

THE ADVOCATE

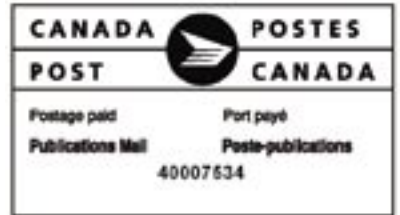
Prince Edward Island Union of Public Sector Employees

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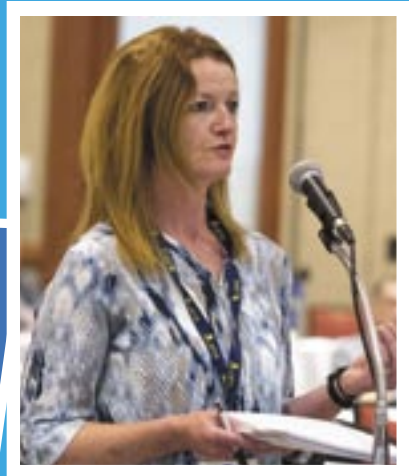
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THE ADVOCATE Winter 2018

*Report on
Convention*



Dear Members,

Welcome to our winter edition of *The Advocate*. I am pleased to report that PEI UPSE's 56th Annual Convention was a success. The membership passed key resolutions at convention and there was healthy debate amongst the union's delegates on the issues. For a full update on resolutions see pg.10 of this edition of *The Advocate*.



Karen Jackson
President, UPSE

At convention I spoke to the delegation on several issues affecting the membership. Workplace violence has become the number one issue in health care. I am encouraged that Health PEI is beginning to address this crisis in our healthcare system. UPSE has been in conversation with Health PEI for the past year and a half about this issue. The employer is obligated to provide a safe workplace to protect workers from violence and abuse, and to have supports in place to deal with these issues. I think staffing levels are too low to adequately deal with the problem and this will need to change to ensure a safe workplace. See pg.11 for more information on workplace violence.

In regard to the problem of domestic violence, I have been encouraging the province to implement legislation

to provide paid leave from work to people who experience domestic violence. It is paramount that we have measures in place to not only reduce instances of domestic violence, but to provide supports for those affected by it. People who experience domestic violence would benefit from the legal provision of paid workplace leave because it would help them to address the challenges caused by the violent climate they are immersed in. UPSE is recommending

amendments to the *Employment Standards Act* to include paid leave and workplace accommodations for employees who are experiencing domestic violence.

Privatization is another key issue the union is facing. We need to ensure that home care in this province remains public. As services become privatized, there is often a loss of transparency and accountability to the public. Home care should remain public so that it can continue to be delivered and managed by our dedicated and accountable health care professionals.

UPSE has also been lobbying government to keep the sale of cannabis public when it is made legal in July of 2018. The public model ensures product safety and social responsibility for all Islanders. It's the safest and most responsible way to proceed and profits are reinvested into vital public services.

I want to thank our delegates at convention for their valued input. Our union is a democratic organization that is built

on member participation. I encourage all members to get involved in your union. Give us a call or drop by our office anytime to see how you can get involved. I look forward to seeing you.

Thank You,

*Karen Jackson
President, UPSE*

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President: Karen Jackson
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UPSE Bursary Winners

UPSE currently provides, subject to approval at annual convention, nine bursaries valued at \$500 each. One is named in memory of Julie MacKay and is awarded to the top applicant going to Holland College, and one \$1,000 scholarship is awarded in memory of Laurie-Jenkins. The scholarship is awarded in recognition of the community involvement of the applicant.

UPSE knows how important it is to offer bursaries to students attending college or university each year. Your union encourages education and recognizes students working toward a degree or professional designation.

The high cost of obtaining a post secondary education can discourage students from making their dreams come true. Many students have little choice but to apply for student loans and carry significant debt with them after graduation. UPSE's bursary and scholarship program helps reduce some of the economic burden that students face. Supporting education is good for our students and good for our society as a whole.

Kristen Strongman is this year's winner of the Laurie Jenkins Scholarship valued at \$1000 and Jimmy Rogers is the winner of the Julie MacKay Bursary valued at \$500. All other bursaries are valued at \$500. UPSE congratulates this year's winners!



