

THE ADVOCATE

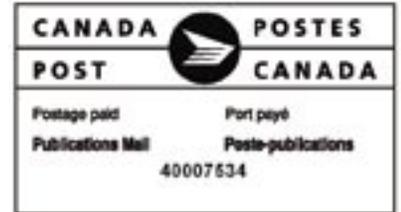
Prince Edward Island Union of Public Sector Employees

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MAILING LABEL



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Dear Members,

Welcome to the spring edition of *The Advocate*. Your union has been busy on a number of fronts forging ahead with new collective agreements, introducing new educational opportunities for members, and working to ensure your rights and benefits are protected and upheld.



Karen Jackson
President, UPSE

I want to welcome *Lady Slipper Villa* and *Community Connections* to the PEI UPSE family. *Lady Slipper Villa* signed their first collective agreement in January and *Community Connections* has just ratified and signed their first collective agreement. This is great news for all concerned. Our union is growing and together we will foster strong and vibrant workplaces that improve the lives of workers, and help create a healthy economy in Prince Edward Island. Please see pg. 12 of this edition of *The Advocate* for a complete bargaining update.

I am pleased to report that the union is creating more educational opportunities for the membership in response to continued demand for our regular course offerings as well as interest in key areas such as the bargaining process, workplace safety and attendance management. I encourage all members to consider taking a day course here at UPSE. There is no better way to learn more about your union and about important workplace issues that affect us all.

I also want to remind the membership about our *Bully - Free Workplace Program*. We have made great strides with this program as we continue to train members as facilitators who then deliver workshops in the workplace. To date we have delivered the workshop to approximately 2,000 members and we are continuing to reach out to do more. Please see pg. 14 of this edition of *The Advocate* for more information.

Issues of concern for the union include mention in the government's spring budget about a review of public sector retirement allowances, and the recent announcement that Mill River will be leased to a private company. The union has been assured that any changes to the retirement allowance will not be legislated, and we have communicated to government that the retirement allowance provisions are protected by current collective agreements. In regard to the Mill River lease deal we have requested that government respect the consultation process outlined in the collective agreement moving forward. The union was not notified about Mill River until just prior to the announcement. It's important that the consultation process is adhered to so the union can ensure the rights of any members affected are protected under the collective agreement.

In closing, I look forward to visiting UPSE workplaces and meeting our members and discussing your concerns. Remember, UPSE is your union and only by working together do we move forward.

In Solidarity,
Karen Jackson
President, UPSE



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.

UPSE Executive Officers

President: Karen Jackson
kjackson@peiupse.ca

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

Second Vice-President: Wilma Ramsay
wramsay@wcb.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

Cathy MacKinnon: Resource & Organizing Officer
cmackinnon@peiupse.ca

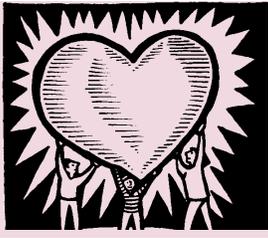
Blair Weeks: Research, Education and Policy Analyst
bweeks@peiupse.ca

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

Tammy Laybolt: Membership Records Coordinator
tlaybolt@peiupse.ca

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

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



Union Donates \$14,300 through PEI UPSE Has a Heart Campaign

The PEI Union of Public Sector Employees has donated \$14,300 to non-profit community organizations across Prince Edward Island through the **PEI UPSE Has a Heart** campaign.

Karen Jackson, President of PEI UPSE, says “the *UPSE Has a Heart* campaign is all about the membership helping to support community organizations in Prince Edward Island that make a difference for Islanders; organizations like the Alzheimer Society of PEI, Children’s Wish Foundation, and the Special Olympics” (see complete list below).

PEI UPSE members contribute 10 cents per pay to a social fund that the union first established in 1984. Member contributions this year allowed the *UPSE Has a Heart* campaign to donate \$14,300 in total.

“I want to thank our members for making this special campaign possible. Through *UPSE Has a Heart* we have been able to assist thirty-six organizations with the average donation being approximately \$400. These organizations are doing so much with so little to make PEI a better place for everyone. I’m so glad the union is able to help in any way possible,” says Jackson.



Pic (L-R) Karen Jackson (UPSE President), Chris MacPherson (Special Olympics), and Chriissy Murphy (Chair, UPSE PR Committee). Karen Jackson presents Chris MacPherson with a cheque for \$500 in support of the Special Olympics. Chris is a member of the Special Olympics PEI Curling Team.

