

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

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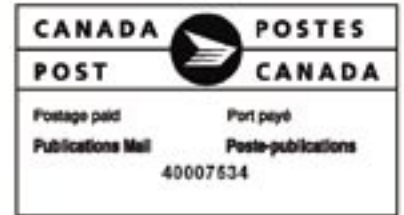
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PEI UPSE's 56th Annual Convention

Members Making a Difference!



Dear Members,

Greetings UPSE Members,

Your union's 56th Annual Convention will take place on November 24 and 25, 2017 and I look forward to seeing you there. The Board of Directors and duly elected delegates at convention represent the governing body of PEI UPSE and at convention we work together to set the agenda to move our union forward.

In preparation for convention please see this year's candidates (p 5) running in UPSE's executive elections for the position of First and Third Vice President. I want to thank our candidates for their continued hard work as active union members and for participating in our union's democratic process. Also, have a look at the resolutions being put forward at this year's convention (p 7). Delegates will engage in healthy debate to determine the pros and cons of each resolution on the convention floor and ultimately decide which resolutions to carry forward.

I have a strong belief in the democracy of our union and in our members. At convention each year I am always impressed by the willingness of the



Karen Jackson,
President, UPSE

membership to work together in common interest and what is in the best interests of UPSE. That doesn't mean we always agree on every issue, however, it does mean we all strive toward improving the working lives of our members and our communities.

On this note, I am very pleased to announce that our union has recently welcomed the City of Charlottetown Employees, formerly known as VACE, to the UPSE family (p 3). We look forward to working with our new members and I encourage them to take an active role in the union as we move forward. Our union is growing and so is our collective strength.

In October UPSE participated in the launch of Phase 2 of the *All Together Now* (ATN) campaign and since we first started the campaign, income inequality has grown to be a major issue for Canadians. The problem is now front and center in our country's discourse, and our work in collaboration with NUPGE has been important to help us all bring attention to the issue. In the second phase of the ATN campaign, we will continue to lobby for good jobs, tax fairness, keeping public services public, and labour rights as solutions to the challenges income inequality presents. The new campaign brings attention to the important role unions play in our society and shows how effective unions are at creating fairness and equality for all workers. The campaign is edgy and promotes the good work unions do every day, and shows members taking

pride in belonging to a union. I look forward to working with you on the campaign as we develop our social networks in creative ways to build a greater following, joining forces with people and organizations that believe we can make a difference. Together we can influence public policy to make PEI and Canada a fairer place for all to live and retire with dignity.

In closing, I would like to thank each and every one of you as members of UPSE for the important work you do every day in our province. It's your hard work that makes a better quality of life possible for all Islanders.

I look forward to seeing you in the workplace and I invite you to call or stop by the union at any time. PEI UPSE is your union and together we are members making a difference!

In Solidarity,

Karen Jackson
President, PEI UPSE



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

PEI UPSE Welcomes City of Charlottetown Employees

The PEI Union of Public Sector Employees is now the official union representing the City of Charlottetown workers who were formerly represented by the Voluntary Association of Charlottetown Employees (VACE).

The President of PEI UPSE, Karen Jackson, says "UPSE is pleased to welcome the City of Charlottetown workers - formerly represented by VACE - to the UPSE family. We look forward to working with our new members and the City of Charlottetown to foster a safe, productive and just workplace culture. We also want to thank the VACE executive for their years of dedicated service to the membership."

The PEI Union of Public Sector Employees is the largest union in Prince Edward Island representing approximately 5,000 employees in both the public and private sectors. UPSE provides a full range of services for its members including labour relations representation, collective bargaining, member education initiatives, and full access to democratic participation in the union.



(Bottom: L-R) Vada Fernandez (former VACE Co-Chair), Karen Jackson (UPSE President) and Cindy Merritt (former VACE Co-Chair). **(Top: L-R)** Cathy MacKinnon (UPSE Resource and Organizing Officer) and Troy Warren (UPSE Labour Relations Officer).