(L-R) Karen Jackson (President, UPSE), David Miller, Kristen Strongman, Kayla Strongman, Joseph Weatherby, Brooke Smallman, Krista Gillis, Miah Donahue and Chrissy Murphy (Chair, Public Relations and Recreation / Convention Committee).

Winners not in the pictures are: *Ilman Taha and Tara Garnhum-Acorn.*



(L-R) Karen Jackson, Jimmy Rogers and Chrissy Murphy.

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*



Report on PEI UPSE's 56th Annual Convention

The theme of UPSE's 56th Annual Convention was Members Making a Difference! UPSE dedicated the convention to the memory of Kenneth "Trixie" Dunn. Trixie was a wonderful union activist who connected with countless members over the years. He will be remembered fondly for his infectious smile, hearty laugh, and bone crushing hugs which put members at ease over the years, when dealing with difficult issues. UPSE also hosted the first ever Women's Convention at this year's convention. The conference was hosted by the UPSE Women's Committee and Sally Wells presented on a celebration of all that is good! She talked about choice and how we can choose to wake up every day and acknowledge our gifts and contribution to our workplace and our communities.



Karen Jackson,
UPSE President

The President of PEI UPSE, Karen Jackson, acknowledged the work of the UPSE Women's Committee and reinforced how important it is for the union to be supporting women's issues in Prince Edward Island.

In President Jackson's address to the convention she thanked the membership for their support and said that "it has been a busy year for the union getting difficult issues dealt with and moving our agenda forward to ensure our members'

issues are getting the attention they deserve." She reported that UPSE will have negotiated or will be negotiating collective agreements for eleven separate bargaining units. And she welcomed UPSE's newest members - workers from the City of Charlottetown who were formerly represented by VACE. Jackson said "UPSE is proud to represent our 45 new members and we look forward to working with them to foster a safe, productive and just workplace culture."

Jackson addressed the convention delegation on key issues facing the membership. She spoke passionately about the prevalence of workplace violence and encouraged members to fill out incident reports regardless of how frustrated they are currently feeling with the process. She pointed to the fact that violent encounters with clients is now the second most frequent type of incident behind falls.

"Workplace violence is a complex issue; however, there is a clear obligation for the employer to provide a safe work environment. I believe we must move from a culture of reacting to violence in the workplace to a culture of violence prevention."

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.

President Jackson said “the union will be organizing a campaign on the prevention of violence in the workplace. The campaign will make it clear that violence is not acceptable in our workplaces, and is not in any sense ‘just part of the job.’ The campaign will generate significant awareness about this important issue and will be a catalyst for change.”

Jackson also spoke about domestic violence and the role of the union to effect social change beyond the membership. She said “this is an issue that not only affects our membership; it is an issue that can affect all Islanders. In this regard I have written to the Premier and spoke to the Minister of Labour about the importance of this government legislating paid leave for domestic violence. This legislation would greatly help those that are experiencing violence at home and are attempting to leave the relationship.” She said

“this leave is vital to those women and children who are already in a vulnerable place. This will ensure that workers have the support they need to get to a safe place without the fear of losing their job or income.”

Privatization is another key issue the union is facing and President Jackson spoke about the need to ensure that home care in this province remains public. She said she has spoken to government

about the issue and urged them to resist pressure from the private sector to deliver home care in this province. “As services become privatized, there is often a loss of transparency and accountability to the public. Home care should remain public so that it can be delivered and managed by our dedicated and accountable health care professionals. Further, home care should be brought under the umbrella of the *Canada Health Act* to ensure that our health care remains accessible and affordable for all Canadians.”

Jackson also touched on government’s recent trend to privatize liquor sales in PEI. She said “the union will continue with the LCC campaign and will lobby in front of our public liquor stores to educate Islanders

Privatization

about why the sale of liquor should remain public. The union has been encouraging Islanders to shop at provincial liquor stores for the excellent customer service and selection, and knowing that profits are reinvested into public services like health and education.”

It is important that we support our members working in provincial stores because these jobs are important to our communities and the local economy.

UPSE has also been lobbying government to keep the sale of cannabis public when

it is made legal in July of 2018. Jackson said “the public model in place for the LCC will also work well in regard to the regulation and sale of cannabis. The public model ensures product safety and social responsibility for all Islanders. It’s the safest and most responsible way to proceed and profits are reinvested into vital public services.”