Spay Aid PEI
 People First
 Victoria Quilts
 West Prince Family Violence Prevention Services
 Healthy Choices
 Hillsboro Youth Group
 John Howard Society
 Kings Playhouse
 Murphy’s Centre Tax Preparation
 Island Pregnancy Centre
 Big Brothers Big Sisters
 PEI Citizen Advocacy

Cat Action Team
 Alzheimer Society of PEI
 Emyvale Recreation Centre
 Westisle Power Lifting
 Island Peace
 Children’s Wish Foundation
 PEI Rape and Sexual Assault Centre
 Special Olympics
 Mental Health Outreach
 Canadian Cancer Society
 St. Mary’s Volunteer Group
 Kensington Meals on Wheels

Athena Breakfast Program
 PEI Ground Search & Rescue
 Summerside Sea Cadets
 Schizophrenia Society
 First Baptist Suppers
 Heart and Stroke Foundation
 Young Men Can Achieve
 Elm Street School Breakfast Program
 Hemophilia Society
 Summerside Boys and Girls Club
 CNIB Ladies Auxiliary
 Kensington Lions Club

Life/Work Balance

Balancing responsibilities is a constant struggle - work, child care, elder care, and maintaining a household are time consuming and can use all of our energy.



Dina DesRoches,
Director, Local 10

Other than work, most of the responsibilities fall more to women than men. Life/work conflict happens when work responsibilities interfere with one's ability to fulfill care giving responsibilities, attend to household chores, and pursue healthy activities like exercise and sleep. Studies indicate women experience higher levels of stress and life/work conflict than men. Women often would like to participate in union and community activities, and in politics, however, are caught in a time crunch. A 2012 nation wide study revealed an increase in hours worked, with 68% of men and 54% of women working more than 45 hours per week, compared with 55% of men and 39% of women in 2001. In 2012, 82% of women between the ages of 25 and 54 were in the paid labour force.

In 2009 the National Union of Public and General Employees published the results of The Quality of Women's Lives Survey on their website. The survey was open to all women- union and non-union and they received 464 responses. At that time, 62% of respondents said work interferes with family and 48% said the stress of

life/work conflict is getting harder. Research shows workers who have high life/work conflict are more likely to be in poorer mental and/or physical health and more likely to forgo leisure to address work demands. Heart disease, pain, stomach problems, and emotional health problems are health hazards of stress. NUPGE's survey found 78% of respondents lose sleep due to family stress often or regularly, 72% said they miss out on exercise activities, and 70% lose sleep due to workplace stress. 56% of women who responded check their work e-mail at home and 90% said managing stress was a problem for them. 34% said they suffered an illness or injury as a result of work pressure in the last six months. If I was to respond to such a survey today, I would be included in the 34%. I had the idea to write this article in April of 2015, however, as most women can understand, I had difficulty fitting in the time to write. Since then I was off work for several months due to a workplace injury, so now I feel it is even more important to reach out to other union women (and men) to talk about the importance of life/work balance for all of us.

Statistics compiled by Statistics Canada clearly show time stress and life/work conflict are higher for women. NUPGE's survey found 72% of women do most of the house cleaning, 66% of women do most of the cooking, and 66% of mothers reported doing most of the child care.

Statistics on the use of time in 2011 revealed the gap is closing between women and men in terms of time spent on housework and most of the increase was for men between ages 20 to 29 - the younger generation.

In reading on this topic, I realized in some ways, I fit the typical profile of someone facing many of the challenges facing women: I have been a Social Worker working full time for over 30 years which has had its stresses and has taken an emotional toll over time. I, along with my partner, look after our home and pets. I have spent much of my spare time over the past 6 years assisting my mother to care for my father who has a worsening long term mental and physical health condition. Most of the support is emotional rather than providing direct care but this can be a strain over time. I also try to devote time to my union, exercise, hobbies, and community volunteering. In other ways, I do not fit the profile: I don't have the added responsibilities of child care so cannot imagine how much more women who are mothers would be struggling to keep everything balanced. Also, I am lucky to have a partner who is very active in home and yard care including grocery shopping, and cooking.

There are impacts of life/work conflict in several areas: impacts on women's health, women's careers and equality in the work place, community and family life, political involvement, employee retention

and satisfaction, and costs to the health system. Women are more likely than men to miss work due to family needs and to put family ahead of work demands. This can be limiting for women's chances of promotion and advancement depending on the work culture of their workplaces. In the 2009 survey women provided 29 hours of unpaid care giving per month compared to 16 hours for men. Mothers also have an added challenge because child care expenses are often not affordable. Single mothers and those who work shifts are even more in need of help.