UPSE Mourns Loss of Activist and Life Member Kenneth "Trixie" Dunn

We are saddened to hear the news of Trixie's passing. Trixie was a wonderful union activist who connected with his union brothers and sisters on a personal level. He will be remembered fondly for his infectious smile, hearty laugh, and bone crushing hugs which put many members at ease over the years when dealing with difficult issues. Trixie was also a community builder and his contributions to local sports as a player, coach, umpire, referee and team organizer will not be forgotten. He will be inducted into the PEI Sports Hall of Fame on November 24, 2017. Our thoughts and prayers are with Sharon and the family.



Kenneth "Trixie" Dunn

Karen Jackson, UPSE President

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 Brudenell River Golf Course. Twelve teams played in the tournament and all posted great scores.

The winning team was Andrew Matthews, Jill Matthews, Johnny Walsh, and Candace Paugh. Together they shot a 63 which is an excellent showing for this challenging course.

Brudenell's fairways and manicured greens are accented by numerous gardens, lakes and ponds. UPSE members do an amazing job maintaining this championship course which has hosted a number of national and world class tournaments and exhibitions. Congratulations to all the participants in this year's tournament.



From (L-R): Candace Paugh, Jill Matthews, Andrew Matthews and Johnny Walsh. They are UPSE's golf tournament winners for 2017.



56th Annual Convention

Delta Prince Edward Hotel - Queen Street, Charlottetown

November 24 - 25, 2017

Friday, November 24, 2017

2:00 - 4:00 pm - Women's Conference - Guest Speaker
- Sally Wells

6:00 pm - Registration

7:00 pm - Administrative Announcements - Kevin Gotell,
Secretary Treasurer. Harassment Policy - Mark Arsenault, 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 55th Annual Convention (2016)
- Report on 2016 Resolutions

7:30 pm - President's Report and Address

8:00 pm - 2016 / 2017 Committee Reports

8:30 pm - 2017 Resolutions

9:00 pm - Adjournment

Saturday, November 25, 2017

8:30 am - Registration

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

9:00 am - Call to Order, Auditors Report

10:00 am - Credential Committee Report
- 2017 Resolutions

10:30 am - Break

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

10:50 am - Guest Speaker, Elisabeth Ballermann - Secretary
Treasurer, NUPGE

11:30 am - 2017 Resolutions (continued)

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

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

1:30 pm - Call to Order

1:45 pm - Guest Speaker - Sally Wells, Respectful Workplaces

2:45 pm - Break

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

3:15 pm - 2017 Member of the Year Award
- Cooke Insurance

3:30 pm - 2017 Executive Elections, 1st Vice President and
3rd Vice President

4:00 pm - Adjournment

Saturday Evening Activities

6:30 pm - Reception

7:00 pm - Banquet and Retiree Recognition

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

Elections for the positions of First and Third Vice President will be held at UPSE's Annual Convention on November 25, 2017. These are two-year terms of office. In order to run, members must be in good standing for at least one year. Candidates nominated by the August 28, 2017 deadline include Doug Ferguson, First Vice President (offering for First Vice President), Jim Ryan, Third Vice President (offering for Third Vice President), and Bryan Burt, Chief Steward Local 13 (offering for Third Vice President).

Nominations that were not received by August 28, 2017 will be invited from the floor at the upcoming Annual Convention.

Doug Ferguson offers for First Vice President

Greetings UPSE Brothers and Sisters,
My name is Doug Ferguson and I am seeking your support at this year's UPSE Convention where I am re-offering for the position of First Vice President.



Doug Ferguson, First Vice President

I have worked as a Resident Care Worker at Hillsborough Hospital for 28 years and have been an active UPSE member for 25 of those years. Currently, I am the Executive Adviser to the Education Committee and have served as adviser to the Membership Services and OH&S Committees in the past. I continue to be active as a Steward in Local 7 where I have the privilege of representing Mental Health, Addictions, Acute Care & Group Home Workers.

Some of the past positions I have held are: Director of Local 7, Chief Steward Local 7, UPSE Third Vice President (2 terms). As well, I have now represented RCW's twice at contract negotiations and most recently at the table for this round of Health negotiations which are presently heading for Arbitration.

