

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

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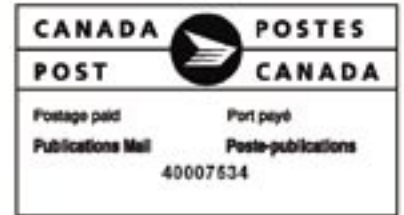
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PEI Union of Public Sector Employees

Moving Forward Together!

Annual Convention



PEI UPSE Proud!

Dear Members,

Greetings Brothers and Sisters,

With a busy summer behind us, UPSE's 55th annual convention is approaching fast and I look forward to seeing you there.



Karen Jackson,
President, UPSE

Along with your Union's Board of Directors, our duly elected delegates at convention represent the governing body of PEI UPSE. Together we will chart the course for our Union over the next year as we embrace our opportunities and challenges. Your fall issue of *The Advocate* contains lots of information that I hope you take the time to read and enjoy.

Through increased education, communication and face to face contact your Union is striving to engage with our membership. I will continue to meet with members from across the province to discuss issues in your workplaces, this is where you hear the real stories. I have always believed that our Union is our Members, and there is nothing more important for myself, as President, or our staff, than listening to what our members have to say.

One area of concern is the Government's push toward privatization. The latest

example is the plan to close the Wellington Liquor store and replace it with a private agency store. Earlier in the year we saw the Mill River golf course, fun park and campground leased to the private sector with no consultation with the Union, resulting in not allowing us to protect the rights of our members under their collective agreement through the process. Although we were successful in establishing that the winter crew will be rehired, things remain uncertain for our members for next year's summer season, but be assured we will be there for them, as well as our members in Wellington, as that unfolds. These good paying union positions are essential to the economy of rural PEI. The trend to privatize public services is increasing and we are concerned about the impact of privatization on the quality of public services our members provide daily. Islanders want and expect quality public services (like health care, education, and child care etc.) that build a better life for everyone.

Public services are a good value, they are the most affordable way to make sure Islanders get the reliable, safe, quality services they need. We will also be making privatization a bargaining issue and will be attempting to introduce language to that effect. We are entering into a busy year of bargaining and have already started our Health negotiations early.

We are ready to exchange packages and our team is ready to go.

There are many issues we have dealt with over the past year. We have met with the public service commission and HR from the civil service departments, identified vacant positions and have been successful in getting a number of positions posted that were long overdue, especially in TIE and the LCC, but there is still work to be done.

In closing, I would like to thank all PEI UPSE members for providing the vital services you provide to the public every day. Without you our quality of life on Prince Edward Island would be greatly diminished. You are an essential part of what makes Prince Edward Island a safe, productive, and beautiful place to live.

In Solidarity,

Karen Jackson
President, PEI Union of Public Sector
Employees



is a publication of the Union of Public Sector Employees located at 4 Enman Crescent, Charlottetown, PE, C1E 1E6 telephone: (902) 892-5335, toll free: 1-800-897-8773, fax: (902) 569-8186, e-mail: peiupse@peiupse.ca, web: www.peiupse.ca.

UPSE is affiliated with the Canadian Labour Congress, the PEI Federation of Labour, and the National Union of Public and General Employees.

Unions make a difference in our lives ...

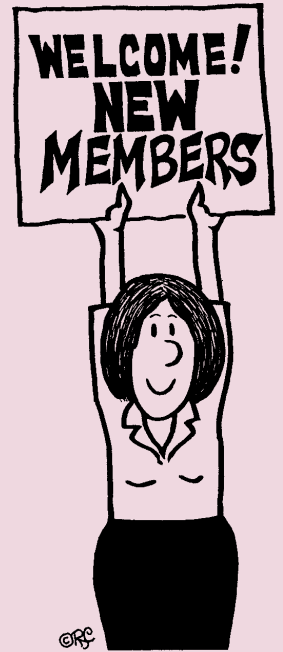
Unions fought for many of the benefits all workers enjoy today:

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 cmackinnon@peiupse.ca

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



Annual UPSE Golf Tournament in Mill River

The Union's Annual Golf Tournament is a special event for UPSE members. This year's tournament took place at the Mill River Golf Course. The course has been leased by the private sector and so UPSE wanted to show support for our members who have been a part of the ongoing transition from public to private.