Changes that could help:

Recognition that much of the work done by women is unpaid work and it is just as valuable in society as paid work. With an aging population, many women are helping to care for relatives, neighbours, and friends by providing direct care, doing errands, house work, grocery shopping, driving for doctor's appointments, etc. It is essential, and the right thing to do, for people to look after others who need assistance.

Development of a national child care strategy. Canada consistently ranks lowest among developed countries in terms of public funding for and access to early learning and child care spaces. Some provinces, like Quebec, have better child care programs than others and the whole country could benefit from improvements.

Improved employment related policies.

Policies such as flexible work hours, job sharing, paid leaves for personal reasons, paid family illness leaves, the ability to work from home, support in workplaces for coping with stress, nutrition and fitness, and having a sufficient number of employees to meet work demands would be positive changes.

More awareness that women need to work to support their families. Those in society who believe women should stay home and not be in the workforce if they experience stress and "can't do it all" need to realize that most families need two incomes. No one would think of saying "men shouldn't be in the workforce, unless they can do the child care and housework on top". We need to change the cultural expectations so women can get rid of the guilt they feel over not doing enough at home and at work. Constantly feeling guilty and trying to do more leads to increased stress levels.

Making it more acceptable to put time and effort into family. There have been studies on children's school performance and children's health that have shown the importance of time spent with parents. NUPGE's survey found 83 % of parents miss out on school events, 68% miss children's bedtimes, and 40% miss their children's sporting events.

Equitable division of labour in the home.

If there was more equal division of household chores and child care it would

give women more time to pursue activities such as sleep, exercise, and socializing with friends and family which are proven to help decrease stress.

Overall, we need a workplace culture that values healthy employees and their families and a culture that values women's unpaid work.

What are your barriers to balance?

- long hours
- cost of elder care
- lack of quality child care
- shift work
- cost of child care
- mandatory overtime
- lack of shared work at home
- lack of flexible work hours

What can you do to make positive changes?

Learn the sections of your collective agreement that assist you in meeting your family obligations. Remember to ask for family friendly additions to the collective agreement when it comes to bargaining time. Work towards more equal division of household and child care duties with partners or children old enough to help. Take breaks to rejuvenate and re-energize-even 10 minutes doing something you enjoy can change your perspective. Personally, exercise, visiting friends, being a spectator at youth sports, painting lessons, and changing my thinking so that I focus on my own health first, has been part of my journey for the

past year. I hope more women change their priorities by adding one more thing in their lives that increases their life/work balance. I have experienced the benefits and it is worth it!

Sources:

Life/Work Balance Findings, Updated: January 2013, and Life/Work Balance Educational, National Union of Public and General Employees

UPSE Member Makes Big Difference in Small Hospital

The following story by the PEI Pharmacists Association highlights Amy Carpenter's work as a Pharmacist in Kings County PEI.



Amy Carpenter, Local 8

Kings County Memorial Hospital in Montague, PEI is so small that the sole pharmacist shares a space with the doctors and does a lot of work at the nurses' station. Amy Carpenter, RPh likes it that way. It creates more opportunities to collaborate with her colleagues, all for the sake of better patient care.

"I make sure people get the most appropriate medication, so they can

prevent disease, get their pain under control, avoid side effects and get out quicker," says Carpenter, who has spent five years here. "That's the best part of the job as a hospital pharmacist."

Kings County Memorial is a 30-bed hospital a half hour east of Charlottetown. They have an emergency open 8 a.m. to 10 p.m., plus lab, x-ray, diagnostic, physiotherapy and nutritional counselling services.

The seven doctors continually consult Carpenter as the medication expert. "I get questions when things aren't always clear cut," she says. "We talk through risks and benefits of medications, and they value my opinion of what I would do in a certain situation. So we come to a joint decision."

The nurses, too, go to Carpenter to review issues like reactions to a medication. They'll troubleshoot on the spot, often avoiding the need to call on a physician. Other allied health professionals rely on Carpenter's knowledge and judgment. If a patient seems drowsy or has an upset stomach, for instance, the physiotherapist or dietician might ask Carpenter to check a possible link to a medication.