Guest speakers at convention included



Pic: Elisabeth Ballermann (Secretary Treasurer, NUPGE).

Elisabeth Ballermann (NUPGE, Secretary Treasurer) and Sally Wells (Workplace Consultant). Ballermann spoke to the delegation about the current challenges facing the house of labour throughout Canada. She talked about the importance of fighting against

privatization and cuts to programs and services. She was excited about the recent launch of Phase II of the national *All Together Now* campaign which focuses on building awareness around income inequality. She reported that eight people in the world now possess the same wealth as half of the world’s poorest population.

Ballermann also spoke about the continuing problem of violence against women, and how men in power are abusing women sexually. She asserted that domestic violence is a workplace issue. The CLC study, *Can Work Be Safe*

When Home Isn't showed that "women with a history of domestic violence have a more disrupted work history, are consequently on lower personal incomes, have had to change jobs more often, and more often work in casual and part time roles than women without violence experiences." The delegation subsequently took a pledge together to become individual leaders in speaking out against domestic violence.

Sally Wells delivered a presentation to the convention delegation on the respectful workplace. She explained that conflict is a normal part of life but how we deal with it talks about whether respect is present or not. Today there are so many different platforms from which we communicate, e.g., e-mail, social media, texting etc. Being mindful about what we say and how we say it is important. We need to use a filter when we communicate in the workplace in the sense that what we say and how we say it should be acceptable to an average reasonable person. We need to become more aware about how we affect other people by the way we communicate.



Sally Wells, Motivational Speaker

There was healthy debate around the resolutions introduced at this year's convention. The first resolution proposed that in order for delegates to attend the annual convention they must attend at least two local meetings in the previous

year. Delegates strongly opposed this resolution for a number of reasons. For one, there has been much talk within the union about increasing member engagement. If the union makes it harder for members to participate, by instituting more rules, the end result could actually

be that less members become engaged. Delegates also mentioned that shift work can get in the way of attending local meetings. Members don't want to feel

penalized because of their hours of work. The intent of the resolution was to increase participation at local meetings and to inform more members about the current issues. However, the delegation decided that this was not the best way to go about increasing member engagement.

The second resolution proposed that the constitution committee should bring the constitutional changes necessary to implement a biennial convention beginning in 2020, to the next annual convention.

The delegation rose to speak about the pros and cons of this proposal and after much debate defeated the resolution. Members who supported the resolution pointed out the cost of holding convention annually. By holding a biennial convention the money saved could be put to other uses such as bargaining and campaigns. Those who opposed the resolution said the yearly convention keeps members better connected, updated on the issues, and builds solidarity.

Another resolution which many members spoke on proposed that the president should be elected at convention by voting delegates every three years as opposed to an open vote to the membership every three years.

Those in favour of bringing the vote to convention said union activists are more informed than the average member, and, therefore, are in a better position to make an informed vote.

On the other hand, members who base their vote solely on reviewing a write-up about the candidates that comes in the mail once every three years, may not have a solid understanding of the union's issues or the candidates. *(continued on pg.7)*



Andrew Noonan, Local 5, speaking on resolutions

Members who opposed the resolution argued that everyone in the union currently has the right to vote, and this right should not be taken away. The union wants to increase membership engagement not decrease it. Removing the vote from the membership as a whole is not a move that encourages union involvement. Those opposing the resolution also noted that having roughly 1,500 members vote in the presidential election was better than having approximately 200 delegates vote at convention. This resolution was defeated.

Delegates carried further resolutions with great support on the prevention of intimate partner violence, lobbying government to eliminate HST on electricity, lobbying the employer to return the pension plan to a defined benefit plan, and lobbying Health PEI to provide overnight shelter for adult females who abuse substances.

Fraternal

UPSE is proud to be affiliated with the Canadian Labour Congress, the PEI Federation of Labour, and the National Union of Public and General Employees. At convention UPSE had the support of fraternal from right across Canada.