Nine teams played in the tournament and all posted great scores. The winning team was Ken Tran, Jeff MacCormack, Terry MacCormack, and Austin Johnston. Together they shot a 62 which is an excellent showing for this challenging course. Mill River features rolling fairways, well bunkered greens, subtle elevation changes and numerous lakes and streams.

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.



From left to right: Ken Tran, Jeff MacCormack, Terry MacCormack, and Austin Johnston. They are UPSE's golf tournament winners for 2016.



55th Annual Convention

Delta Prince Edward Hotel - Queen Street, Charlottetown

November 18 - 19, 2016

Agenda

6:00 p.m. - Registration

7:00 p.m. - Administrative Announcements - Kevin Gotell,
Secretary Treasurer. Harassment Policy - Wilma Lewis, 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 (for deceased members)
- Adoption of Agenda
- Adoption of Rules of Order
- Adoption of Elections Procedure
- Minutes of 54th Annual Convention (2015)
- Report on 2015 Resolutions

7:30 p.m. - President's Report and Address

8:00 p.m. - 2015 / 2016 Committee Reports

8:30 p.m. - 2016 Resolutions

9:00 p.m. - Adjournment

9:30 p.m. - Entertainment

7:30 a.m. - Women's Breakfast (Guest Speaker - Joan Jessome,
Past President, NSGEU)

8:30 a.m. - Registration

8:55 a.m. - Door Prizes (must be seated)

9:00 a.m. - Call to Order, Auditors Report, 2016-2017 Budget

10:00 a.m. - Credential Committee Report
- 2016 Resolutions

10:30 a.m. - Break

10:45 a.m. - Door Prizes (must be seated)

10:50 a.m. - Introduction by Jim Ryan, Third Vice-President,
Guest Speaker - Elisabeth Ballermann, Secretary
Treasurer, NUPGE

11:30 a.m. - 2016 Resolutions (continued)

12:00 p.m. - Lunch (all delegates on their own for lunch)

1:25 p.m. - Door Prizes (must be seated)

1:30 p.m. - Call to Order

1:45 p.m. - Introduction by President Jackson,
Guest Speaker - Joan Jessome, Past President, NSGEU

2:45 p.m. - Break

3:00 p.m. - Door Prizes (must be seated)
- Credential Committee Report

3:15 p.m. - 2016 Member of the Year Award
- Cooke Insurance

3:30 p.m. - 2016 Executive Elections, 2nd Vice President and
Secretary Treasurer

4:00 p.m. - Adjournment

6:30 p.m. - Reception

7:00 p.m. - Banquet and Retiree Recognition

9:00 - 12:30 a.m. - 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 19, 2016. 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 22, 2016 deadline include Mark Arsenault, Director Local 14, (offering for Second Vice - President), and Kevin Gotell, Secretary Treasurer (offering for Secretary Treasurer).

Nominations that were not received by August 22, 2016 will be invited from the floor at the upcoming Annual Convention.

Mark Arsenault offers for Second Vice - President

Greetings UPSE Sisters and Brothers, I am Mark Arsenault and am offering to represent UPSE as 2nd 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 Committee 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 am a Champion for Change on Tax Fairness and Promoting Public Services and a Champion for Pensions.



Mark Arsenault, Director, Local 14

I have been working for the Province since 1993 after 10 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 10th 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 rollback. 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 10 years of experience on our Board of Directors as Local 14 Director and would like to offer more to our Board of Directors and members as member of the executive.

In Solidarity,
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 2016 Annual PEI UPSE Convention.



Kevin Gotell, Secretary Treasurer

I have been an active member of PEI UPSE for over 20 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 of 2011, and have been in the position again for the past four years. I was elected at the PEI UPSE Annual Convention on November 3, 2012 and re-elected at the Annual Convention in November 2014.

continued ...

At present, I am employed with the Department of Justice and Public Safety as a Judicial Clerk; and my office is located at the King's 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 great organization. Have we faced some challenges? Yes, we sure have. But I feel that under the direction of our President and with the support of 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 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 abilities on the financial challenges and opportunities that we face on a day- to- day basis, and what we will face in the future!

