

# THE ADVOCATE

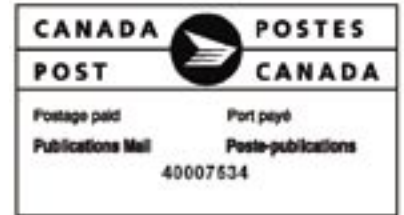
## Prince Edward Island Union of Public Sector Employees

### Inside:

President's Message pg. 2

Report on 55th Annual Convention pg. 5

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**THE ADVOCATE**  
**Winter 2017**  
 Report on  
 Convention



## Dear Members,

Welcome to our winter edition of The Advocate.

I am pleased to report that PEI UPSE's

55th Annual Convention was a success. The

membership passed key resolutions

at convention in support

of addressing the serious issues of workplace and intimate partner violence.

Also, several emergency resolutions were carried including supporting the provincial plebiscite results, initiating a campaign in support of provincial liquor store employees, and lobbying Health PEI to cover expenses for patients traveling off island (see resolutions on pg.8).

In December, UPSE launched the campaign to support LCC workers. The campaign comes in response to the decision to close the Wellington Liquor store, and open a private agency store in its place. Our activists lobbied at several of our public liquor stores, thanking the public for supporting us by shopping at the public LCC. Our message was, by supporting the public LCC, they are supporting Island Public Services, as profits are reinvested in our Health Care, Education and other social programs. The union also ran ads showing the benefits of the public model. The response was very positive, and many people agreed that the public LCC serves customers better with excellent customer



Karen Jackson  
President, UPSE

service, lower prices, better selection, and with more social responsibility.

Privatization has also affected UPSE members at the Mill River Golf Course and Fun Park. The province has entered into a 20-year public/private partnership that will see Mill River transferred from public to private ownership. We have applied for successor rights, and we will be there for our members to negotiate a new collective agreement with the new owner, when that time comes.

We are working with the employer and have had several meetings to work out the details for our classified employees as well as our seasonal recall members. We believe, as a Union, that provincial parks and golf courses should remain accessible to the public, and the sale of the golf course and parks in Mill River should not be a model for other provincial properties in the future.

On the bargaining front it will be a busy year for UPSE with several collective agreements expiring. Currently, we have reached an impasse with Health PEI in regard to monetary items (premiums), wages, union business and travel for medical appointments. We will be moving to conciliation to try and reach a deal that is fair and equitable for our members.

I want to thank our delegates at the Annual Convention for their input and leadership and for the positive feedback I received following convention. I have always believed that our union is a democratic organization that thrives on member participation, and I was so proud to see

the issues that will set the course for our Union this year. I am hoping to start some local tours, and I look forward to seeing you in your workplace in the near future.

Thank You,

Karen Jackson  
President, UPSE

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### UPSE Bursary Winners

UPSE is proud to award a scholarship and nine bursaries to students attending college or university each year. The union encourages education and knows how important it is for students to be working toward a degree or professional designation.

The high cost of obtaining an education means many students are required to apply for student loans and carry debt with them after graduation. UPSE's bursary and scholarship program helps reduce some of the economic burden that students face.

David Forner is the winner of the Laurie Jenkins Scholarship valued at \$1000. Brodie Trainor is the winner of the Julie MacKay Bursary valued at \$500. All other bursaries are valued at \$500.



(L-R) Brodie Trainor (son of Debbie Trainor, Local 16)  
Sarah MacDonald (UPSE member, Local 6)  
Erica Gillis (daughter of Edwin Gillis, Local 1)  
Karen Jackson (President, UPSE)  
David Forner (son of Lino Forner, Local 20)  
Kaely Gauthier (daughter of Terry Gauthier, Local 14)  
Lauren Constable (daughter of Darryl Constable, Local 13)  
Connor Mayhew (son of Lyndon Mayhew, Local 7)



Morgan Mollins (son of Steve Mollins, Local 5) and Karen Jackson.