Carpenter's alertness has been invaluable. Once, a patient was admitted with an order for a blood thinner. Carpenter knew

that wasn't recommended for someone on dialysis. She discussed the matter with pharmacy colleagues in Charlottetown and a coagulation clinic in Halifax, and made recommendations to the attending physician. Thanks to Carpenter's catch, the patient was switched to an alternate medication.

Before Kings County, Carpenter was a community pharmacist in Exeter, Ont. She was originally interested in public health nursing, but understood that she could have an impact on educating patients in the pharmacy too.

She saw that firsthand growing up in Souris, PEI, on the eastern end of the island, population 1,200. The town pharmacists worked closely with the local doctors, and knew everybody by name.

"You were always comfortable asking them questions, because you knew they did a lot more than count pills," says Carpenter.

That's one reason she loves working in a small hospital in a small community. It's a chance to practice hand-in-hand with a team of health care professionals, and go beyond filling orders to ensure the best possible care through medication. "That," says Carpenter, "is what the pharmacist should be."

Employee Innovation Awards Program

The Employee Innovation Awards program encourages public service employees to think about ways to improve their workplace, and to forward these ideas for consideration and possible implementation.

Casual, temporary, permanent and contract public service employees can participate in the program and may be eligible to win a gift or cash award.

The *Employee Innovation Awards Advisory Council* reviews the innovation ideas that are submitted. Current council members include:

Bobby Cameron,
Agriculture and Fisheries

Sandra Jamieson
Communities, Land and Environment

Melissa MacLaren, Chair
Economic Development and Tourism

Kellie Mulligan
Economic Development and Tourism

Mark Derry
Education, Early Learning and Culture

Carrie Keizer
Family and Human Services

John Morrison
Health and Wellness



Michele Ling
Justice and Public Safety

Katie-Rose Stevenson,
Coordinator

PEI Public Service Commission

Brad Gordon
Transportation, Infrastructure Renewal and Energy

Kevin Gotell
Union of Public Sector Employees

Lori Trainor
Workforce and Advanced Learning

Allie McAlduff
Finance

The criteria for an **eligible suggestion/idea** includes: a clearly stated submission with the stated benefits; how the innovation can be implemented, how it will save costs, time, and resources, how it will improve service, increase productivity and / or improve workplace health and safety.

Ideas can apply to an employees own work unit, or can apply to other areas

of government, and / or the general public. Ideas will be received by the *Employee Innovation Awards Advisory Council*. The council will review the idea, and if accepted will forward it on to the deputy head of the department. If the idea is accepted at the department head level it will be implemented and the results will be monitored.

Cash awards for innovative ideas are presented only after the innovation has been implemented and monitored for a twelve month period. The amount of the award will depend on the net savings the innovation generates. Awards may also be given if the innovation results in indeterminable cost savings.

Ineligible ideas include: ideas that an employee is capable of implementing or has the authority to implement themselves; ideas that relate to collective bargaining or employee benefits. Remember, the best suggestions are well thought out, clearly presented, and readily implemented.

Innovation award forms can be found online at <http://iis.peigov/awards/index.html>. Innovation forms should be submitted to the following:

Employee Innovation Awards Program Coordinator, Public Service Commission.

First floor, Shaw Building North,
105 Rochford Street, PO Box 2000,
Charlottetown, PE, C1A 7N8

Would you like to help others impacted by Cancer?

Relay For Life is the Island's largest annual fundraiser in the fight against ALL cancers and accounts for 40% of all donations annually to the Canadian Cancer Society PEI.

Because of donations large and small, last year, they were able to help 1,491 Islanders with cancer support and prevention services. An additional 3,500 Islanders learned how to reduce the risk of cancer through educational presentations and tens of thousands more were reached through website, radio, TV and newspaper.

Join hundreds of Islanders in a community near you: **Friday, June 3, 2016** - Kensington Community Gardens



Friday, June 10, 2016 - Red Shores Summerside Raceway

Saturday, June 11, 2016 - Former Brudenell Campgrounds

Friday, June 17, 2016 - Westisle Composite High School

Friday, June 24, 2016 - Confederation Landing Park NEW LOCATION!

Register today to start raising funds for cancer support - **Relay For Life** events in 2015 generated almost \$300,000!

Relay For Life is a celebration of cancer survivorship, a tribute to the lives of loved ones lost and a night of fun, entertainment, friendship and fundraising to beat cancer.



