

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

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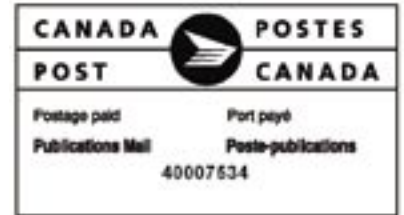
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MAILING LABEL



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PEI UPSE's 58th Annual Convention



***Islanders Proudly
Serving Islanders!***



Dear Members,

Greetings UPSE Members,

Your union's 58th Annual Convention is coming up on November 15 and 16, 2019.

Please see this year's candidates (pp. 5-6) running in the

union's executive elections for the position of First Vice President and Third Vice President. Also, please see a summation of this year's resolutions being put forward (pp. 6-8). The membership will discuss and vote on the resolutions at convention.

UPSE has had a busy year on the bargaining front negotiating collective agreements. We have new contracts for Community Connections, Morell and Area Early Learning Centre, Holland College Early Learning Centre, Holland College Administrative and Support and Civil Service/IRAC/WCB. Lady Slipper Villa ratified on October 10 and Community Inclusions ratified on October 18. We are initiating the bargaining process for Health PEI whose contract expires in March 2020 and the City of Charlottetown whose contract expires at the end of December 2019. I want to thank our team members and our Labour Relations Officers for ensuring the membership achieves fair and equitable contracts



Karen Jackson,
President, UPSE

through the collective bargaining process.

UPSE continues its drive to educate more members since our last convention. The latest course added to the curriculum is called *Addressing Workload and Overworking*. The aim of this course is to address workload issues and the stress it causes using the collective agreement, OHS Act provisions, employer policies and WCB policies. We continue to deliver a wide selection of courses for the membership and encourage all members to take part.

UPSE continues to work with the national union (NUPGE) on the *All Together Now* campaign to strengthen the labour movement and reduce income inequality across the country. In June 2019, the NUPGE Convention approved the next steps for Phase 2 of the ATN campaign. These steps include exploring new communication methods and supporting Components undertaking campaigns in support of the ATN goals. Just as we helped raise awareness of the problem of income inequality, we will be making people aware of the solutions needed to reduce the gap between the ultra wealthy and the rest of us.

UPSE launched the *Stop Workplace Violence* campaign at the end of October. This campaign is designed to raise awareness about the ongoing violence UPSE health members are experiencing every day at work. The campaign features TV ads which bring to light the sobering reality our members are facing: 90% of

UPSE's front-line health care workers have experienced violence in the workplace; and 86% say the employer is not doing enough to prevent these incidents from occurring. This issue is not going to go away until serious action is taken to protect the membership. Workplace violence is not acceptable and changes within the health care system are needed to deal with this important issue.

Karen Jackson (President, UPSE)

UPSE Executive Officers

President: Karen Jackson
kjackson@peiupse.ca

First Vice-President: Doug Ferguson
dferguson@peiupse.ca

Second Vice-President: Mark Arsenault
maarsenault@gov.pe.ca

Third Vice-President: Jim Ryan
jimryan@eastlink.ca

Secretary-Treasurer: Kevin Gotell
kgotell@peiupse.ca

UPSE Staff

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

Troy Warren: Labour Relations Officer
twarren@peiupse.ca

Andrew Jack: Labour Relations Officer
ajack@peiupse.ca

Melissa Bruce: Resource & Organizing Officer
mbruce@peiupse.ca

Blair Weeks: Research, Education and Policy Analyst
bweeks@peiupse.ca

Mark Barrett: Communications & Campaigns Officer
mbarrett@peiupse.ca

Norma Burns: Membership Records Coordinator
nburns@peiupse.ca

Mary MacLean: Education and Meetings Coordinator
peiupse@peiupse.ca

Jackie McCaughey: Accounting and Technology
Coordinator
jmccaughey@peiupse.ca

Annual UPSE Golf Tournament at Brudenell

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



First Place!

The winning team (L-R) was Chris Ellis, Brian Ramsay, Brian Hiscock and Bruce Horne. They shot a 61 which is a great score for this challenging course.



Second Place!

The second place team was (L-R) Johnny Walsh, Candice Paul, Jill Matthews and Andy Matthews. They shot a 63 - well done!



Third Place!

The third place team was (L-R) Jamie McInnis, Craig Murphy, Eric McInnis and John Gotell. They finished with a respectable 64!