Winners not in the picture are: Iman Taha (daughter of Khitam Taha, Local 3), Ashley Hiscock (daughter of Laurie Hiscock, Local 5)

### Christmas Parties 2016



PEI UPSE hosted Christmas parties for members and their children in December. Karen Jackson, President, thanks all the members for coming out and celebrating the season and taking time from their busy lives to get involved in union social activities. Karen also thanks Chrissy Murphy and the PR committee, and Eileen LeClair for organizing the parties.

UPSE strives to bring members together to have fun and to enjoy working with one another to build solidarity. The union maintains a long tradition of uniting members and fostering cooperation as we work together to improve the workplace culture in PEI.

## UPSE Supports Members at Mill River

The Union of Public Sector Employees has been informed about the province's sale of the Mill River Resort complex which includes the fun park, golf course and campground.

The union has been aware of the status of the Mill River property for some time. Last May it was leased to the private sector as a preliminary step towards the possible sale of the property.

Karen Jackson, the President of UPSE, says "with the announcement of the sale of the Mill River complex, the union will support its members in their bid to apply for positions within the new ownership group, and or the public service, and will look into possible successor rights."

"There are 49 employees affected by the sale of Mill River. This includes nine permanent employees, thirty nine casual employees, and one special projects staff," says Jackson. "They have been contacted by the employer and informed of the news."

President Jackson and Hans Connor (UPSE LRO) met with Mill River employees on January 19, 2017 and assured the membership they will be supported throughout this transition.



Karen Jackson, (UPSE President) and members at Mill River.

"We met with our members to discuss the options available to them under the current collective agreement and in regard to helping them make the transition between jobs," says Jackson.

Jackson believes there will be opportunities for some members within government and for other members to gain employment under the new ownership.

She says that ultimately "the union believes that provincial parks should remain open and Mill River should not be a model for other provincial properties in the future. Islanders are proud of the beautiful recreational facilities that have been built using public funds. They should remain in public ownership. Most facilities such as Mill River would not exist if it had not been for public investment."

## Winter Family Fun Day!

**UPSE continues to support our members employed at Mill River. At a recent meeting with our members they expressed that they would like UPSE to once again hold Winter Family Fun Day at the Rodd Mill River Resort on Sunday, February 19, 2017.**

*Registration at noon:  
sign in for activities ...*



PEI UPSE members and their families enjoy a variety of activities at Mill River during Family Fun Day!

**Pizza and pop provided**

**UPSE has reserved a number of hotel rooms at a discounted rate for members. If you plan to stay for the night call the Rodd Mill River Resort asap at 902-859-3555.**

Please call PEI UPSE by **February 10, 2017** at 902-892-5335 or toll free at 1-800-897-8773 if you are planning to attend.

## **Trixie Dunn Receives UPSE Life Membership Award**

Kenneth (Trixie) Dunn was awarded with the union's highest honour at convention. Trixie was awarded a Life Membership with the Prince Edward Island Union of Public Sector Employees. President Jackson presented the Life Membership to Trixie and spoke to the membership about his outstanding contribution to the union and our communities.

"Trixie has been a member of UPSE since 1986 and right from the start he made a point to get involved in the union. He took education courses to learn about the union and organized ball and hockey tournaments for UPSE members. Many members participated in these events over the years," said Jackson.

She explained that "Trixie promoted the UPSE philosophy that our members are partners in the communities where they live. He did this through his work with groups like Autism PEI - a cause that is very close to him on a personal level. Besides ball and hockey tournaments, Trixie also organized family skates for UPSE and swims, Christmas parties for children and social activities for UPSE members."

"Trixie was always available to help a member in need and his infectious smile hearty laugh and bone crushing hugs put many upset members at ease over the years." President Jackson emotionally described that when she was a new UPSE member she had a work related question and was directed to Trixie. She said he made her feel like she mattered and that her question deserved an answer.

"That is why Trixie was such a great union activist because he connected with his union brothers and sisters on a personal level," said Jackson.