In Solidarity,
Kevin J. Gotell

PEI UPSE: Proposed Cash Flow Budget

2015-2016 Budget

| <i>Revenues</i> | |
|--------------------------------------|------------------|
| Dues | 2,280,000 |
| *Social Fund | 11,500 |
| Building fund | 33,000 |
| Health Development and Training | 30,000 |
| Other Income (Fun Day / Golf / etc.) | <u>7,000</u> |
| Total Revenue: | 2,361,500 |

Forecast to July 2016

| | |
|-----------------------|------------------|
| | 2,320,000 |
| | 11,500 |
| | 33,000 |
| | 30,000 |
| | <u>14,000</u> |
| Total Revenue: | 2,408,500 |

Proposed Budget 2016-2017

| | |
|-----------------------|------------------|
| | 2,280,000 |
| | 11,500 |
| | 33,000 |
| | 30,000 |
| | <u>10,000</u> |
| Total Revenue: | 2,364,500 |

| <i>Expenses</i> | |
|----------------------------------|----------------|
| Advertising | 25,000 |
| Audit | 20,000 |
| Bank charges and interest | 2,000 |
| Building and grounds maintenance | 25,000 |
| Building Mortgage | 52,800 |
| Cleaning | 12,090 |
| Dues and fees | 110,000 |
| Electricity | 10,000 |
| Fuel | 9,000 |
| Insurance | 13,000 |
| Office supplies and expenses | 25,000 |
| Equipment rental | 35,000 |
| Postage | 12,000 |
| Taxes | 21,000 |
| *Social fund | 11,500 |
| Telephone and fax | 24,000 |
| Travel - Staff | <u>8,000</u> |
| Total: | 415,390 |

| | |
|---------------|----------------|
| | 20,000 |
| | 18,240 |
| | 1,100 |
| | 36,000 |
| | 54,600 |
| | 12,090 |
| | 110,000 |
| | 8,000 |
| | 7,500 |
| | 10,000 |
| | 26,000 |
| | 27,000 |
| | 11,000 |
| | 21,000 |
| | 11,500 |
| | 16,500 |
| | <u>5,800</u> |
| Total: | 396,330 |

| | |
|---------------|----------------|
| | 20,000 |
| | 20,000 |
| | 2,000 |
| | 25,000 |
| | 54,600 |
| | 12,090 |
| | 110,000 |
| | 10,000 |
| | 8,000 |
| | 11,000 |
| | 25,000 |
| | 30,000 |
| | 12,000 |
| | 21,000 |
| | 11,500 |
| | 20,000 |
| | <u>8,000</u> |
| Total: | 400,190 |

PEI UPSE: Proposed Cash Flow Budget (continued)

| | | | |
|--------------------------------------------|---------------|---------------|---------------|
| Employment | | | |
| Wages - Staff | 732,524 | 650,000 | 747,174 |
| Wages - President | 84,643 | 108,500 | 86,336 |
| Benefits - President | 15,234 | 20,500 | 15,539 |
| Employee Benefits | 128,000 | 132,500 | 128,000 |
| Severance Pay Allocation | 5,000 | 5,000 | 5,000 |
| Early Retirement Fund Allocation | 5,000 | 5,000 | 5,000 |
| Training | <u>10,000</u> | <u>2,500</u> | <u>11,823</u> |
| Total: | 980,401 | 924,000 | 998,872 |
| Other | | | |
| Benevolent | 1,500 | 1,100 | 1,500 |
| Campaigns | 35,000 | 5,000 | 35,000 |
| Legal and Professional Fees | 250,000 | 250,000 | 250,000 |
| Newsletter (Advocate) | 20,000 | 13,000 | 20,000 |
| Photography | 500 | 0 | 500 |
| Reference Materials | 10,000 | 7,500 | 10,000 |
| Defense fund | <u>10,000</u> | <u>10,000</u> | <u>10,000</u> |
| Total: | 327,000 | 286,600 | 327,000 |
| Committees | | | |
| OH&S Committee | 4,000 | 2,000 | 6,000 |
| Annual Convention | 95,000 | 122,500 | 96,000 |
| Bargaining | 45,000 | 25,000 | 126,000 |
| Board & Chairpersons | 88,000 | 60,000 | 110,000 |
| Constitution & Structure | 4,500 | 500 | 3,500 |
| Education | 85,000 | 45,000 | 90,000 |
| Executive Officers | 63,000 | 40,000 | 50,000 |
| Finance | 5,000 | 2,000 | 3,500 |
| Membership Services & Communication | 45,000 | 10,000 | 18,000 |
| NUPGE travel pool | 44,000 | 38,000 | 35,000 |
| Pensions & Insurance | 15,500 | 3,500 | 14,000 |
| Recreation / Public Relations / Convention | 65,000 | 65,000 | 65,000 |
| Staff Relations | 16,000 | 10,000 | 7,000 |
| Stewards Council | <u>60,000</u> | <u>32,000</u> | <u>63,000</u> |
| Total: | 635,000 | 455,500 | 687,000 |
| Total cash inflow | 2,361,500 | 2,408,500 | 2,364,500 |
| Total cash outflow | 2,357,791 | 2,062,430 | 2,413,062 |
| Budgeted cash inflow (outflow) | 3,709 | 346,070 | (48,562) |