Top **L-R:** Michelle Gawronsky (President, MGEU), Al Mullin (First Vice, NBUPPE), Susie Proulx-Daigle (President, NBUPPE), Bert Blundon (Secretary Treasurer, NAPE), Mike Parker (President, HSAA), Arlene Sedlickas (General Vice President, NAPE), Alex Furlong (Atlantic Region, Director, CLC), Jerry Earle (President, NAPE), Carl Pursey (President, PEI Federation of Labour), Jerry Toews (Executive Liaison, HSAA)

Bottom **L-R:** Tammy Gillis (3rd Vice President, NSGEU), Karen Jackson (President, UPSE), and Elisabeth Ballermann (Secretary Treasurer, NUPGE).

UPSE Partners with Cooke Insurance to Donate \$7,500 to Non Profits

UPSE in conjunction with Cooke Insurance donated a total of \$7,500 back to worthy Island non profit groups at convention. This initiative is possible through a special offer for UPSE members. Every time an UPSE member calls Cooke Insurance for an insurance quote, Cooke's then sets an amount into a fund to be distributed at our annual convention. This is a win-win proposition as UPSE members get preferred rates at Cooke's and money donated via this program helps Islanders in need.

UPSE would like to thank Cooke Insurance for their continued support of this initiative and for giving back to our communities. At convention PEI Family Violence and Prevention Services received \$5,000 and each of the following organizations received \$500 each: Southern Kings & Queens Food Bank, The Salvation Army, Prince County Food Bank, Santa's Angels, Souris Food Bank, and the Caring Cupboard – Bloomfield.



L-R: David Cooke (Cooke Insurance), Dave Chamberlin (Santa's Angels) and Karen Jackson (UPSE President).

UPSE's Member of the Year

Kevin Gotell was voted UPSE's Member of the Year for 2017. Kevin thanked the membership and said it was an honour to win the award. He told delegates that he enjoys working as UPSE's Secretary Treasurer.

UPSE's Third Vice President, Jim Ryan said "it is because of people like Kevin that our union can look forward to a bright future. Kevin has protected and invested the finances of the union. We have watched the mortgage on our building shrink dramatically. He set the goal of seeing the UPSE building being owned solely by the members. We are fortunate to have Kevin as a constant presence in our union, as it is his experience and wisdom that many of us have come to rely on and trust." President Jackson thanked Kevin as well for his steadfast commitment and dedication to the members of UPSE.



Karen Jackson (UPSE President) and Kevin Gotell (Member of the Year)

Executive Elections

UPSE holds executive elections every year at Convention. Terms of office for executive positions are two years. The executive is elected by secret ballot by majority vote of all accredited voting delegates present and voting at UPSE's annual conventions.

The second vice President and Secretary Treasurer are elected in even-numbered years and the First Vice President and Third Vice President are elected in odd-numbered years.

Doug Ferguson (First Vice President) offered again for the position of First Vice President and went uncontested. No other nominations for the position were received by the Executive Nominations Committee by the deadline, and no nominations were received from the floor at convention.



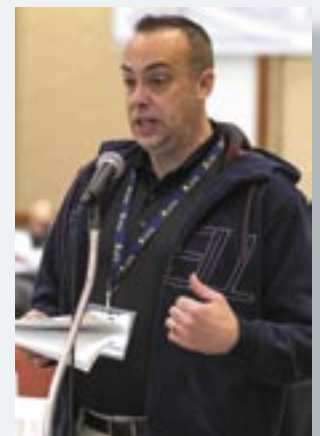
Doug Ferguson, First Vice President



Jim Ryan will serve another term as UPSE's Third Vice President

Jim Ryan (Third Vice President) and Bryan Burt (Chief Steward, Local 13) offered for the position of Third Vice President. Both candidates delivered compelling speeches to the delegation and Jim Ryan was successful in returning to the position for his second term.

President Jackson thanked all the candidates for participating in the union's democratic process. She stressed how important it is for members to get engaged in their union and to become involved.



Bryan Burt, candidate for Third Vice President

Thank you for making a difference for all Islanders. UPSE Salutes the 2017 Retirees!