## **UPSE Partners with Cooke Insurance to Donate \$5,000 to Non Profits**

UPSE in conjunction with Cooke Insurance donated a total of \$5000 back to worthy Island non profit groups at convention. This is an initiative in which our members call Cooke Insurance for an Insurance Quote and Cooke's then donates a set amount into a fund to be distributed at our annual convention.

UPSE would like to thank Cooke Insurance for their continued support of this initiative and for giving back to our communities. Groups that received funding included Souris and Montague Lion's Clubs Christmas Toy Drives, Charlottetown and Summerside Girls and Boys Clubs, Santa's Angels, The Caring Cupboard, Oak Acres Children's Camp and Camp Gencheff.

All of these Groups were pleased to receive these funds, especially at this time of the year.



President Jackson presents Kenneth "Trixie" Dunn with the union's Life Membership award.



President Jackson presents a cheque for \$500 to Kurt Gulewicz and Arie Hoogerbrugge of the Souris Lions Club.

## UPSE's Member of the Year

Doug Ferguson was voted UPSE's Member of the Year for 2016. Doug thanked the membership for the award and told the delegation that he tries his best and that the award just as easily could have gone to Sister Chrissy Murphy who also was nominated.

Jim Ryan, UPSE's Third Vice President nominated Doug and said he has been an active UPSE member for 26 years. His service includes sitting on many committees, being a member of the board and the executive, and acting as a facilitator for UPSE's education initiatives.

President Jackson thanked Doug for his continued service with the union and for defending the rights of members.



(L-R) Karen Jackson (President, UPSE) and Doug Ferguson (1st Vice President).

## Executive Elections

The executive elections were held for the union's Second Vice President and for the Secretary Treasurer. Wilma Ramsay decided not to re-offer for the Second Vice position, and President Jackson thanked her for her dedicated and professional service on the executive.



Kevin Gotell will serve another term as UPSE's Secretary Treasurer.

Mark Arsenault (Director, Local 14) and Linda Clark (Chief Steward, Local 14) vied for the Second Vice President position. They delivered impassioned speeches to the delegates and Mark Arsenault was able to gather enough support to become UPSE's new Second Vice President.

Kevin Gotell's nomination went unopposed and so he was acclaimed as the union's Secretary Treasurer.



Mark Arsenault was elected at Convention as UPSE's Second Vice President.

## Fraternalists

Guests/Fraternalists at Convention from other labour organizations included: Carl Pursey (Fed of Labour), Serge Landry (CLC), Michelle Gawronsky (President, MGEU), Joan Jessome (NSGEU), Elisabeth Ballermann (NUPGE, Secretary Treasurer), Burt Blunden (NAPE) and Shawna Boudreau (NSGEU).

# Thank you for making a difference for all Islanders. UPSE Salutes the 2016 Retirees!

UPSE recognized and paid tribute to its retirees at the 55th Annual Convention. UPSE retirees deserve our thanks for their contribution to our society and for making the Island a better place to live and work. Retirement is a milestone in one's life. Retirees are saying goodbye to years of hard work and commitment, however, they are also embarking on new challenges and adventures. Some retirees will find work in new areas or take advantage of opportunities and /or dreams that may have went unfulfilled; others will use their extra time to recreate, relax and spend more time with family. Retirement is a significant achievement and celebration; it marks the beginning of a new phase of life. The Union of Public Sector Employees congratulates its 2016 retirees for their hard work and dedication to Islanders.



President Karen Jackson congratulates Debbie Johnston, Environment, for her 28 years of service and contribution to Islanders.