Picture yourself walking a track while hundreds of people – family, friends, co-workers and neighbours – cheer you on. The baton you hold in your hand is a powerful symbol of your personal commitment to make an impact in the fight against cancer. As you complete your lap and pass the baton to a teammate, you feel an overwhelming sense of pride in knowing you're united with Canadians in communities across the country to create a world where no one fears cancer.

Register now by visiting - www.relayforlife.ca or calling Christian Gallant at 1-866-566-4007.



Att: Seasonal Workers

Please ensure that your union card is signed, and your contact information is updated through your admin. office or online at www.peiupse.ca.

UPSE Member Profile: George Doyle, Deputy Sheriff

George Doyle is an UPSE member and works as part of a team consisting of eight Deputy Sheriffs, three Security Officers, the Prince County Sheriff, and the Chief Sheriff in the Department of Justice and Public Safety. George works hard every day to protect Islanders by fostering safe communities, access to justice, and respect for the law. He has worked in the public service for twenty-seven years, the first twenty as a Correctional Officer, and the last seven as a Deputy Sheriff.



George Doyle, Deputy Sheriff
Queens County Sheriff Services

We are trained to remain calm in these high-risk situations, to use tact and ultimately to avoid violent confrontation.

George Doyle

Deputy Sheriffs are peace officers and they play a prominent role within the PEI court system. First and foremost, they provide and oversee security at all courthouses in Prince Edward Island and the Family Law Centre. They are responsible for the safety of the Judge and Clerks, lawyers, probation officers, media and members of the public (this also includes the security of the holding

cells at the courts).

Deputy Sheriffs escort accused and convicted inmates, serve court documents, execute court orders involving arrest, and interact on a daily basis with various members, clients and stakeholders of the criminal justice system in Prince Edward Island.

George takes great pride in his work despite

the dangerous nature of the job itself. He says “the unknown is what makes the job especially challenging. When you’re making an arrest, carrying out an eviction, or seizing/retrieving property, the people involved can obviously become very upset, and you never know what type of reaction you may be faced with.”

He explains “that the more we know about any particular situation, including the people involved, the better prepared we are in avoiding confrontation. We could be dealing with a hostile prisoner, or a member of the public who decides to use a weapon against us - whether that is a razor blade, syringe or even a firearm. We are trained to remain calm in these high-risk situations, to use tact and ultimately to avoid violent confrontation. Deputy Sheriffs are armed with pepper spray, however, it is sometimes necessary

to work in conjunction with other law enforcement agencies like the municipal police and the RCMP. At times it is necessary that we have back-up available.”

Day of Mourning Ceremony

April 28 is the National Day of Mourning for injured workers and for workers who died as a result of workplace injury. The PEI Federation of Labour hosts the Annual Day of Mourning Ceremony each year at the Injured Workers Memorial located at the George Coles Building in Charlottetown. The Day of Mourning provides an opportunity for us to remember workers who have died or



Karen Jackson, (President, UPSE) at the Annual Day of Mourning Ceremony

been injured on job sites. It’s also a day to commit ourselves to improve workplace health and safety to prevent more deaths and injuries. Since 1995, over 18,000 workers have died from workplace illness or injury in Canada. In 2014 there were 919 workplace deaths recorded in Canada which averages out to 2.5 deaths per day (these represent the most recent available stats).

Seniors, Retirement and Poverty

In 2012 the federal Conservatives changed the age of eligibility for Old Age Security from 65

to 67. This change was to take effect in 2023. Government had claimed at the time that the system was not affordable in the long run despite the then Parliamen-

tary Budget Officer Kevin Page's assertion that the change was unnecessary. The Harper regime also decided to back away from enhancing the Canada Pension Plan (CPP) and introduced tax free savings accounts and a Pooled Registered Pension Plan (PRPP) option in lieu of boosting the CPP.

Over 60% of Canadians currently have no workplace pension plan and the poverty rate for seniors has been on the rise in Canada since 1995. When you combine increasing poverty, fewer pensions, a higher cost of living, and a move to raise the age of eligibility for necessary supports like the OAS, you create a climate of uncertainty for seniors in regard to their hopes of retiring with dignity and security.

The federal Liberals have turned things around somewhat with their March 2016 budget that included an increase to the

Guaranteed Income Supplement (GIS) to the tune of \$3.4 billion over five years. This represents an increase of up to \$947 annually for seniors. The government has also reversed the previous

administration's plan to change the eligibility age for the OAS. The eligibility age will remain at 65 and will not move to 67.