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



58th Annual Convention

Delta Prince Edward Hotel - Queen Street, Charlottetown

Friday, November 15, 2019

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
- Adoption of Agenda
- Adoption of Rules of Order
- Adoption of Elections Procedure
- Minutes of 57th Annual Convention
- Report on 2018 Resolutions

7:30 pm - President's Report and Address

8:00 pm - 2018 / 2019 Committee Reports

8:30 pm - 2019 Resolutions, First call for exec nominations

9:00 pm - Adjournment

Saturday, November 16, 2019

8:30 am - Registration

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

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

10:00 am - Credential Committee Report
- 2019 Resolutions
- Second call for executive nominations

10:30 am - Break

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

10:50 am - Guest Speaker

11:30 am - 2019 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

2:45 pm - Break

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

3:15 pm - 2019 Member of the Year Award
- Cooke Insurance

3:30 pm - Last call for executive nominations
- 2019 Executive Elections, 1st and 3rd Vice President

4:00 pm - Adjournment

Saturday evening events:

6:30 pm - Reception

7:00 pm - Banquet and Retiree Recognition

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

Elections for the positions of First Vice President and Third Vice President will be held at UPSE's Annual Convention on November 16, 2019. 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 19, 2019 deadline include Doug Ferguson, First Vice President (offering for First Vice President), and Jim Ryan, Third Vice President (offering for Third Vice President). *Nominations that were not received by August 19, 2019 will be invited from the floor at the upcoming Annual Convention.*

Doug Ferguson offers for First Vice President

Greetings Sisters and Brothers, my name is Doug Ferguson and I am seeking your support at this year's PEI UPSE Convention where I am re-offering for the position of 1st Vice-President.

I have worked as a Resident Care Worker (RCW) at Hillsborough Hospital for 31 years now and have been an active UPSE member for 28 of those years.

Currently, I am the Executive adviser for the Education committee and have served as adviser to other committees in the past. I continue to be an active Steward for local 7 representing Mental Health & Addictions, Acute Care & Group Home Workers.

Some of the positions I have held are: Director of Local 7, Chief Steward Local 7, 3rd Vice President of UPSE (2 terms), as well as representing RCW's twice at contract negotiations.

Over the past year Jim Ryan, Paula Matheson and I have worked very hard on a reclassification for RCW's. I am very proud of the work we put into it, and we are very pleased to announce that the Public Service Commission has agreed with the reclassification! RCW's will now be Level 9.

Over the past 28 years I have made sure to continue to educate



Doug Ferguson, First Vice President

myself with many of the courses that UPSE has offered over the years 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 am re-offering for 1st Vice because I see our Union working cohesively and doing positive things to move this Union forward. We are more united in our fight to protect our members in the ongoing issue of Violence in the Workplace and we are pushing the employers to acknowledge the issue and do something about protecting YOU the members.

The experience I have gathered over my 28 years as a union activist has only strengthened my enthusiasm, dedication and passion for the Labour movement. Working with the Executive and Board of Directors to move UPSE forward and continue to grow is my promise to you.

I promise I will continue to work hard on your behalf and I truly look forward to seeing you at your local meetings and at the Annual Convention. If you have any questions please feel free to email me at dougrum@hotmail.com or ask me at your local meetings.

Thank you,
In Solidarity
Doug Ferguson

Jim Ryan offers for Third Vice President

Greetings brothers and sisters; my name is Jim Ryan and I am seeking your support in my re-election as your 3rd Vice President.

I have been an UPSE member for 18 years. I'm proud of my service as a Shop Steward, Chief Steward and Vice President. I serve as an executive officer on the constitution and bylaws committee as well as the membership services committee.

I am always working for our members and their interests. Through continuing union educationals, I remain informed and emboldened to help members face whatever challenges lie ahead.

Some of my union related courses include:

1. Steward training, levels I, II, III, IV and Advanced Steward training
2. Bully Free Workplaces
3. Duty to Accommodate
4. Mobilizing the Membership, and
5. Building our union through media and education.

I believe the education offered by our union is valuable in creating better unionists and stronger activists. Empowering the membership must be a chief mandate for our union going forward. I'm excited to see our union move in a positive direction



Jim Ryan, Third Vice President

as we explore new initiatives to engage members and the public, while building our union brand.

I ask for your support so I may continue to move our efforts forward and build a union we can all be proud of.