Diane Arsenault, [Income Support](#)  
 Doris Arsenault, [Provincial Library](#)  
 Brenda Bernard, [Income Support](#)  
 Michael Brazel, [Mental Health](#)  
 Hayden Chandler, [Transportation](#)  
 Lynda Callbeck, [Justice and Public Safety](#)  
 Doreen Childs, [Summerset Manor](#)  
 Margaret-Ann Cody, [Income Support](#)  
 Rita Corrigan, [Beach Grove Home](#)  
 Lynne Court, [Child Protection](#)  
 Fred Currie, [Transportation](#)  
 Elizabeth Dalton, [Prince Edward Home](#)  
 Mary Gallant, [Beach Grove Home](#)  
 Sandra Gallant, [Child Protection](#)  
 J. Leo Gill, [Transportation](#)  
 Carl Holmes, [Beach Grove Home](#)  
 Debbie Jackson, [Riverview Manor](#)

Debbie Johnston, [Environment](#)  
 David Kelly, [Transportation](#)  
 Sharon Kelly, [Beach Grove Home](#)  
 Thomas LeClair, [Museum & Heritage](#)  
 Dawn Lund, [Information Technology](#)  
 Bernadette MacDonald, [Riverview Manor](#)  
 Mark MacEwan, [Transportation](#)  
 Ted MacFadyen, [Agriculture and Fisheries](#)  
 Arthur MacKay, [Transportation](#)  
 Ronald MacKinnon, [Transportation](#)  
 Pamela MacClean, [Access PEI](#)  
 Samuel MacLeod, [Environment](#)  
 Anne MacMicken, [Communications](#)  
 Janice MacPherson, [Justice & Public Safety](#)  
 Marilyn Martell, [Workers Compensation Board](#)  
 Jean Matheson, [Summerside Youth Centre](#)

Elaine McCarron, [Riverview Manor](#)  
 Diane McCue, [Provincial Library](#)  
 Dorothy McKeigan, [Material Testing Lab](#)  
 Anne McQuaid, [Office Comptroller](#)  
 Linda Oakes, [Prince Edward Home](#)  
 Jane Plets, [Workers Compensation Board](#)  
 Debbie Quinn, [Riverview Manor](#)  
 Donald Reeves, [Environment](#)  
 Annette Rennie, [Income Support](#)  
 Eunice Richard, [Summerset Manor](#)  
 Dawn Riley, [Public Health](#)  
 Richard Roach, [Transportation](#)  
 Richard Shea, [Transportation](#)  
 Lori Stewart, [Insurance Service](#)  
 Carole Young, [Riverview Manor](#)  
 Colleen Younie, [Agriculture](#)

## 55th Annual Convention: Resolutions

The membership debated and carried key resolutions at convention. One resolution submitted by UPSE's new Women's Committee was about intimate partner violence. The resolution asked that UPSE lobby for increased education for employers/supervisors in the dynamics of intimate partner violence and how people and families who are abused can be supported. This resolution was strongly supported by the membership.

Emergency resolutions were also brought to the floor of convention by the delegation. The question of whether to bring the UPSE Presidential Election back to convention created a lively debate. Those in support of this resolution argued that democracy is better served by having the most informed union members decide who should lead the union. They argued that many members simply are not engaged and, therefore, either don't vote or vote without being properly informed.

Delegates on the other side of the question argued that all members pay dues and, therefore, should have the right to vote for their President. They also argued that many people are simply unable to attend convention because of child care, sickness, and a host of other factors. The resolution was defeated as it was unable to garner the support of 2/3 of the delegation which is a requirement for constitutional resolutions.

Other emergency resolutions included supporting the plebiscite results in PEI, lobbying Health PEI to create a new funding program including accommodations and meals for Islanders who have to travel out of province for medical treatment, and creating a public campaign in support of provincial liquor stores in PEI. These resolutions were carried with strong support from the convention floor and are an example of the strong grass roots democracy within the union. The members truly chart the course of PEI UPSE.

### Submitted by Local 14 Executive Committee (Carried)

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

### Submitted by the Executive Meetings (Carried)

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

### Submitted by Local 14 Newly Elected President (Carried)

THEREFORE BE IT RESOLVED that a newly elected president should take office within fifteen days of being elected, as opposed to taking office thirty days after Annual Convention.

### Submitted by Local 14 Electronic Election (Carried)

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



**Submitted by Local 3**  
*Violence in the Workplace*  
**(Carried)**

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

**Submitted by the UPSE Women's Committee**  
*Intimate Partner Violence*  
**(Carried)**

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

**Submitted by Locals 8 & 10**  
*Post Traumatic Stress Disorder*  
**(Carried)**

THEREFORE BE IT RESOLVED that UPSE will work with employers and members to break down barriers to accessing help, as well as educate and support members to promote recognition of PTSD and psychological health and safety and workplace policies that help prevent it.