The question remaining is whether the federal government will be able to honour an election promise to increase CPP benefits. The goal was to work with the provinces to make increases to the plan, however, in December after a finance ministers meeting no decision had been made beyond a commitment to further study the matter.

In order to make CPP changes, the government requires the support of 2/3 of Canada's population, or seven provinces including Quebec. The CPP was originally created in 1965 to supplement workplace pension plans and RRSPs. However, with fewer Canadians participating in workplace pensions, and more Canadians facing debt in retirement, the current CPP benefit is not reflective of the times. The government is hoping to be able to achieve consensus on strengthening the CPP. Finance ministers will reconvene in June 2016 to discuss the matter further and aim to have a decision before the end of 2016.



Tax Fairness, Looking Forward

We finally got Canada talking about tax fairness and tax havens. But there's lots of work left to do. In 2016 we've rolled up our sleeves to change the way Canadians think about corporate tax avoidance. Some Canadian companies pay less than a third of what is already the lowest corporate tax rate in the G7. That's billions in lost revenues for health care, education and all the other things that make this country a good place to live and do business. Why does this happen? Corporate Canada has many convinced that they spend unpaid taxes on creating jobs, new research, and development. Wrong. Hasn't happened. And with \$199 Billion offshore, we know where lots of it ends up.

Our **Corporations Pay Your Fair Share** campaign will target some of Canada's

biggest tax abusers. To do that we need to do a lot of digging and fact - checking. We will work with media and supporters to share the evidence - and more importantly to change lax Canadian rules and get the Canada Revenue Agency to do right by the rest of us and stop the tax holiday for multinationals. Whether it is Google, Cameco, big banks or high-flyers - let's get Canadians to say "Pay Your Fair Share."



Canadians for Tax Fairness

Grievances and Bargaining

Vacation

Group Grievance (Holland College Administrative and Support)

It was brought to the union's attention that a manager at Holland College was not considering vacation requests that were made near the beginning of the school year. Holland College staff were denied vacation during this "blackout" period. The union filed a grievance contending that the employer was not in compliance with the Vacation Article in the collective agreement.

After trying to work out a solution through talks with management and no significant progress made, the union set dates for arbitration. Subsequently, and before the arbitration commenced, the employer agreed the "blackout" policy was not appropriate, and abolished the practice. Vacation requests are now being considered on a case by case basis with no blackout period in place.

Bargaining Unit Work

Individual and Policy Grievance (Tremplay)

A staff member was laid off due to a lack of funding. The employer hired contract workers in place of the laid off staff member. In response, the employee

filed an individual grievance contending the employer was filling bargaining union work with contract employees. A policy grievance was also filed contending the employer was engaging in a host of issues that were in violation of the collective agreement including bargaining unit work, contracting out, posting positions and layoff and recall.

The union worked with the employer to discuss the issues and move the grievances through the appropriate steps. The employer ultimately denied both grievances and the parties agreed to an arbitrator and a hearing date. In January 2016 mediation commenced and a deal was arrived at in April. In regard to the individual grievance the employer agreed to reinstate the laid off employee if funding was restored. The employee has since been reinstated.

The union met with staff and management on the policy grievance and agreed to the establishment of a labour management committee that will improve communication between staff and the employer with the goal of avoiding similar recurrences in the future and in establishing improved labour relations.

Harassment

Group Grievance (Civil Service)

A team of employees were having problems with a supervisor. They felt the management style was disrespectful, that policies were being violated, potential workplace safety issues were being ignored, and felt like they were being harassed.

The employees came to the union for help. The union raised the employee's concerns with Human Resources, and the employees' Director. Management showed concern about the issue and reported that they would look into the matter. A report was written, however, the union felt it did not adequately address the employees' concerns.

Subsequently, a harassment complaint was filed as well as a grievance dealing with workplace health and safety. The employees are looking for acknowledgement of their concerns. There has been an improvement in communication between the team and the supervisor, however, there has been no formal acknowledgement that the employees' concerns were valid. The workplace health and safety grievance is in abeyance, however, the harassment grievance is still pending as the union works to have employees concerns addressed.

Termination

Policy (Whisperwood Villa)

An employee was terminated based on complaints from a resident. The union contends the discipline was too harsh, and that many members have refused to work with this particular resident in the past. This grievance proceeded to Step II and a mediated resolve was struck before it moved to arbitration. The union was able to have the termination withdrawn from the record, the employer provided a letter of reference, and paid out all outstanding banks. The employee has now accepted work in another bargaining unit.