Over the past 25 years I have taken advantage of educating myself with many of the courses UPSE has offered to enhance my ability to give the best representation to the members of UPSE. I continue to have the honour of co-facilitating the Stewards Level 1 and Welcome to UPSE courses. I have always advocated to our members the importance of education and continue to as our rights as unionists are constantly being attacked by the

employer. I am re-offering for the position of First Vice because I see our Union turning a corner. We are more united in our conviction to protect our members and defend our hard-earned rights made through years of hard fought negotiations and I want to continue to strengthen and grow our Union.

With over 25 years of experience I have the dedication, enthusiasm, and passion for the labour movement to continue working on your behalf with the Executive and Board of Directors to move this great organization forward and continue to grow UPSE as the strongest union on Prince Edward Island.

My promise to YOU the MEMBERS is that I will continue to work hard on your behalf and I look forward to meeting you at your local meeting and at the Convention answering any questions you have.

In Solidarity
Doug Ferguson

Jim Ryan offers for Third Vice President

Greetings, UPSE brothers and sisters. My name is Jim Ryan and I am seeking your support as your third vice president. I have been an UPSE member for 16 years. I'm proud of my service and work as a shop steward, chief steward and executive officer. I serve as the executive officer on the Constitution and Bylaws Committee and the Membership Services Committee. I seek your support now so I may continue



Jim Ryan, Third Vice President

this important work of serving the members.

My wife, four children and I, live in Charlottetown, where I am currently employed at Beach Grove Nursing Home where I work as an RCW. My wife, Laura, is an LPN at Riverview Manor in Montague.

Some of my union related courses include:

1. Steward training, levels I,II,III,IV and advanced Steward Training
2. Bully free workplace
3. Duty to accommodate
4. Mobilizing the membership, and
5. Building our union through media and communication

Every educational I've taken, has helped me in my various roles within the union. And I've been able to bring a good deal of what I learned back to the membership, to further benefit them as well.

First, I would like to express my commitment to our union and its members. I believe everyone deserves fairness and respect. I further believe in our union, its ability to make positive change in our community and for our members. It is with these guiding principles, that I pledge to serve the membership.

I have, when possible, moved to be an activist, taking part in marches and rallies to create awareness in the community. Together, we possess the ability to effect change that none of us alone could achieve.

I believe that the members of UPSE are well represented by our cohesive leadership. We are always working to improve services to the membership.

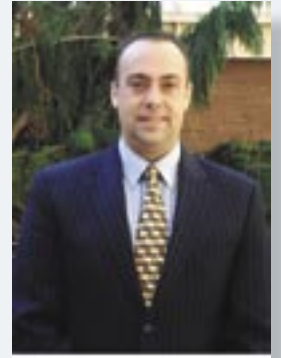
I ask for your support as third vice president, so I can continue to represent, and work with you and all of our membership. It has been my honour to do so these past two years, I hope the next two to be even better! Thank you.

In Solidarity,
Jim Ryan

Bryan Burt offers for Third Vice President

Greetings UPSE Brothers and Sisters,

I have been a member of PEI Union of Public Sector Employees since 1998 in the Information Technology field, with the PEI Department of Education and now with IT Shared Services.



Bryan Burt, Chief Steward

I became active in the union after the 2001 attempt to privatize all of IT in government. I have represented our IT sector (Local 13) on the PEI UPSE Board of Directors, for about nine years before stepping down due to health reasons.

I continue to be the Chief Steward for Local 13. While as Director of Local 13, I represented my provincial IT workers during Bill 44 (Health Restructure), as well as during the 2006 IT Optimization— where all 180 government IT employees were issued intent-to-layoff notices and were forced to vie for 120 positions in a new “shared services” organization.

I have supported and participated in many public campaigns over the years; (income) Tax Fairness, All Together Now, and was featured in media ads for the Pension Reform campaign. I have attended many PEI UPSE/CLC educational courses, most recently attending Week-Long Labour School in Nova Scotia where I completed the Leadership course.