**Submitted by Local 6**  
*UPSE's Profile*  
**(Carried)**

THEREFORE BE IT RESOLVED that UPSE engage in a public image campaign to include various forms of media as well as

rallies organized to support public and union issues.

**Submitted by the Executive**  
*Violence in the Workplace*  
**(Carried)**

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

**Submitted by the Executive**  
*El Zones*  
**(Carried)**

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

**Submitted by the Executive**  
*Trans-Pacific Partnership*  
**(Carried)**

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

**Submitted by Local 19**  
*PSGIP Trustees*  
**(Carried)**

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

**Emergency Resolution Drafted at Convention**  
*Liquor Store Privatization*  
**(Carried)**

THEREFORE BE IT RESOLVED that the Union fight this threat to our brothers and sisters who work in our liquor stores.

BE IT FURTHER RESOLVED that this convention direct the Board of Directors to immediately begin a campaign to combat this threat to our members.

**Emergency Resolution Drafted at Convention**  
*Plebiscite*  
**(Carried)**

THEREFORE BE IT RESOLVED that UPSE publicly support the results of the plebiscite and lobby the government to change to MMPR in time for the 2019 provincial election.

### Emergency Resolution Drafted at Convention

#### Out of Province Medical Care (Carried)

THEREFORE BE IT RESOLVED that UPSE lobby government and Health PEI to create new funding programs to assist families in more ways than just a subsidized bus ticket.

### Emergency Resolution Drafted at Convention

#### Presidential Election (Defeated)

THEREFORE BE IT RESOLVED that the presidential election return to Convention for the next election.

## Guest speakers

UPSE's 55th Annual Convention highlighted the union's resolve to work and move forward together. The President of PEI UPSE thanked the membership for their support and involvement in the union. President Jackson was thrilled to have the former NSGEU President, Joan Jessome, speak about the importance of eradicating bullying from the workplace.

NSGEU developed an internationally recognized Bully-Free Workplaces Program which PEI UPSE has recently adapted and is delivering to workplaces across the Island. Joan spoke passionately to the delegation about the serious problem of bullying in the workplace.

She reminded delegates about how upsetting bullying was in school and that it is no different in the workplace. Only now she said people also have to worry about losing their jobs or under-performing at work because of bullying.

Jessome spoke about the importance of mental health and how people affected by bullying often experience depression. She explained that "when your coworker/s bully you the end result is often increased anxiety, waking up at night, fatigue, memory loss and sickness. Bullying impacts your mental and physical health and can seriously affect your attendance at work. The NSGEU and PEI UPSE Bully-Free Workplace Program is designed to foster a more civil and respectful workplace resulting in healthier workplaces with lower rates of employee absenteeism and turnover.



Pic: Joan Jessome (former NSGEU President and facilitator for NSGEU's Bully-Free Workplace Program).

The program builds awareness about what bullying is, how to recognize it, and how to prevent it from recurring.

President Jackson also welcomed the new Secretary Treasurer of the National Union, Elisabeth Ballermann to the convention. Elisabeth spoke to delegates about a variety of issues including the importance of supporting MMR on the

Island. She said the rest of the country was watching to see if PEI will lead the way toward electoral reform. She also spoke about the importance to counter government privatization efforts and pointed out the Wellington liquor store

closure and the privatization of the Mill River Golf Course and Fun Park. Ballermann questioned whether these jobs will be as good under private ownership and/or control. She emphasized that privatization has proved over and over again to lead to higher

product costs, lower wages, and less revenue for government. She supported UPSE in fighting for our members rights.



Pic: Elisabeth Ballermann (Secretary Treasurer, NUPGE).