Annual Convention: Resolutions

The following are summations of resolutions for convention that have been submitted for consideration by this year's delegates. The intent of each resolution is articulated in the "Therefore Be It Resolved" line of each resolution.

Submitted by the Executive Executive Committee

THEREFORE BE IT RESOLVED that the term of office for an immediate Past President (non-voting) be at the discretion of the President and be limited to a maximum of six (6) months.

Submitted by Local 14 Executive Committee

THEREFORE BE IT RESOLVED that the Executive Committee consist solely of the five (5) elected officers which include a President, a First Vice President, a Second Vice President, a Third Vice President, and a Secretary Treasurer.

Submitted by the Executive Meetings

THEREFORE BE IT RESOLVED that the required minimum number of Executive meetings be reduced to twelve (12) meetings per year.

Submitted by Local 14 Newly Elected President

THEREFORE BE IT RESOLVED that a newly elected president should take office

within fifteen days of being elected, as opposed to taking office thirty days after Annual Convention.

Submitted by Local 14 Electronic Election

THEREFORE BE IT RESOLVED that the Finance Committee, or an Ad Hoc committee appointed by the Board of Directors, research means and ways of conducting an electronic election and a combined electronic and mail - in ballot election, and report those findings to the next Annual Convention in 2017.

Submitted by Local 3 Violence in the Workplace

THEREFORE BE IT RESOLVED that UPSE lobby the government to make it mandatory for its managers to receive violence in the workplace training facilitated by UPSE.

Submitted by the UPSE Women's Committee

Intimate Partner Violence
THEREFORE BE IT RESOLVED that UPSE will lobby for increased education for employers / supervisors in the dynamics of intimate partner violence and how women and families who are abused can be supported.

Submitted by Locals 8 & 10 Post Traumatic Stress Disorder

THEREFORE BE IT RESOLVED that UPSE

will work with employers and members to break down barriers to accessing help, as well as educate and support members to promote recognition of PTSD and workplace policies that help prevent it.

Submitted by Local 6 UPSE's Profile

THEREFORE BE IT RESOLVED that UPSE engage in a public image campaign to include various forms of media as well as rallies organized to support public and union issues.

Submitted by the Executive Violence in the Workplace

THEREFORE BE IT RESOLVED that the delegates at this convention direct the leadership within UPSE to lobby the Provincial Government to work with UPSE to develop a comprehensive policy to deal with Violence in the Workplace and put into place the necessary supports required to back up such a policy so that this very serious issue can be dealt with.

Submitted by the Executive EI Zones

THEREFORE BE IT RESOLVED that delegates at this convention direct the leadership within UPSE to lobby the Federal Government to return PEI to a single zone province for EI eligibility.

Submitted by the Executive *Trans-Pacific Partnership*

THEREFORE BE IT RESOLVED that the delegates at this convention direct the leadership within UPSE to lobby the Provincial and Federal Governments to ensure the future earning potential of these sectors, which are essential to the economy and sustainability of PEI, are protected into the future before finalizing any such agreement.