Thank you,
In Solidarity
Jim Ryan

Annual Convention: Resolutions

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

Submitted by the UPSE Stewards Council

ASSISTANT DIRECTOR, STEWARD AND SECRETARY ELECTION

The intent of this resolution is to ensure that where there are more nominations than the number of vacant positions, an election by secret ballot shall be held.

Submitted by the UPSE Stewards Council

STEWARDS DUTIES

The intent of this resolution is to clarify in the Constitution that the role of a Steward is not only limited to involvement in the processing of grievances but is fluid and evolves over time.

Submitted by the UPSE Board of Directors

UNIVERSAL PHARMACARE

The intent of this resolution is for UPSE to join with NUPGE and the CLC in their campaign to ensure the federal government establishes a universal, single-payer, public Pharmacare plan for Canadians. One in three Canadians don't have prescription drug coverage through their employer, and women, young people and other vulnerable groups of workers are even less likely to have employer funded pharmaceutical coverage.

Submitted by the UPSE Board of Directors

BAN PRIVATE PAID PLASMA COLLECTION

The intent of this resolution is for UPSE to lobby the provincial government to ban private paid plasma collection companies and join with NUPGE and

the CLC in demanding that the federal government impose a nation-wide ban on private, paid plasma collection. Provinces like Saskatchewan and New Brunswick are allowing private companies to pay people for plasma, bringing privatization and questionable safety standards into Canada's plasma supply.

Submitted by the Board of Directors

MENTAL HEALTH STRATEGY

The intent of this resolution is for UPSE to advocate with NUPGE for the continued implementation of the *Mental Health Strategy for Canada* as developed by the Mental Health Commission of Canada. Creating mentally healthy workplaces benefits workers, their families and employers while contributing to the economic prosperity of the province.

Submitted by Local 19

INCREASE MILEAGE

The intent of this resolution is for UPSE's Finance Committee to look into increasing mileage rates for UPSE members. The cost of operating a vehicle is increasing and other private, non-profit and government organizations are often reimbursing mileage rates at a higher rate than UPSE. UPSE does not want to cause undue hardship to its members.

Submitted by Local 19

DANCE AT CONVENTION

The intent of this resolution is for UPSE to commit to increasing the number of members at the dance through more promotion including the advertisement of prizes. UPSE makes a special effort each year to have a dance with live music at convention and Local 19 is offering their help with the dance by awarding prizes for spot dances and other fun ideas.

Submitted by Local 3

HOME CARE

The intent of this resolution is for UPSE to lobby the provincial government to provide all required wound care supplies home care patients need. Home care patients in PEI are required to provide their own wound care supplies including medicated ointments, tape, gauze, saline and anything else needed to maintain proper wound care. When patients are discharged to their home, they may receive a two week supply, however, after that supply is used the clients are required to provide their own supplies.

Submitted by the Board of Directors

PRIVATIZATION

The intent of this resolution is for UPSE to continue to campaign and fight against

the privatization of any public service. Privatization is a threat to high quality public services. When a public service is privatized the profit motive leads to higher costs, lower quality services and lower levels of safety and accountability.

Submitted by the Board of Directors

FIRST CONTRACT LEGISLATION

The intent of this resolution is for UPSE to lobby the provincial government to introduce first contract legislation. First contract legislation promotes fairness and better relationships between workers and employers when they first enter into collective bargaining. The legislation recognizes that workers have the right to join a union and the right to a first contract within a reasonable time frame.

Submitted by Local 6

SINGLE USE PLASTICS

The intent of this resolution is for UPSE to commit to eliminate all single use plastic products from its office, and union related functions and events. Further, UPSE should require its partners, such as catering companies, to do the same as a condition of hiring for service. UPSE should be a proactive leader in our community.

Submitted by Local 6

CLIMATE CHANGE

The intent of this resolution is for UPSE to do its part to fight climate change by lobbying the provincial government to research and invest in making PEI a self-sustaining province (that uses renewable energy sources) within twelve years. The federal and provincial government have committed to building a climate change research centre and school in the North Shore community of St. Peter's Bay, and the UN Intergovernmental Panel on Climate Change (IPCC) has warned there is only a dozen years for global warming to be kept at a maximum of 1.5 degrees Celsius beyond which even half a degree will significantly worsen the risks of drought, floods, extreme heat, and poverty for hundreds of millions of people.