## Authentic Work

We end up asking ourselves, often in some distress, what we should do with our working lives because of a painful quirk of our minds: they tell us with particular clarity what they don't enjoy doing (even if the work is well-paid and socially prestigious), but they are prone to be stubbornly confused about what would satisfy them. We have inside us an innate working identity which strongly demands recognition and yet is extremely vague, shy and hard to get to know. Most of us are forced to feel our way towards it through long trial and error accompanied by self-observation and reflection rather than encountering it ready-made at the moment we leave higher education. We may have to endure years of confusion and a troubling awareness that we are not playing to our strengths and interests, even if what we are actually good at and passionate about is not yet clear to our piloting consciousness. The goal, however, is evident from the start: that we should be doing work which is deeply in line with our real selves, which isn't merely about earning our way; which – though it may sometimes be very hard and filled with frustrations – answers to the distinctive movements and character of our own souls, work that, as we put it, feels properly authentic.

## What is Authentic Work?

There can be no generalizations about what authentic work will actually require us to do. A job may, for instance, require us to stick with a set of almost intractable mathematical problems for a long time. This would sound awful to some people; but we may powerfully enjoy the long, slow sense of nibbling away at a major task, trying out several options before landing on an especially good solution. But perhaps authentic work will involve making many urgent and decisive financial interventions in a fast-moving, somewhat chaotic environment. While this might induce panic in some, for others, calmer circumstances would be hellish. Or it could be that to feel authentic, we need our work to involve a subordinate, supportive role where we can be admiring of, and loyal to, someone else who is in command – a pleasure stemming back, possibly, to the satisfaction we had as a child around an older, quite bossy but very impressive sibling.

What makes work authentic isn't a particular kind of task; it has nothing to do with making pots or being a carpenter (jobs often superficially associated with the idea of authenticity). What makes work authentic is the deeply individual fit between the nature of our role and our own aptitudes and sources of pleasure. One of the benefits of having identified authentic work is that we will substantially – at last – be freed from envy. There will always be someone doing a job that pays better, that has higher public status or more glamorous fringe benefits. But, we stand to realize, there is no point yearning for such a role, because it would not fit what we know of the distinctive timbre of our own character.

The other benefit to having found work that feels authentic is that it changes our relationship to the modern ideal of achieving 'work-life' balance. There is a degree of pessimism about work within this fashionable concept, for it implies a need to shield life, the precious bit, from the demands of work, the onerous force. But work connected in quite profound ways to who we really are, is not the enemy of life: it's the place where we naturally find ourselves wanting to go in order to derive some of our highest satisfactions.

Article from *The School of Life* – a global organization dedicated to developing emotional intelligence.

## UPSE Supports Provincial Liquor Store Employees

Our Union launched a campaign in December in support of provincial liquor store employees and public liquor stores in PEI.

UPSE members have been busy thanking the public for shopping in the provincial liquor stores as part of the campaign. At the UPSE Annual Convention delegates drafted an emergency resolution which directed the union to support public liquor stores and workers. This resolution was drafted in response to the government's proposal to close the Wellington Liquor Store and issue an RFP for a private agency store.



Darryl Constable (Local 13) at the West Royalty Liquor Store.



Karen Jackson (UPSE President) and Mark Arseneault (UPSE Second Vice President) at the Cornwall Liquor Store.

Karen Jackson, President of UPSE, says "the campaign encourages the public to shop at provincial liquor stores for excellent customer service and selection, and knowing that profits are reinvested into public services like health and education."



Privatizing our public liquor stores takes profits away from Islanders and puts that money into the hands of a few private owners. Public liquor stores, on the other

hand, provide millions of dollars in profits to the provincial government which fund essential public services. UPSE represents approximately 170 public liquor store workers in PEI. Their work is important to our economy and they support many families. As liquor stores are privatized good jobs are replaced with minimum wage jobs with few benefits. Let's work together and show our support for our provincial liquor store workers and our public services by continuing to shop at the public branches.