Submitted by Local 19 *PSGIP Trustees*

THEREFORE BE IT RESOLVED that UPSE adopts a mandate to work with the other PSGIP trustees to change the current trust agreement to include at least one representative of the Government of PEI retirees.

Grievances and Bargaining

Refusal of Leave *Individual Grievance (Civil Service)*

An employee who is also a volunteer fire fighter was denied leave after fighting a fire through the night. The employee's shift was to begin at 7:00 a.m., however, the employee was physically exhausted. The employer would not grant leave and the union contends this is a violation of article 24.18 of the collective agreement.

This matter is heading to arbitration after no resolve was obtained through steps 1, 2 and 3 of the grievance process.

Occupational Health and Safety *Individual Grievance (Civil Service)*

An employee has brought multiple safety hazards to the attention of the Occupational Health and Safety Committee. The employee's manager has been informed about the hazards but has taken no action to remedy the problem. The union filed a grievance in October 2016 under article 29 of the collective agreement. The union is asking for the safety concerns to be addressed and for the provision of a healthy and safe work environment.

Harassment *Individual Grievance (Civil Service)*

An employee on behalf of a group of employees has identified a manager and director in regard to unfair treatment in the workplace. The employee cites examples of favouritism, broken promises, and being taken advantage of in regard to work related matters. The grievance was filed in October 2016 and cites a violation of article 5 in the collective agreement.

Consultation (MILL River) *Policy Grievance (Civil Service)*

The employer failed to consult with the union about the intended sale of the Mill

River Golf Course, Funpark and Campground. By not consulting, the employer affected the Union's ability to advocate for the members. UPSE filed a grievance in May 2016, discussions followed and the matter went to arbitration.

The employer subsequently acknowledged that they breached article 30 of the collective agreement, and has agreed to timely discussions with the union on any matters that relate to the unionized employees at the three Mill River properties.

Brecken House Posting *Group Grievance (Health PEI)*

A permanent LPN position was posted and awarded to a casual employee despite several permanent employees applying for the same job. The union alleges that the employer hand-picked the casual employee for the position and in so doing violated article 30 of the collective agreement. The union will be engaging in discussions with the employer about reviewing the matter internally before moving to arbitration.

Discrimination *Individual Grievance (Holland College Admin and Support)*

A service worker lost a job competition for a full time permanent position and is alleging discrimination. The worker is a new Canadian and a refugee from

another country. The union contends the employer is in violation of article 36 of the collective agreement and that a new job competition should be held. Parties will be heading to arbitration - dates to be determined.

Vacancies

Policy (Civil Service)

UPSE has had numerous meetings with the Public Service Commission which has led to a significant increase in postings of vacant positions. The membership has remarked that it is good to see the postings; however, there is still more work to be done. The union is working with the employer as they rollout positions to ensure our membership has access to these postings. UPSE continues to pressure the LCC to post its numerous vacancies. If you are aware of a vacancy or unfilled position in your office please contact UPSE.

Bargaining Update

Holland College Early Learning Centre

Bargaining update

The collective agreement for Holland College Early Learning Centre expired on August 31, 2015. Bargaining teams met in April and May 2016 but were unable to settle on wages which remain a significant factor in reaching an agreement. Dates for Conciliation are being scheduled.

Morell and Area Early Learning Centre

Bargaining update

The collective agreement for Morell and Area Early Learning Centre expired on August 31, 2015. As part of a new agreement the union was able to obtain a wage increase for 2016 and changes to vacation provisions.

Strait Crossing Inc.

Bargaining update

The collective agreement between Strait Crossing Inc. and PEI UPSE will expire on December 31, 2016. The employer has been notified of the union's intent to bargain, the bargaining team has been selected, and demand forms have been distributed to union members for their input. The two parties will exchange packages in November 2016.

Lady Slipper Villa

Bargaining update

The collective agreement between Lady Slipper Villa and PEI UPSE will expire on January 19, 2017. The current agreement will stay in force until Lady Slipper Villa's funding arrangement via government is confirmed. The union will provide an update as more information becomes available.