UPSE recognized and paid tribute to its retirees at the 56th Annual Convention. UPSE retirees deserve our thanks for their contribution to our society and for making the Island a better place to live and work. Retirement is a milestone in one's life. Retirees are saying goodbye to years of hard work and commitment, however, they are also embarking on new challenges and adventures. Some retirees will find work in new areas or take advantage of opportunities and dreams that may have went unfulfilled; others will use their extra time to recreate, relax and spend more time with family. Retirement is a significant achievement and celebration; it marks the beginning of a new phase of life. The Union of Public Sector Employees congratulates its 2017 retirees for their hard work and dedication to Islanders.



President Karen Jackson (centre) congratulates Terry Gauthier (Forestry) and Paula Gauthier (Holland College) for their contribution to Islanders.

Fred Affleck, [Addictions-Deacon House](#)
Charlene Andrews, [Prince Edward Home](#)
Cathy Arsenault, [Kinkora Library](#)
Donna Bernard, [Office of Comptroller](#)
Judy Bernard, [Wedgewood Manor](#)
Margaret Bruce, [Home Care](#)
Linda Campbell, [Home Care](#)
Helen Clow, [Office of Comptroller](#)
Phyllis DesRoches, [Home Care](#)
J Donald, [Transportation](#)
Juanita Gallant, [Access PEI](#)
Dorothy Gamble, [Summerset Manor](#)
Paula Gauthier, [Holland College](#)
Terry Gauthier, [Forestry](#)
Melody Gay, [Economic Development](#)
Gerald Gotell, [Planning and Inspection](#)
Edward Handrahan, [Transportation](#)

Paula Kenny, [Museum and Heritage Foundation](#)
Brian Knox, [Electrical Inspection](#)
Claudette LeClair, [Access PEI](#)
Doris MacDonald, [Holland College](#)
Gail MacDonald, [Prince Edward Home](#)
Donna Mackendrick, [Prince County Hospital](#)
Linda MacKenzie, [Child and Family Services](#)
Tim McCullough, [Environmental Health](#)
Annie Millar, [Access PEI](#)
Anne Molyneaux, [Crapaud Library](#)
Alexander Murchison, [Holland College](#)
Jennifer Murphy, [Home Care](#)
Kathleen Nicholson, [Highway Safety](#)
Debbie Quinn, [Riverview Manor](#)
Marilyn Thomas, [Wedgewood Manor](#)
Twilah Stone, [Holland College](#)
David Yeo, [Holland College](#)

56th Annual Convention: Resolutions

The membership debated and carried key resolutions at convention. An emergency resolution was also brought to the floor of convention by the delegation.

Resolutions that were carried include eliminating the tax on electricity, prevention of intimate partner violence, returning to a defined benefit pension, and creating a shelter for women affected by substance abuse.

The delegation defeated resolutions on attempting to institute a biennial convention, bringing the Presidential election to convention, and requiring convention delegates to attend at least two local meetings throughout the year.

Submitted by Local 5 and the Constitution & Structure Committee

Convention Delegates
(Defeated)

THEREFORE BE IT RESOLVED that to be eligible to be elected as a delegate or alternate to UPSE's convention, a member in good standing must attend at least two local meetings in the previous year.

Submitted by the Board of Directors

Biennial Convention
(Defeated)

THEREFORE BE IT RESOLVED that the Constitution Committee examine and bring to next convention (November 2018) all the constitutional changes required to implement a 2 day biennial convention including the election of Executive Officers to begin in 2020.

Submitted by Local 6 and the Constitution & Structure Committee

Presidential Election
(Defeated)

THEREFORE BE IT RESOLVED that the UPSE presidential election shall be held at the UPSE convention.

Submitted by Local 6 and the Constitution & Structure Committee

Office of the President
(Carried)

THEREFORE BE IT RESOLVED that the President shall be full-time and shall take office within fifteen (15) calendar days after being declared elected.

Submitted by Local 19

HST and Electricity
(Carried)

THEREFORE BE IT RESOLVED that UPSE lobby the Government of PEI to eliminate or reduce the tax charged on electricity.

Submitted by the Women's Committee

Intimate Partner Violence
(Carried)

THEREFORE BE IT RESOLVED that UPSE has a role to play in educating members, employers and communities about labour laws and employment practices which would help women and children.

BE IT FURTHER RESOLVED that UPSE should educate and advocate for more understanding of the dynamics and impact of intimate partner violence and support for healing and prevention of intimate partner violence.