**Thanks for supporting Public Services**  
**Shop at Provincial Liquor Stores**

**Public serves customers better** with lower prices, better selection and well trained staff who provide excellent customer service

**Public serves communities better** preventing underage drinking and keeping communities safer

**Public serves Islanders better** profits are reinvested in health, education and other public services



## Survey: Educational Opportunity UPSE Members

The Alzheimer Society of PEI has created a survey for UPSE health care workers. The goal of the survey is to help the Alzheimer Society develop and expand on educational opportunities for UPSE members, and to give members the opportunity to provide their opinion on expanding their education and training as they provide care for people living with dementia. The resulting educational opportunities will assist UPSE caregivers in their efforts to provide the most dementia friendly and person-centred care with their patients/clients and their families.



Corrine Hendricken - Eldershaw (CEO, Alzheimer Society of PEI) and Karen Jackson (UPSE President), discuss a new survey for UPSE members.

UPSE is pleased to enter into this partnership with The Alzheimer Society of PEI. If you are a health care provider and would like to provide your input please fill out the survey <https://www.surveymonkey.com/r/G5BD8D3>

## UPSE Convention Supports MMPR

A rally for electoral reform took place on November 29, 2017 at the Coles Building in Charlottetown. UPSE was there to support the implementation of Mixed Member Proportional Representation (MMPR) in Prince Edward Island before the next election.

The plebiscite results in PEI showed that the most popular choice was MMPR, which ended up with 19,418 votes, or 52.42 per cent, in the ranked ballot.

The current First-Past-the-Post system finished as the second most popular option, receiving 15,869 votes or 42.84 per cent.

The 10-day plebiscite allowed Islanders to vote online, by telephone and in-person. The ranked ballot saw 37,040 votes cast, which translates into a turnout of 36.46 per cent of registered voters.



Karen Jackson, President of PEI UPSE, attends the electoral reform rally at the Coles Building in Charlottetown.

## Mental Health and the Workplace

UPSE is planning to offer a new course in conjunction with National Mental Health Week this year.

Mental Health Week is an annual national event that takes place during the first week in May to encourage people from all walks of life to learn, talk, reflect and engage with others on all issues relating to mental health.



UPSE's new course is called **Mental Health and the Workplace** and it will focus on identifying mental health challenges and addressing stress in the workplace. Remember, "we all have mental health, just as we all have physical health. Mental health is more than the absence of mental illness. It's a state of well-being (CMHA).

If you are interested in taking UPSE's new course please contact the union at **902-892-5335**, toll free at **1-800-897-8773**, or e-mail [peiupse@peiupse.ca](mailto:peiupse@peiupse.ca)

## Bargaining Update

### Health PEI

The bargaining team has met with the employer over the last two months and continue to make gains on behalf of the membership. All sessions to date have been productive and have allowed both employer and union sides to express their points of view while working toward a final goal of a jointly agreed collective agreement.

The bargaining team met with the employer most recently on January 23 and 24 at the union office in Charlottetown. Parties have not been able to find common ground on key issues such as monetary items (premiums), wages, union business and travel for medical appointments. The union will now move to conciliation to try and reach a deal that is beneficial for the membership and acceptable to the employer. Conciliation is the final step before binding arbitration.

### Holland College Early Learning Centre

The bargaining teams met in April and May 2016 but were unable to settle on wages which remain a significant factor in reaching an agreement. Teams will enter into Conciliation in late January, 2017 and will work toward an agreement.



### Holland College Faculty

The collective agreement between PEI UPSE and Holland College Faculty will expire on March 31, 2017. UPSE issued a letter of intent to bargain in January 2017.

### Grain Elevators Corporation

The collective agreement between UPSE and Grain Elevators Corporation will expire on March 31, 2017. UPSE issued a letter of intent to bargain in January 2017.

### Strait Crossing Bridge Limited

The collective agreement between UPSE and Strait Crossing Bridge Limited expired on December 31, 2016. A letter of intent to bargain was sent to Strait Crossing Bridge Limited and bargaining will commence in January 2017.

### Lady Slipper Villa

The collective agreement between UPSE and Lady Slipper Villa expired on January 19, 2017. In December 2016 a wage increase was signed and will remain in place until the employer determines its funding situation from the province. Bargaining will commence after the funding situation is determined.