Community Connections

Bargaining update

The collective agreement between Community Connections and PEI UPSE is good until March 31, 2017. In the meantime a wage re-opener is scheduled for November 2016 and the union will enter negotiations for wages.

Health PEI

Bargaining update

The health team most recently met on October 4 and 5 to finalize proposals that will be brought forward during the collective bargaining process.

The team's representatives are satisfied that they received good feedback from the membership and are excited to advocate on the membership's behalf. The team will meet in November to finalize proposals and exchange packages with the employer.

Bargaining dates are scheduled for November 29, 30 and Dec. 1, 2016. If you have any questions in the meantime please contact Andrew Jack (IRO).

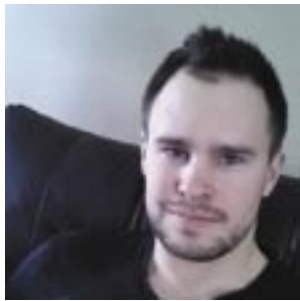
Bargaining 2017

Bargaining update

The union will have a busy year with negotiations in 2017 as nine contracts are due to expire. Please check the UPSE website at www.peiupse.ca for bargaining updates.

Environmental Health Officer

Donny Vigneau is an Environmental Health Officer with the Department of Health and Wellness. He started working in the Environmental Health division back in 2007 as a temporary employee and became a permanent employee within a year.



Donny Vigneau, Local 14

As an Environmental Health Officer Donnie works to educate and enforce the regulations in the Public Health Act, Smoke-Free Places Act, Tobacco and Electronic Devices Sales and Access Act, Child Care Facilities Act and Community Care Facilities and Nursing Home Act. This involves performing inspections at food premises, child care facilities, community care facilities, swimming pools, rental units, tobacconist shops, etc. Think about how much our own health and the health of our families depends on this important public service. We often take it for granted that the food we eat and the water we drink will be safe.

For instance, one of the most demanding programs to ensure our collective safety is the Food Protection Program. PEI being dubbed Canada's food island is very fitting for a variety of reasons. One of which is the pure volume of restaurants,

markets, festivals, and special events per capita. Combine this with the island's heavy tourism season and you can guarantee every summer will be pretty chaotic. Islanders have a high standard when it comes to food, and this also translates over to a high standard and expectation of food safety.

As an Environmental Health Officer, Danny deals with a number of public health issues that we in the public sometimes just assume are being looked after. For instance, Danny handles a wide array of public health issues that could arise on any given day. He says "you could have a rabies investigation from a dog bite, an apartment wide bed bug infestation, a food poisoning outbreak, or any sort of complaint that involves public health springing up on top of your regular work. So obviously, you need to stay up to date on a lot of different areas of scientific expertise." Environmental Health Officers consult on a regular basis with the public, operators and other department or government agencies which makes for good working relationships in those challenging times.

Donnie says "the majority of my work is done with a proactive focus so any day I don't get a call from someone stating 40 people are experiencing vomiting and diarrhea is a good day.

My personal favourite kind of day is one where I get to help someone start up a new business. Their excitement is quite infectious and it's almost always a pleasure to work with them."

Environmental Health Officers make PEI a better place to live and work every day. They protect and promote the health of all Islanders through their work.

Tender: Snow Removal

- Please submit tenders for a seasonal contract agreement for the 2016/17 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 14/2016 to:

*Union of Public Sector Employees
c/o Kevin Gotell, Secretary Treasurer,
4 Enman Crescent,
Charlottetown, PE
C1E 1E6*

PEI UPSE Strongly Supports Public Liquor Stores, not Privatization

Provincial public liquor stores serve Islanders well; they offer great customer service, lower prices, safer communities, good quality jobs and revenues that are invested back into public services like health care, education, and programs for families.



it costs up to \$72,000 per year to send one child to a private school. The median income in Canada is \$31,900.

A wealthy family with two kids that chooses to send their kids to private schools is paying up to \$144,000 a year. That's 4.5 times as much as most Canadians earn.

Obviously, people paying 4.5 times what most Canadians earn can afford to pay more in taxes. And if they do, we all, including those paying more in taxes, are better off.

