

# THE ADVOCATE

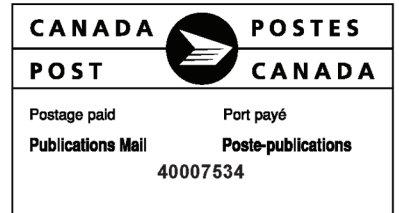
Prince Edward Island Union of Public Sector Employees

**Inside:**

**President's Message** pg. 2

**Annual Convention** pg. 4

**Executive Elections** pg. 5-6



*If unable to be delivered, please return to: Union of Public Sector Employees, 4 Enman Crescent, Charlottetown, PEI C1E 1E6*

# 61st Annual Convention



## Dear Members,

Greetings UPSE Members, and welcome to the Fall edition of *The Advocate*. UPSE's 61st Annual Convention will take place on November 24 and 25, 2023.



Karen Jackson,  
President, UPSE

I want to thank our wonderful committees for all their hard work and efforts in raising the profile of our Union and getting members more engaged. Our *Women's Committee* has been organizing Take a Break walks across the Island and has submitted resolutions to Convention in aid of casual employees, and for increased childcare spaces in the workplace and in our communities. The *PR Committee* has held member BBQs, represented UPSE at different events over the summer, and planned some wonderful activities for our Convention.

The *Education Committee* has scheduled a full slate of courses for the membership with new offerings in the mix, and our *Young Workers Committee* has submitted resolutions to Convention designed to get young workers more involved and educated about unions and the labour movement. Finally, our *Constitution and Structure Committee* has submitted a number of constitutional resolutions focused on improving the governance of UPSE including clarification of several articles that were vague, obsolete and open for interpretation. The committee

has worked diligently with our Legal council on the resolutions to ensure the integrity of our Constitution and to make sure that it is current while at the same time reducing the risk of any liability with clear language.

Workplace safety remains a priority for UPSE members. The *Occupational Health and Safety Act* requires that all employers provide a safe workplace for employees, and this includes psychological and physical safety. Our *Labour Relations Officers* continue to receive many calls from members who are experiencing violence, harassment and bullying in the workplace, and many members have told us that they do not feel safe to speak up out of fear of retribution. We launched a workplace harassment/bullying survey in late October open to the entire membership. UPSE will use the results of the survey to create safer workplaces by forming strategies, reporting, and crafting education and awareness campaigns.

I am very excited that we are having a strategic planning and board governance session early in the new year. It will set the course for our Union in conjunction with the resolutions that come out of Convention to better serve our members. This is something we have been trying to plan since before the onset of the COVID-19 pandemic. Good governance and strategic planning are vital in setting goals and moving our organization forward. I am looking forward to working together with the board and staff on this initiative.

It is important that we as a Union foster greater awareness of diversity and equality

in our Union and worksites. All members must feel welcomed and included and feel safe to come forward with their issues. I want to thank Lonnie States, UPSE's new representative on the national anti-racism committee, for his efforts and commitment to the Union. I'm excited to be working with Lonnie on initiatives that will promote greater diversity, equity and inclusion.

As unionists our goals and objectives are focused on improving the working lives of our members and indeed, all workers in Prince Edward Island. I'm proud that UPSE gives a voice to Islanders on key labour and social issues. We do this by strengthening our collective agreement language through negotiations, lobbying the government for important legislative change, conducting campaigns on key labour issues, and representing our members when they face challenges in the workplace.

In closing, I want to thank the membership for your continued work in serving Islanders every day. I also want to thank our board of directors, executive, staff, stewards, and all our activists, for working together in a common cause to strengthen our Union. Let us continue to "Rise up Together" to ensure that no worker is left behind. Together we are strong!

**Karen Jackson,  
UPSE President**

## UPSE's New Rep on National Anti-Racism Committee

In a recent meeting, Karen Jackson, the President of UPSE, and Lonnie States, the organization's representative on the national anti-racism committee, engaged in a discussion regarding the significance of UPSE's participation at the anti-racism conference organized by NUPGE in Ottawa.