I am a regular delegate at our PEI UPSE Annual Convention and was able to represent PEI UPSE as a delegate at the PEI Federation of Labour Convention this past fall (2016), as well as being a NUPGE delegate for the triennial Canadian Labour Congress constitutional convention in Toronto in May of this year (2017). While on the Board of Directors I was a member

of the Finance Committee, as well as a member of the Building Committee to renovate and enlarge the union office on Enman Crescent.

I have also been the main representative for IT during the past three collective agreement negotiations.

In my private life, my wife and I live in Charlottetown; the youngest of our three children has just graduated from high school. With the years of coaching sports teams and running three busy children to and from activities behind us, I would like to put more time into supporting and representing the PEI UPSE membership.

I am also the current president of Island Technology Professionals – PEI's certifying professional association for Engineering Technicians and Technologists; as well as the sitting past-Chair of the Canadian Technology Accreditation Board – Canada's national body for accrediting engineering technology and applied science programs for Canadian colleges. I believe these leadership positions and my past experience both on the PEI UPSE board of directors and as a steward have prepared me for this position and hope to have your support.

Respectfully,

Bryan Burt, CET

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 Local 5 and the Constitution & Structure Committee

Convention Delegates

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

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 Local 6 and the Constitution & Structure Committee

Presidential Election

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

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 the Women's Committee

Intimate Partner Violence

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

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.

Submitted by Local 19

HST and Electricity

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

Grievances Update

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 will be moving to arbitration with dates to be determined.

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 at step 1. UPSE is currently awaiting a response from the employer.

Classification and Appeals

Policy Grievance (Health PEI)

The union filed a grievance under article 39 of the collective agreement and contends that Health PEI is behind in its reclassification and appeals process. This is to our members detriment as the employer is exceeding time lines by as much as a year in some cases.

The union wants to see the time lines adhered to as outlined in the collective agreement and has requested a resolve including but not limited to damages for loss of income.

Staff Fund

Policy Grievance (Whisperwood Villa)

UPSE filed a grievance on behalf of members at Whisperwood Villa due to the employer not providing details to the employees about the staff fund. UPSE contends that the staff is not told about how much money is spent, when it was spent, on who, and why.

Staff have requested the details on many occasions and had brought the issue to bargaining in the last two rounds. The resolve sought is to have the information requested presented to the union.

Unjust Termination

Individual Grievance (Civil Service)

A member was terminated for inappropriate behaviour in the workplace. UPSE contends the discipline was unjust and filed a grievance on September 18, 2017 under articles 4, 5, and 27 of the collective agreement. The matter is moving to arbitration.

Job Posting

Individual Grievance (Health PEI)

A member was not successful in a job competition and believes he/she was the most qualified applicant. The union filed a grievance at Step 1 on September 22, 2017 and seeks to have the member awarded the position.

Termination

Individual Grievance (Health PEI)

A member was terminated for supposedly harassing a co-worker in the workplace. UPSE filed a grievance on August 10, 2017 and contends that the discipline is too severe. After working with the employer on the issue parties were unable to find a suitable resolution. The matter will be going to arbitration.

Bargaining Update

Tremploy

Bargaining update

The collective agreement between Tremploy and UPSE expired on June 30, 2017. Negotiations took place over the summer and a tentative deal was reached in August. The ratification process was completed in September and members voted unanimously in favour of the new deal on September 28, 2017. The new collective agreement runs for a three year term until June 30, 2020.



Pic: (L-R) Joel Dennis (Executive Director, Tremploy), Kevin Gotell (UPSE Secretary Treasurer), Karen Jackson (UPSE President), and Hans Connor (UPSE Labour Relations Officer).

Holland College Faculty

Bargaining update

The collective agreement between PEI UPSE and Holland College Faculty expired on March 31, 2017.

UPSE issued a letter of intent to bargain in January 2017. Proposal forms were distributed in March and the bargaining team was elected in April. Negotiations commenced in June and July with teams making some headway. Negotiations will commence again in November.