Submitted by Local 6

YOUTH COMMITTEE

The intent of this resolution is for UPSE to establish a youth committee with a mandate to generate interest and involvement of youth in the union, through peer support and social media. It's important that UPSE involve and empower its young members as leaders.

Submitted by Local 8

RECRUITMENT/RETENTION OF DIFFICULT TO FILL POSITIONS

The intent of this resolution is for UPSE to advocate and work collaboratively with the employer to set up working groups to address issues of recruitment and retention in professions where vacancies that are difficult to fill exist. UPSE remains steadfast in its commitment to protect the membership and the delivery of public services.

Long standing job vacancies can negatively affect the delivery of public services and create undue stress for the membership. Many UPSE members find themselves in work sites where there are long standing vacancies that are difficult to fill, and these challenges have only been exacerbated with the recent and continuing expansion of programming and services within Mental Health & Addictions and Social Development & Housing.

Submitted by Local 7

PROVINCIAL PENSION

The intent of this resolution is for UPSE to lobby the provincial government to reverse their decision and reinstate the best three or five-year earnings and change the retirement number from 57/62 back to 55/60. In 2013 the provincial government legislated a

change in the Provincial Pension plan from the best three years to career average indexing. This has caused a hardship to UPSE members especially the younger generations.

Submitted by Local 6

Convention Kits

The intent of this resolution is for UPSE to offer convention materials in either digital or paper format. Kits use a large amount of paper and some members may prefer to use a computer, phone or tablet to interact with their convention kits.

Police and Peace Officers Memorial

This is the 22nd year that UPSE has sponsored attendance at the Police and Peace Officer Memorial Service in Ottawa. This service gives Canadians an opportunity to express their appreciation for the ultimate dedication of these police and peace officers.



Pic L-R: Brett Hancock (Youth Worker), Kelly Campbell (Youth Worker and Correctional Officer), Jeff MacDonald (Correctional Officer), Chris Oatway (Scheduling Officer) and Myles McInnis (Correctional Officer).

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

2018-2019 Budget

Forecast to July 2019

Approved Budget 2019-2020

Revenues

Dues	2,400,000	2,400,000	2,407,000
*Social Fund	11,500	12,500	12,500
Building Renovation fund	33,000	34,000	34,000
Health Development and Training	30,000	30,000	30,000
Other Income (Fun Day / Golf / etc.)	<u>16,000</u>	<u>16,000</u>	<u>16,000</u>
Total Revenue:	2,490,500	2,492,500	2,499,500

Expenses

Advertising	20,000	21,000	21,000
Audit	9,200	9,200	10,000
Bank charges and interest	2,000	300	800
Building and grounds maintenance	25,000	20,000	25,000
Cleaning	18,630	18,755	19,003
Dues and fees	129,000	155,000	160,000
Electricity	8,000	7,700	8,000
Fuel	8,000	7,400	8,000
Insurance	16,500	16,250	18,000
Office supplies and expenses	25,000	22,000	25,000
Equipment rental	30,000	25,000	30,000
Postage	5,000	6,700	7,500
Taxes	22,000	21,300	23,000
*Social fund	11,500	15,000	12,500
Telephone and fax	16,000	17,000	18,000
Travel - Staff	<u>8,000</u>	<u>5,500</u>	<u>21,400</u>
Total:	353,830	368,105	407,203

Employment

Wages - Staff	816,000	750,000	850,000
Wages - President	90,259	90,259	90,259
Benefits - President	16,698	16,698	16,698
Employee Benefits	150,000	152,000	156,000
Severance Pay Allocation	25,000	25,000	15,000
Early Retirement Fund Allocation	15,000	15,000	15,000
Training - Staff	<u>14,953</u>	<u>3,800</u>	<u>20,852</u>
Total:	1,127,910	1,052,757	1,163,809

PEI UPSE: Approved Budget (continued)

Other	
Benevolent	1,500
Campaigns	30,000
Legal and Professional Fees	200,000
Newsletter (Advocate)	18,000
Photography	500
Reference Materials	10,000
Defense fund	<u>10,000</u>
Total:	270,000