Who benefits when people pay taxes: we all do!

When the wealthy and large

corporations pay their share in taxes, public services are adequately funded. That means public schools are then better able to provide a high quality education for all children, regardless of how much their parents earn.

But it's not just the wealthy parents who no longer need to pay expensive private school fees who will benefit from tax fairness.

When people from diverse backgrounds are all using public services like schools, it helps bring communities together. It reminds people how important it is that no one be allowed to fall through the cracks.

That's how we build stronger communities. And it's how we build a stronger country.

The Wealthy Can Afford Higher Taxes

If anyone doubts that the wealthy can afford to pay their share in income tax, consider these numbers. According to this year's Canada's Private School Guide,

PEI UPSE Bargaining Units

The PEI Union of Public Sector Employees is pleased to represent 5,000 members in both the private and public sectors in Prince Edward Island.

Civil Service, Health PEI, Workers Compensation Board, 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.

Closing Canada's Tax Loopholes

It isn't just Donald Trump who likes to brag that it is 'smart' to avoid paying taxes.



Some Canadian multinationals and wealthy individuals are unapologetic about setting up shell companies or foundations in tax havens for no other reason than to avoid paying their share at home. In some — but not all — cases it is technically legal. But it contravenes the spirit of the law and is simply not fair.

There is more than \$270 Billion of Canadian money in the top 10 tax havens - and thanks to some very sketchy federal tax agreements a lot of it will never be taxed. Last year, \$40 billion flowed to tax havens like Barbados, Bahamas and Cayman Islands. That's an all-time high and it happened right under the nose of the Canada Revenue Agency.

Canada's Parliamentary Finance Committee, was in Charlottetown recently as part of its cross-country consultations on what Federal Finance Minister Bill Morneau should put in the next federal budget.

They've heard differing views: lower taxes, introduce Pharmacare, improve

Medicare, take care of our veterans, and reduce our debt.

They are all choices that require money. There are three ways the government could raise additional revenue to pay for things that matter. First, close tax loopholes that weigh down the more than 1,100 pages of the tax code. Second, change the rules so that online companies like Google, Netflix and Uber pay tax on their Canadian profits. And finally, stop corporate offshore tax dodging. These options, if fully implemented, could raise an additional \$20 billion annually.

It takes a lot of corporate resources and expensive talent to set up Trump-style tax avoidance schemes. But it pays off because federal and provincial governments let most wealthy dodgers get away with it. And frankly, Canadians have been too busy making a living to pay attention. That's too bad because tax haven use and other loopholes create an unlevel playing field for small and medium sized businesses that are the heart of the Canadian economy.

It also creates a burden for the rest of us — every year Canada loses about \$7.8 billion dollars in revenues just from offshore tax schemes. That would pay for a Pharmacare program with enough left over to lower the deficit.

Tax haven use is a global problem.

The European Union found that Apple Corporation avoided \$14.5 billion in taxes using an Irish tax scheme, which funneled global profits into a no tax zone. But it isn't just Apple. And it isn't just Ireland.

Canada should tighten the rules so that profits made here are taxed here. Until that happens we will carry the tax burden while dodgers laugh all the way to the Swiss bank.

The last federal budget made a commitment of \$444 million for CRA auditing and enforcement capacity focused on tax havens. While that could produce significant returns in the next few years, greater gains could result from tightening up corporate tax rules by requiring companies to prove "economic substance" for any offshore subsidiary to be considered legitimate for tax purposes.

Canada has the second lowest corporate tax rate in the G7. The same companies that get away with paying little or nothing are also the companies that depend on our healthcare for their employees, an educated workforce, safe communities and good infrastructure.

Let's hope MPs hear that message and work to get the Trump philosophy out of the tax system. We will all benefit.

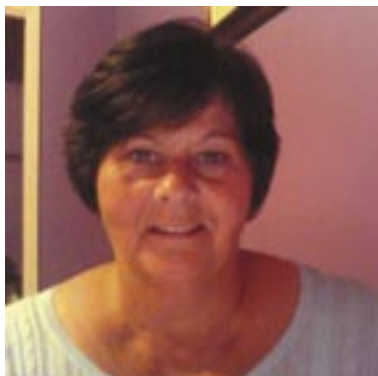
Dennis Howlett is executive director, Canadians for Tax Fairness

Helping UPSE Members Every Day!