Submitted by Local 5

Defined Benefit Pension
(Carried)

THEREFORE BE IT RESOLVED that UPSE lobby the employer to return the pension plan to a defined benefit plan, based on the average of a member's best 5 years.

Emergency Resolution

Female Shelter - Substance Abuse
(Carried)

THEREFORE BE IT RESOLVED that UPSE lobby Health PEI to provide overnight shelter for adult females over the age of 19 who abuse substances or have a chemical dependency.

Violence in the Workplace a Major Challenge

I am encouraged that Health PEI is beginning to address the crisis in our healthcare system - the violence in the workplace that our members are experiencing every day. UPSE has been in conversation with Health PEI for the past year and a half about this issue. In November of 2017 I was invited to speak at the Health PEI Leaders Community Meeting, and I included members who had been victims of assaults in their workplaces to speak as well. Our goal at that meeting was to increase awareness about the increase in frequency and severity of workplace violence occurring in the province's long term care facilities, acute care hospitals, our mental health institution, and home care. Many UPSE members are health care workers. They work on the front lines every day as Licensed Practical Nurses (LPNs), Resident Care Workers (RCWs), Patient Care Workers (PCWs), and Home Support Workers. They play an integral role in providing hands-on-care to their patients, residents and clients – and unfortunately they are also, all too often, the victims of workplace violence.

The incidence of violence has been on the rise and it has reached a critical point. Our members have identified it as the top issue in negotiations, and the employer has identified it as the number two reason employees submit incident reports.

The stress this places on health care workers is inordinate. In a workplace already plagued with high stress and burnout, incidences of workplace violence exacerbate the challenges already faced by our members on the front line.

What is needed is a fundamental shift from a culture reacting to violence in the workplace, to a culture of violence prevention. Prevention protects workers, improves patient care and makes the care environment a more positive place. Education is also important. We need to help educate the public on what is acceptable when they go into a health care institution. Our members are asking for help. They want to be heard and to be respected for the role they play every day as front line caregivers, and for the employers to be supportive when workers are faced with these serious issues.

As a health care worker myself, I understand that workplace violence is a complex issue and does not have simple solutions. The employer is obligated to provide a safe workplace to protect workers from violence and abuse, and to have supports in place to deal with these issues. Health PEI's new protocol to create awareness for staff about potentially violent patients is a step in the right direction.

This protocol will include care plans for specific patients to help staff reduce the risk of violent encounters.

Proper staffing ratios are also key in promoting workplace safety. Violent patients/residents/clients often require more staff, and the right staff at the right time to ensure both patient and worker safety. However, because of limited human resources and a fast paced and demanding work environment, it is a constant challenge. I think staffing levels are too low to adequately deal with the problem and this will need to change to ensure a safe workplace.

UPSE will be launching a campaign in the near future to generate more awareness about workplace violence in the health care system. Violence is not "part of your job" and should not be accepted in any form. This has been a nationwide issue for a number of years, but it is now a crisis. We need to work together to promote workplace health and safety and to ensure that health care workers can deliver care in non-threatening work environments. The new protocol is just a start. We need to value and protect our dedicated health care workers who are the front line for Health PEI and make sure there is adequate staff and resources available to meet the demands they are facing.

Karen Jackson
President, UPSE

Bargaining Update

Health PEI

Bargaining update

The UPSE bargaining team met with the employer in January 2017 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 then moved to Conciliation on May 25 and 26, 2017 but were unable to reach an agreement. Subsequently dates for the med/arbitration have been set for February 13-15, 2018.

Representatives working on behalf of the negotiating teams have selected Bob Breen to act as Arbitrator.

Holland College Faculty

Bargaining update

The collective agreement between PEI UPSE and Holland College Faculty expired on March 31, 2017. Negotiations commenced in June and July 2017 with teams making some headway. Negotiations continued in November 2017.

On January 25, 2018 the UPSE bargaining team had a final information session with a ratification vote scheduled for February 1. See the UPSE website for the latest update (www.peiupse.ca).

Civil Service/IRAC/WCB

Bargaining update

The collective agreement between the Province of PEI and the PEI Union of Public Sector Employees will expire on March 31, 2018. Negotiation proposals have been mailed to all bargaining unit members. Please return your form by March 1, 2018. Your input will be used to assist and guide the negotiation team.

