between UPSE and Holland College Early Learning Centre will expire on August 31, 2018.

The union is currently awaiting information from government pertaining to wage provisions. A notice to bargain has been sent to the employer.

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.

The union is currently awaiting information from government pertaining to wage provisions. A notice to bargain has been sent to the employer.

Reinstatement of TIL Bank

Policy Grievance (Health PEI)

UPSE filed a grievance on April 9, 2018 with Health PEI in regard to staff at Prince Edward Home having their time in lieu banks paid out completely without notice. Health PEI recognizes that they had inconsistently applied a process over time at Prince Edward Home. The process involved notifying employees about the need to complete a carry-over request form in order to carry over time in lieu hours (up to the allowable 37.5 hours).

Because of this, the employer is offering employees at Prince Edward Home the option to reinstate their time in lieu banks up to the allowable 37.5 hours. Employees can contact Human Resources to have this completed. Basically, the process involves arranging to pay back the money paid out to them (in one payment) by May 18, 2018. The employer also reiterates that in the future employees must submit a carry-

over request form in order to carry time in lieu hours forward (at the end of the benefit balance year).

Four Hour Shifts

Policy Grievance (Health PEI)

UPSE is currently investigating the ongoing use of four hour shifts in Health PEI workplaces, specifically in long term care. Article 14 in the collective agreement (hours of work), does not allow for the use of four hour shifts or split shifts. UPSE has knowledge that the employer is using these shifts in long term care. The union encourages members to contact the office and notify staff about these occurrences. If necessary, UPSE will file a grievance to have this improper practice stopped.

Health and Safety

Individual Grievance (Health PEI)

A worker was assaulted by two different residents and responded to two other code whites. The worker suffered minor injuries as a result of the assaults and during a code white injured his/her shoulder. The assault was reported to the police and the injuries were reported to WCB. UPSE contends that the employer did not provide a safe workplace as per article 16 of the collective agreement. The employer has asked for an extension on their response until June as they are conducting an investigation. UPSE is asking that additional staffing be put in place to avoid similar situations.

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.