Vacancies

Policy (Civil Service)

Numerous positions were being held vacant as the employer was filling positions with acting staff creating a cascade of vacancies throughout the department. The union filed a grievance in February 2016 at Step 1 citing articles 2,4,17,37 and 38. The union is asking the employer to post positions as per the collective agreement and to follow the collective agreement on an ongoing basis.

Bargaining Update

Morell and Area Early Learning Centre

Bargaining update

The collective agreement for Morell and Area Early Learning Centre expired on August 31, 2015.

Bargaining teams met in December 2015 and are meeting in May 2016. Wages remain an issue in these negotiations.

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 2016 and hope to conclude negotiations with an additional meeting in May. Wages remain a significant factor.

Lady Slipper Villa

Bargaining update

The bargaining team has worked hard to put together Lady Slipper Villa's first collective agreement. The ratification vote took place in November 2016 with 86% in favour. The Union signed Lady Slipper Villa's first collective agreement in January 2016.

Community Connections

Bargaining update

The bargaining team has worked hard to draft Community Connections' first ever collective agreement. Ratification kits were distributed in April 2016 and the ratification meeting and vote followed on May 11, 2016.

Members voted 84% in favour of the new two year collective agreement which provides staff more security and support in regard to their interaction with management.

Health PEI

Bargaining update

Health PEI negotiations are set to commence in the fall of 2016. Over the summer months members will receive proposal form packages and details about how they can be involved in the bargaining process. Bargaining representatives will be elected as per the constitution and as always we will seek to have strong representation from all the categories represented in the Health PEI bargaining unit.

Community Inclusions

Bargaining update

A new collective agreement for Community Inclusions will cover the period from 2015-2018. After rejecting a tentative deal in November 2015, members voted again in December as some adjustments were made to wage figures. The result was that the members voted 78% in favor. The deal is a 4 year term with an 8% increase over the term. The final agreement also contains improved vacation and bereavement.

Quality Public Services for Islanders and all Canadians

UPSE and its members are dedicated to building a society which has as its foundation equality, democracy and respect for basic human rights. We also recognize the value of public services as an expression of our common wealth for the common good. Our members know public services can only be delivered effectively without the distortions of profit making. Profit making inevitably leads to inadequate services, poor working conditions and a lack of public accountability. We also recognize that public services must be funded adequately through a progressive tax system based on fairness.

As front-line providers of public services, we recognize the positive impact public services have on reducing social and economic inequality and enhancing the ability of all citizens to participate fully in all aspects of society. The value of public services and the workers who provide them have a positive impact on our economy as a whole. They provide businesses and communities with public infrastructure, a skilled and healthy workforce, a safe and clean environment, and needed stimulus for local economies. Yet public services are under attack. They have been for the past three decades. Public services have been cut back, privatized and eliminated. We know from our National Union's recent research, that in Canada and internationally we can expect a wave of new forms of privatization.



PEI UPSE Forms Women's Committee

At UPSE's 54th Annual Convention in November delegates carried a resolution to form UPSE's first Women's Committee. The committee will promote awareness of women's issues within UPSE and in the community. The members of the Women's Committee include: Dina DesRoches and Carolyn Knox (Co-Chairs), Wilma Ramsay (Executive Advisor), Linda MacKinnon, and Muriel Steele.

The Women's Committee will be planning activities including but not limited to encouraging the participation of women in the union, introducing family and life/work related issues to bargaining committees, submitting resolutions to Convention that enhance the lives of women, and partnering with community groups that advocate for women.

President Jackson welcomes and thanks the members of the new Women's Committee for their initiative, hard work and participation. "I know these dedicated women will do a great job and make our union proud," says Jackson.



Carolyn Knox and Dina DesRoches at the union's first Women's Committee meeting.

The committee's first activity is a walk on June 11 at 10:00 a.m. at the Hunter River Confederation Trail. It is called "Take a Break" and is free and open to UPSE members and their friends and families.

UPSE Bully Free Workplace Program

The PEI Union of Public Sector Employees is working in cooperation with the Provincial Government to deliver an internationally recognized *Bully - Free Workplace Program* to Civil Service and Health PEI employees.

The *Bully - Free Workplace Program* is a peer-to-peer facilitation program designed to foster a more civil and respectful workplace resulting in healthier workplaces with lower rates of employee absenteeism and turnover. The Nova Scotia Government and General Employees Union (NSGEU) developed, tested and implemented the program in Nova Scotia. The program is also endorsed by the Mental Health Commission of Canada (MHCC).