	500
	1,000
	150,000
	19,525
	240
	10,000
	<u>10,000</u>
Total:	191,265

	0
	35,000
	180,000
	20,000
	500
	10,000
	<u>10,000</u>
Total:	255,500

Committees	
Women's Committee	5,000
Annual Convention	115,000
Bargaining	145,000
Board & Chairpersons	80,000
Constitution & Structure	5,000
Education	90,000
Executive Officers	45,000
Finance	3,000
Membership Services & Communication	42,000
NUPGE travel pool	35,000
Pensions & Insurance	3,500
Recreation / Public Relations / Convention	70,000
Staff Relations	22,000
Stewards Council	<u>45,000</u>
Total:	705,500

	2,000
	108,000
	30,000
	15,000
	600
	40,000
	35,000
	750
	38,000
	32,000
	1,000
	70,000
	29,000
	<u>30,000</u>
Total:	431,350

	5,000
	115,000
	90,000
	75,000
	2,500
	100,000
	46,000
	2,000
	43,000
	40,000
	5,000
	90,000
	8,000
	<u>50,000</u>
Total:	671,500

Total cash inflow	2,490,500
Total cash outflow	2,457,240
Budgeted cash inflow (outflow)	33,260

	2,492,500
	2,043,477
	449,023

	2,499,500
	2,498,012
	1,488

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 bursaries that UPSE awards annually. Twelve of the bursaries are **\$500** and one, the Laurie Jenkins Memorial, is valued at **\$1000** as well as another 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 an accredited post-secondary institution. Bursaries are available for both in-province 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 and be a member in good standing (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 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/dependant) **3) Financial need**. A fourth factor - **community involvement** - will determine the 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 3, 2019 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.

Abuse of Power

Individual Grievance (Health PEI)

A member was called aside by her supervisor in a hallway with regard to her attire. The Supervisor, in front of co-workers and other staff, questioned why the member did not have her hair up properly. The member explained her hair was in a ponytail and she wasn't sure what more she needed to do. The supervisor then began to belittle the employee in the hallway in front of coworkers and residents. The Member in question was so upset and hurt by the employer's actions she felt she had to leave the workplace. The member was then reprimanded for leaving the worksite.

The Union has grieved the employer's discipline specifically the abuse of power that the supervisor exhibited. The Union has grieved the discipline article, employee rights and the management rights article.

Dues Error

Individual Grievance (Civil Service)

A member was seconded to an education position and, in error, was paying dues to the PEI Teachers' Federation (TF). The TF's dues are twice as much as the dues UPSE members pay in the Civil Service. Once the member found out that he should have been paying UPSE dues he asked

to be reimbursed the difference. The TF refused and UPSE has filed a grievance.

Travel and Shift Policy

Policy Grievance (Health PEI)

Recently, Home Care asked members to start their shifts at their first residence. This is a change in practice for the employer and has added significant travel time for some of our members. This travel is expected to be done on the employees' time and is an example of the change in past practice where members were expected to report to the work site to start their shift. Further changes to the travel policy state that, when asked, our members must transport students and co-workers. UPSE has been firm that our members will not be transporting students or co-workers. UPSE has grieved management rights, employee rights and the travel policy and articles.

Failure to Accommodate

Individual Grievance (Community Connections)

The employer failed to accommodate an injured member. The member felt she could have returned to work and performed most of her duties; however, the employer did not accommodate her. The member's doctor also felt she should have been accommodated. UPSE filed a grievance at step one and the employer has denied the grievance. UPSE is moving the grievance to the next level.

Harassment

Group Grievance (Civil Service)

A number of employees at an LCC outlet complained about harassment from their supervisor. The employer looked into their complaint and found no harassment. All the employees were casuals and have since been let go or shuffled to other stores. The employer has said this was purely coincidental. Employees do not believe their complaint was handled properly. UPSE filed a grievance on behalf of the employees and now is heading toward an arbitration hearing.

Refused Bereavement

Individual Grievance (Civil Service)

A member was refused bereavement leave for the death of a child's grandparent due to being divorced. Wording in the collective agreement states that there is bereavement leave for "mother-in-law" but the employer is arguing that due to divorce, the mother-in-law is an "Ex" mother-in-law. The member is saying this is discriminatory on the basis of family status and is therefore, in violation of human rights guidelines. A grievance was filed in August and has progressed through 3 steps. UPSE is now awaiting a response from the Deputy Minister.

Civil Service/IRAC/WCB Bargaining update

The Union of Public Sector Employees and the Civil Service signed a new collective agreement in September 2019. The UPSE bargaining team worked hard to secure a fair wage and benefit package for the membership over the next four years. President Jackson thanks Troy Warren (Lead Negotiator) and all of the team members who worked so hard on UPSE's behalf to bring the best possible deal to our members.