### Community Connections

The collective agreement between UPSE and Community Connections will expire on March 31, 2017. UPSE has sent a letter of intent to begin bargaining to Community Connections. Bargaining will commence in the spring of 2017.

### Individual Grievance (Civil Service) *Permanent Position*

A member was hired thirteen years ago and has worked full time during the entire duration of their employment. Because the position has never been made permanent the worker has missed out on key benefits like being able to participate in the provincial pension plan.

The union is grieving this issue citing articles 2, 4, 5 and 38 of the collective agreement. The resolution sought is to make the said position permanent.

### Individual Grievance (Holland College Administrative and Support) *Improper Posting Procedure*

The union filed two grievances in November 2016 concerning the improper posting of jobs. The union met with senior management at Holland College to discuss the matter and arrived at a solution whereby the college agreed to establish a labour management committee to improve communication on labour related issues including postings.

## Helping UPSE Members Every Day!

Blair Weeks is UPSE's Research, Education and Policy Analyst. He began

working with UPSE in

2011. Prior to

coming to the union

Blair worked in

government for twenty

two years in a

variety of capacities.

He was a Planning

Officer with the

Department of

Education, Project

Coordinator, general editor

and writer with the PEI Former MLA

biography project; Research Support and

Office Manager for the Commission on

PEI's Electoral Future; Legislative Editor

with Legislative Counsel; coordinator of

an Anti-Poverty Study with the

Department of Social Services; and

Human Resource Planner with the

Department of Health and Health PEI

doing work on the Collaborative Model of

Care and the initial approval of the Master

of Nursing Program (Nurse Practitioner)

at UPEI.

Blair's educational background includes

a BA in Sociology and Political Studies

from UPEI, and a MA in Political Studies

from Queen's University. His thesis dealt

with the effect of the Canadian Charter of

Rights and Freedoms on Canadian labour

law.

At UPSE, in his role as the Research,

Policy and Education Coordinator, Blair

researches and compiles information and

statistics for the

union's Labour

Relations Offi-

cers for contract

negotiations.

He prepares

reports on

labour issues

and provincial

budget

releases; manages

information on current

and upcoming legislative activities for

the President and co-workers; and he

researches, develops and helps teach

education courses.

UPSE made a concerted effort in 2016

to enhance educational opportunities

for the membership. Blair worked with

President Karen Jackson and the UPSE

Education Committee to develop new

courses on addressing violence in the

workplace and attendance management.

Both of these courses have been well

attended. Blair also worked with UPSE

Director, Dina Desroches, to develop a

course on addressing stress in the work-

place, and this course has been offered to

the membership on two occasions. The

union's educational initiatives are key to

informing members about the union, and

about workplace issues that affect the



Blair Weeks is UPSE's Research, Education and Policy Analyst.

membership.

Other key highlights of Blair's work at

UPSE includes the presentation of an

UPSE position paper to the Provincial

government responding to government

austerity measures in 2012; serving as a

member of PEI UPSE's team to counter the

changes to the *Civil Service*

*Superannuation Act*; and participating in

the NUPGE *All Together Now* campaign

promoting fair taxation and the value of

public services. Blair also prepares UPSE's

annual submission to the PEI

Employment Standards Board's review of

the province's minimum wage, to the

Indemnities and Allowances

Commission on salaries for MLA's, and

prebudget submissions on behalf of the

union.

Blair says one of the best parts of his job

is communicating with the members. He

encourages UPSE members to contact

him with any questions about UPSE

educational opportunities, or questions

about the union and or labour in general.

You can reach Blair by e-mail at

[bweeks@peiupse.ca](mailto:bweeks@peiupse.ca)) or you can call

**902-892-5335** or toll free **1-800-897-**

**8773**.

Blair also encourages members to check

out the UPSE website for a wealth of

information about the union, its

members, and how to become more

involved ([www.peiupse.ca](http://www.peiupse.ca)).

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