Cathy MacKinnon is the union's Resource and Organizing Officer. She has been working at PEI UPSE for the past ten years, and has been a union activist for many more. She sat on the union's Board of Directors from the mid 1990's up until 2004 when she became UPSE's Second Vice President. In 2006 she left the executive to take a job with UPSE Staff as the Communications and Campaigns Officer. Then in 2009 she assumed her current role as Resource and Organizing Officer.

As the Resource and Organizing Officer Cathy helps members on a daily basis in a variety of ways. She answers general questions that members have about their collective agreements and determines if further action is required; she works with the Communications Officer in developing campaigns; administers the Health Development and Training Fund; she is the provincial coordinator of the Bully-Free Workplaces program; and is the lead person responsible for identifying and implementing potential units to organize.

Cathy encourages members to contact her at the union office with any questions.



Cathy MacKinnon, Resource and Organizing Officer (UPSE)

She is always eager to help members and encourages member participation in the union. As the Bully-Free Workplace Coordinator she would like to hear from you because she knows bullying is a problematic issue in the workplace. Cathy will work with HR to request a workshop in your workplace that all can benefit from.

As the Administrator of the Health Development and Training Fund she encourages you to contact her with questions about the fund, how to fill out the forms etc. so that you receive your best chance of having your application approved. Cathy also would like to hear from you with any questions you might have in regard to your collective agreement or in regard to any issues you may be experiencing in the workplace. She works with the union's Labour Relations Officers to stay on top of current information, labour trends and key issues that are affecting workers.

As the Resource and Organizing Officer for the union Cathy is always looking for potential new members. UPSE is the largest union in Prince Edward Island and has the capacity to serve more members and also meet the servicing demands

of the current membership. If you would like to contact Cathy she will be glad to help you. You can reach her at the union office Monday to Friday (8-4:00 p.m.) at 902 892-5335, toll free at 1-800-897-8773 or e-mail her at cmackinnon@peiupse.ca

Privatizing PEI's Provincial Liquor Stores

The Prince Edward Island Union of Public Sector Employees is opposing the provincial government's plan to close the Wellington Liquor Store. The union does not feel this is a good job strategy for rural PEI and privatization will cost taxpayers more in the long run. The Wellington Liquor Store exceeds sales of \$1,300,000 per year and provides quality employment for UPSE members. Provincial Liquor Stores offer a healthy balance of great customer service with well trained staff to serve customers responsibly, they foster safe communities, and provide revenues that are invested back into public services like healthcare, education, and programs for families.

The President of UPSE, Karen Jackson says she is very concerned about the government's trend toward privatization. "We end up with lower paying jobs, reduced service, and in some cases public safety issues. There is no question that drinking and driving is a serious problem in PEI. We should be cautious about fostering a market that

may make it easier for minors to obtain alcohol. I know that this is not the intent of government; however, many would agree that this is one of the outcomes of selling liquor at convenience stores and gas stations.”



President Jackson was informed about government’s plan just one day in advance of the news being communicated to the affected UPSE members. “This did not give us sufficient time to engage with the employer in regard to this matter. The collective agreement stipulates that the employer must consult with the union on matters which affect the employment of our members.”

She says the union was able to send a Labour Relations Officer from the union to represent the interests of the members at a meeting in late October; however, the only assurances she has been given is that two of the affected members will have opportunities to transfer elsewhere in government, while the remaining four casual employees may be able to work at the proposed new private agency store. These employees will be faced with the prospect of earning lower wages.

Jackson explained that “this is the second public liquor store to be closed since 2012, and there are currently eight private agency stores in place. The closure of the Wellington Liquor Store will also result in an additional agency store being established. I don’t believe these changes are necessary. Provincially owned and operated liquor stores should not be closed. They are socially responsible, provide revenue to government, and are committed to moderation in the use of alcohol, and therefore, the safety of Islanders.”

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.

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 9, 2016 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 question must be answered.

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