PEI UPSE launched the program in Prince Edward Island in 2012, and since this time delivered workshops to approximately 2,000 members.

Karen Jackson, President of PEI UPSE, says "the union was busy in March hosting a training session for facilitators of the PEI UPSE *Bully Free Workplaces Program*. Susan Coldwell, the Bully Free Coordinator from NSGEU delivered the training. Our goal is to train more UPSE facilitators so they can go out into the workplace to deliver the *Bully Free Workplace Program* to workers and employers."

The program covers topics for both employers and employees. It builds awareness about what bullying is, how to recognize it, and how to prevent it from recurring.

Bullying is a form of workplace violence and statistics show that 75% of those who experience it will leave their jobs. Bullying

creates more stress in the workplace and ultimately leads to reduced productivity.

President Jackson says "I'm very encouraged that the government is in full support of this initiative. Everyone has a responsibility to stop bullying. Both workers and employers must work together toward a bully free workplace. I want to thank the NSGEU for their support and for allowing PEI UPSE to adapt the *Bully Free Workplace Program* for Prince Edward Island."



Pic (L-R) President Karen Jackson, Hon. Richard Brown Minister, Susan Coldwell / Bully Free Coordinator, Sarah Galaise, Barb Ramsay, Doris MacKinnon, Lyn Higinbotham, Cora Lee Compton, Margo King, Arlene Lewis, Anne Roberts, Blair Weeks, George Weatherbie, Susan Harris and Cathy MacKinnon, UPSE Program Coordinator.

If your workplace could benefit from a *Bully Free Workplace Workshop*, or if you would just like more information, please call UPSE's Bully Free Workshop Coordinator Cathy MacKinnon at **902-892-5335**, toll free at **1-800-897-8773**, or e-mail cmackinnon@peiupse.ca.

UPSE Supports Fort McMurray Evacuees and Members Fight Fire

PEI UPSE's Board of Directors approved a \$5,000 donation to the Canadian Red Cross in support of those affected by the Fort McMurray fires. Karen Jackson, UPSE President, says "the donation works out to be approximately \$1 per UPSE member. I want to thank the membership for supporting the Fort McMurray evacuees. This tragedy also affects many Islanders and families with loved ones working in Fort McMurray." UPSE's donation will be matched by the federal government. Evacuees are receiving money through the Canadian Red Cross to help with their immediate needs. Monies will also be used to help in the rebuilding process.

Seven brave UPSE members have also left for Alberta to join the fight against the Fort McMurray fire which continues to burn in other parts of the province. All seven firefighters work in the Forests, Fish and Wildlife division of the Department of Communities, Land and Environment. They are: Terry Gauthier, Joe Hughes, Jon Keoughan, Jeff Hannam, Nick Thompson, Anthony Koughan, and Andrew Ing.

Federal Health Funding in Atlantic Canada

The Canada Health Transfer (CHT) and the Canada Social Transfer (CST) are two of the formal ways we strive to reach equality. The CHT and CST are transfers of federal funds to the provinces to support health care, post secondary education, social assistance and social services, and early childhood development and education.

These federal transfer programs help keep the promise of equality regardless of where you live. It's also about solidarity - caring for our neighbours across this great country. It's about wanting the best for all Canadians.

For workers in these sectors, the transfer payments are a significant amount of money used to improve working conditions and to help the families and communities they serve.

In regard to the CHT, the 2004 Health Accord was created to repair the damage to our public health care system due to cuts made in the 1990's. The accord promised 10 years of increased funding, with a built in "escalator clause" of a 6%

increase each year to target specific problems.

In 2012 the federal government under Stephen Harper unilaterally announced that the yearly increase of 6% per year would change (in 2016) in accordance with the rate of economic growth (without dipping below 3%). The government also eliminated the equalization portion of the CHT in favour of a per capita transfer. The Atlantic provinces with smaller, older and more rural based populations fell behind because of this change while the province of Alberta ended up benefiting more

because of its younger population.

The current federal government under Justin Trudeau plans to achieve a new health accord sometime in 2017, and provincial

health ministers will be meeting with the Federal Minister Jane Philpott later in 2016 for discussions. The Atlantic premiers want to see changes to the current formula that better reflect the needs of the region, especially in relation to its older population. Senior citizens use significantly more health care dollars than those in younger demographics, and the Premiers believe this needs to be accounted for.



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