The membership selected *regional category representatives* at meetings across PEI between January 25 and February 1, 2018. Then on February 6 the *regional category representatives* selected the main, alternate and reserve category representatives. Collective bargaining will begin in the spring. For updates visit the union's website (www.peiupse.ca).

Whisperwood and Garden Home

Bargaining update

Whisperwood and Garden Home both had meetings back in November of 2017 to discuss the wage package. UPSE hopes to return to the table in late February pending a funding announcement from government.

Ladyslipper Villa

Bargaining update

UPSE currently has an offer from the employer for a wage increase that must be taken to the membership for consideration in February 2018.

Grain Elevators Corporation

Bargaining update

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. The bargaining teams have met on three separate occasions. The union received a reply from the employer on UPSE's most recent counter-proposal. Ratification kits were distributed in January 2018 and the membership voted in favour of the package. Grain Elevators now has a new three year collective agreement in place.

Community Connections

Bargaining update

The collective agreement between UPSE and Community Connections expired on March 31, 2017. Proposals were discussed in May and packages were exchanged on July 28. The last round of negotiations took place with bargaining teams meeting in November. Teams met again in January 2018 to resolve three outstanding issues. For updates visit the union's website (www.peiupse.ca).

Grievances and Bargaining

Unjust Dismissal

Individual Grievance (Holland College Faculty)

UPSE filed a grievance claiming that a member was terminated unjustly. The union met with the employer to resolve the matter and have the employee returned to their position. The discussions around a settlement were not successful and the union moved to arbitration on January 25, 2018 with a decision pending.

Occupational Health and Safety

Policy Grievance (Health PEI)

The union contends that the employer failed to provide a safe and healthy workplace. There have been numerous incidents of patient violence in the workplace and measures in place to protect workers are insufficient. Discussions with Health PEI in regard to solving this problem are ongoing.

Unjust Discipline

Individual Grievances (Health PEI)

Three youth workers in Health PEI received discipline and letters of reprimand. The union contends the discipline was unjust and has filed a grievance. The employer agreed to reduce the discipline from a written reprimand to a verbal warning.

Termination

Individual Grievance (Civil Service)

A worker was terminated for inappropriate conduct at work. The union filed a grievance and contends that the investigation procedure was not properly followed, and that the discipline was too harsh. The employer says the worker is not entitled to file a grievance under the terms of casual employment. The union and the employer are in settlement discussions.

Termination

Individual Grievance (Health PEI)

The union is contesting a termination that took place at Health PEI. Talks have not yielded a resolution and so parties will be moving to arbitration.

Dates for arbitration are being set for April 2018.

Failure to Grant Vacation

Individual Grievance (Health PEI)

The union is arguing that the employer is not staffing to a level that allows members to have a reasonable amount of their vacation requests approved.

The union is asking the employer to grant more vacation requests. A grievance has been filed at Step II.

Constant Care

Policy Grievance (Civil Service)

The employer hired non-unionized security to complete constant cares in place of PCWs and RCWs. UPSE is working to create more constant care positions in the bargaining unit.

Dates for arbitration are targeted for the Spring of 2018.

Acting Controller

Policy Grievance (City of Charlottetown)

An UPSE member is on an acting assignment. The employer is not allowing the individual they hired to backfill the member to be part of the bargaining unit.

UPSE has filed a grievance contending that anyone of our positions has to be part of the bargaining unit. The grievance was filed in December 2017. UPSE is meeting with the employer in early February to resolve the issue.

Assistant Manager Position

Policy Grievance (City of Charlottetown)

The employer eliminated a bargaining unit position and then created an identical position with a different title, and moved the position outside the bargaining unit. UPSE grieved this and will be meeting with the employer in early February to resolve the issue.

TV Ads Promoting UPSE Membership

UPSE promoted the membership in both the private and public sectors through tv ads which ran in December 2017, and January 2018. *“Every day across Prince Edward Island UPSE members in both the private and public sectors are hard at work helping Islanders. They take great pride in making a positive difference for people in our communities. UPSE members make PEI a better place to live and work every day through their contribution to the health, safety and well being of all Islanders. Everyday Islanders helping Islanders Every Day!”*





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