Morell and Area Early Learning Centre

The Union of Public Sector Employees and Morell and Area Early Learning Centre have signed a new two-year collective agreement. UPSE President, Karen Jackson, thanks the bargaining team (Hans Connor, LRO/Lawyer and Maxine MacDonald, Early Childhood Educator) for their work in negotiating a fair wage and benefit package for the membership.



Pic L-R: Kevin Gotell (UPSE Secretary Treasurer), Angela MacDonald (Morell and Area Secretary Treasurer), Karen Jackson (UPSE President) and Hans Connor (UPSE LRO/Lawyer).



Pic Top L-R: Jason Rendell (HR Manager), Rona Smith (Executive Director, Executive Council Office), Susan Harris (UPSE Bargaining Team), Steve Mollins (Co-Chair, UPSE Bargaining Team), Brian Bruce (UPSE Bargaining Team) and Kurt Taylor (UPSE Bargaining Team).

Pic Bottom L-R: Isabelle Keeler (Lawyer, Cox & Palmer), Tanya Rowell (Director, HR and Labour Relations), Darlene Compton (Minister of Finance), Karen Jackson (UPSE President), Kevin Gotell (UPSE Secretary Treasurer) and Troy Warren (UPSE Lead Negotiator).

Community Inclusions Bargaining update

Community Inclusions Ltd. ratified a new three year collective agreement as of October 17, 2019 with significant support from the membership. The wage increase over three years is 2%, 2%, and 3%. A new Labour Management Committee was also established. President Jackson thanks the UPSE bargaining team for their hard work in negotiations.

Lady Slipper Villa Bargaining update

Lady Slipper Villa ratified a new collective agreement as of October 10, 2019 with significant support from the membership. The new agreement is for three years. President Jackson thanks the UPSE bargaining team for their hard work in negotiations.

Health PEI Bargaining update

The collective agreement between UPSE and Health PEI expires on March 31, 2019. All pertinent info about the bargaining process for members (dates and proposal form etc.) is available in the "collective bargaining" section of UPSE's website. A link has been emailed to members. Please ensure your contact information is up-to-date with UPSE. See "update contact info" on UPSE's homepage (www.peiupse.ca). Bargaining info will also be mailed to members who don't have an email address.

City of Charlottetown Bargaining update

The collective agreement between UPSE and the City of Charlottetown expires on December 31, 2019. UPSE will be assembling the bargaining team and sending out demand forms in the near future.

Do You Want to Join a Union?

Do you know a group of non-unionized workers who might be interested in joining UPSE? If so, **please contact** Melissa Bruce, UPSE Resource and Organizing Officer, at **902-892-5335**, toll free **1-800-897-8773** or e-mail **mbruce@peiupse.ca**

UPSE offers a wide range of membership services including professional staff to help you when problems arise in the workplace (full grievance support), experienced negotiators to bargain fair and equitable contracts on your behalf, a wide range of educational opportunities, and a benefit program for members.



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

PEI UPSE Bargaining Units

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

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



PEI UPSE
now on
Facebook



" LIKE & SHARE
our page to WIN!"

PEI UPSE is now on Facebook!

Search for the "PEI UPSE" page and
click on "Like this page."

CONTEST

"LIKE" our page & "SHARE" this post
and COMMENT below that you "LIKED & SHARED."

One lucky winner will receive an UPSE Jacket
along with other UPSE swag. Contest will go
until November 14th!

UPSE Dance!

Delta Prince Edward, Charlottetown

All members are invited to
UPSE's 58th Annual
Convention/Christmas Dance!

Saturday, November 16
9 pm to 12:30 am

Entertainment by
Eddy Quinn & Old Habits



Endless Savings & More (ESM) Discounts on your smart phone for PEI UPSE Members



Download the PEI UPSE version of the ESM App to save on everyday purchases from hundreds of businesses including national chain retailers, service and travel providers.

To get the ESM App, go to your app store (Google or Apple). When you first download the ESM App, you will be asked for the "organization code" for PEI UPSE. It's: upse



Wish you were here?

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Follow Karen Jackson (UPSE President) on Twitter!

Follow UPSE's President, Karen Jackson, on Twitter @kjacksonupse for the latest on UPSE news, events, labour and social issues.

Karen will be sure to follow you back!



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