Health PEI

Bargaining update

The UPSE bargaining team met with the employer in January in Charlottetown at the UPSE office. Parties were not able to find common ground on key issues such as monetary items (premiums), wages, union business and travel for medical appointments. Parties then moved to Conciliation on May 25 and 26, 2017 but were unable to reach an agreement. Subsequently dates for 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. The UPSE team will be meeting in November to prepare for arbitration.

Whisperwood and Garden Home

Bargaining update

Whisperwood and Garden Home will meet for two days respectively early

in the new year. UPSE is hopeful that the employer will have been given its financial mandate which is subject to the employer taking the provincial government to arbitration with the seniors home association.

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 is awaiting a reply from the employer on UPSE's latest counter-proposal. Further updates will be provided as they become available.

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. Negotiations are currently ongoing and teams have met three times with further rounds scheduled for November.

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

2016-2017 Budget

Forecast to July 2017

Approved Budget 2017-2018

Revenues

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>10,000</u>
Total Revenue:	2,364,500

2,400,000
13,700
34,200
30,000
<u>21,000</u>
2,498,900

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

Expenses

Advertising	20,000
Audit	20,000
Bank charges and interest	2,000
Building and grounds maintenance	25,000
Building Mortgage	54,600
Cleaning	12,090
Dues and fees	110,000
Electricity	10,000
Fuel	8,000
Insurance	11,000
Office supplies and expenses	25,000
Equipment rental	30,000
Postage	12,000
Taxes	21,000
*Social fund	11,500
Telephone and fax	20,000
Travel - Staff	<u>8,000</u>
Total:	400,190

16,800
7,500
1,100
14,500
57,200
13,070
118,000
7,300
5,900
15,305
21,500
28,500
4,300
21,100
14,300
17,900
<u>7,000</u>
371,275

20,000
7,500
2,000
25,000
54,600
12,090
125,000
8,000
8,000
15,500
25,000
30,000
12,000
21,000
11,500
18,000
<u>8,000</u>
403,190

Employment

Wages - Staff	747,174
Wages - President	86,336
Benefits - President	15,539
Employee Benefits	128,000
Severance Pay Allocation	5,000
Early Retirement Fund Allocation	5,000
Training	<u>11,823</u>
Total:	998,872

690,000
88,000
15,000
163,000
15,000
5,000
<u>213</u>
976,213

800,000
88,062
15,850
136,000
15,000
5,000
<u>15,100</u>
1,075,012

PEI UPSE: Approved Budget (continued)

<i>Other</i>	
Benevolent	1,500
Campaigns	35,000
Legal and Professional Fees	250,000
Newsletter (Advocate)	20,000
Photograph	500
Reference Materials	10,000
Defense fund	<u>10,000</u>
Total:	327,000

	1,050
	10,100
	403,000
	16,500
	148
	8,082
	<u>10,000</u>
	448,880

	1,500
	40,000
	262,500
	20,000
	500
	10,000
	<u>10,000</u>
	344,500

Committees	
Women's Committee	6,000
Annual Convention	96,000
Bargaining	126,000
Board & Chairpersons	110,000
Constitution & Structure	3,500
Education	90,000
Executive Officers	50,000
Finance	3,500
Membership Services & Communication	18,000
NUPGE travel pool	35,000
Pensions & Insurance	14,000
Recreation/Public Relations/Convention	65,000
Staff Relations	7,000
Stewards Council	<u>63,000</u>
Total:	687,000

	4,300
	103,000
	57,000
	45,500
	300
	55,000
	35,000
	1,850
	18,700
	32,500
	1,790
	66,900
	3,050
	<u>40,000</u>
	464,890

	5,000
	100,000
	110,000
	100,000
	3,500
	110,000
	45,000
	3,500
	18,000
	35,000
	6,000
	67,500
	6,500
	<u>55,000</u>
	665,000

Total cash inflow	2,364,500
Total cash outflow	<u>2,413,062</u>
Budgeted cash inflow (outflow)	(48,562)

	2,498,900
	<u>2,261,258</u>
	237,642

	2,440,500
	<u>2,487,702</u>
	(47,202)

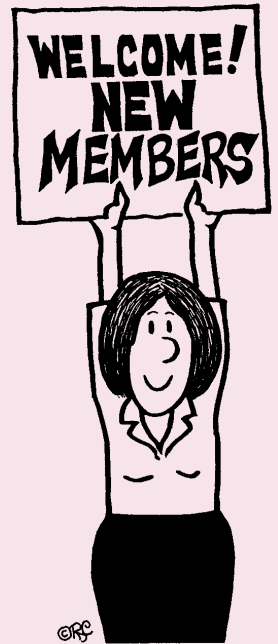
Unions fought for many of the benefits all workers enjoy today:

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.



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.

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



**Wish you
were
here?**

**Book your next trip
with the UPSE Travel
Discount Program.**

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

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

UPSE Supports Public Model

The federal government is set to legalize marijuana in July 2018. The PEI Government indicated that it will introduce legislation to regulate the sale of the product in the spring. Recently, in Ontario the Government has chosen to distribute the sale of marijuana through the Liquor Control Board of Ontario (LCBO). The government and the province's public sector union agree that having the LCBO regulate the sale of cannabis is the best way to protect minors from purchasing the product, and to ensure quality control and public safety. The same is happening in our neighbouring province of New Brunswick. The New Brunswick government is planning to enter the legal-cannabis retail market by having NB Liquor set up a network of twenty stand-alone stores which will open in July, 2018.

(continued on next page)

Tender: Snow Removal



- Please submit tenders for a seasonal contract agreement for the 2017/18 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 17/2017 to:

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

Whatever age PEI decides to make the minimum age for purchasing and using marijuana, it will be key to have the minimum age properly enforced at the point of sale. The PEI Liquor Control Commission (PEI LCC) has a proven record of enforcing the minimum age and actively promotes social responsibility as part of its mandate. The LCC also has the resources and ability to deliver public education about safe and appropriate use, as well as the risks and consequences of drug-impaired driving.

UPSE recognizes that the best way to keep minors from purchasing cannabis is to control its sale through the PEI LCC. It's also the best way to ensure product safety and social responsibility for all Islanders. We believe it's more responsible to use the public model when dispensing a government controlled substance and enforcing minimum age restrictions. UPSE will continue to lobby government to use the public model for the sale and distribution of cannabis. It's the safest and most responsible way to proceed and profits are re-invested into vital public services like health care, education and services that keep our communities healthy and safe for all Islanders.

Occupational Health & Safety Education (November 2017)

Safety Committee Basics

Is your safety committee just getting started? Has it been running for a while but losing its way? Whether you are a new or seasoned committee member, this seminar will get back to the basics of a committee's intended purpose and responsibilities under PEI's OH&S Act. Topics covered will include committee duties, meetings, minutes, rules of procedure, making recommendations, and measuring successes.



Call or e-mail to reserve your seat(s) at 902-368-5697 or toll free 1-800-237-5049 or e-mail tamacgregor@wcb.pe.ca.

Charlottetown Inn & Conference Centre (former Best Western) -Wednesday, November 15, 9 am -12 noon
Summerside Loyalist Country Inn - Thursday, November 30, 1-4 p.m.

Educationals: Steward Level I & II

Learners will focus on the following:

- *the important role Stewards play in the union* • *what tools are required to act effectively in the role of Steward*
- *knowing your membership* • *grievance preparation, problem solving and conflict resolution*
- *working with your union executive*

Prerequisite: (Welcome to UPSE for Steward Level I) and (Welcome to UPSE, Steward Level 1, and must be a Steward for Steward Level II).

*Please register online (www.peiupse.ca) under "education" or contact the union office at 902-892-5335, toll free 1-800-897-8773, or e-mail (peiupse@peiupse.ca). **Course dates TBA***

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 8, 2017 at 4:30 p.m.** Application forms are available at the UPSE office or on the Union's website at (www.peiupse.ca).

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

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