Lonnie said it was important to represent UPSE at the conference and to participate in the many conversations about making our Union and workplace a braver, safer space to be in. Karen Jackson echoed his sentiments, emphasizing the importance of having diverse voices and perspectives at the table. She went on to say that launching a Diversity, Equity, and Inclusion committee is a priority for the Union.

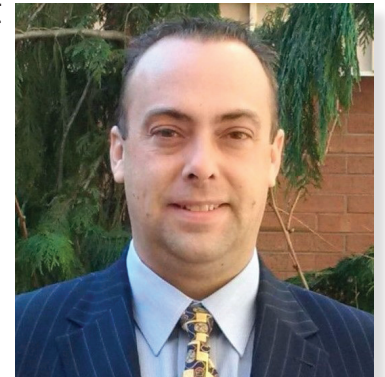


**Pic L-R:** Jason Rendell (Executive Director, UPSE), Lonnie States (UPSE Rep, Anti-Racism Committee), and Karen Jackson (President, UPSE)

## UPSE Welcomes Bryan Burt: Education and Organizing Officer

Bryan Burt has been welcomed as the new Education and Organizing Officer of UPSE. Bryan has been a member of UPSE since 1998, working for the Civil Service in Information Technology, with the PEI Department of Education and IT Shared Services, and also as an instructor at Holland College. As an active Union member, Bryan served on UPSE's Board of Directors, Stewards' Council, and as a bargaining representative during many Civil Service collective agreement negotiations.

His involvement in campaigns and committees, numerous courses with UPSE, and attendance at the week-long Labour School in Nova Scotia on Leadership, has equipped him to serve the UPSE membership effectively. Bryan's experience in the house of labour will be to the great benefit of the UPSE membership.



Bryan Burt, UPSE Education and Organizing Officer

Would you like to receive an e-copy of *The Advocate* instead of a paper copy? Please contact UPSE by emailing ([peiupse@peiupse.ca](mailto:peiupse@peiupse.ca)) or call the UPSE office at **902-892-5335**, or toll free at **1-800-897-8773**.

61st Annual Convention  
Delta Prince Edward Hotel - Queen  
Street, Charlottetown

November 24, 2023

5:45 pm - Registration

6:15 pm - Land Acknowledgment

- 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 60th Annual Convention
- Report on 2022 Resolutions

7:00 pm - President's Report and Address

7:30 pm - 2022/2023 Committee Reports

7:45 pm - 2023 Resolutions

8:30 pm - First call for nominations for executive positions:  
first and third vice presidents

9:00 pm - Adjournment

Saturday, November 25, 2023

8:30 am - Registration

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

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

9:45 am - Credential Committee Report  
- Resolutions Continued  
- Second call for executive nominations

10:30 am - Break

10:45 am - 2023 Resolutions Continued

11:30 am - Lunch (all delegates on their own for lunch)

1:00 pm - Call to Order, Guest Speaker

1:45 pm - Report on Electronic Voting, Presidential Election,  
Resolutions Continued

2:45 pm - Break

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

3:15 pm - 2023 Member of the Year Award  
- Cooke Insurance

3:30 pm - Last call for executive nominations  
- 2023 Executive Elections, First and Third Vice Presidents

4:00 pm - Adjournment

Saturday evening events:

6:30 pm - Reception

7:00 pm - Banquet

9:00 pm - 12:30 am - Dance



Elections for the positions of **First** and **Third Vice President** will be held at the Annual Convention on **November 25, 2023**. 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 deadline include Carolyn Knox, First Vice President, and Jim Ryan, Third Vice President.

*Nominations that were not received by August 28, 2023 will be invited from the floor at the upcoming Annual Convention.*

### Carolyn Knox offers for First Vice President

My name is Carolyn Knox, and I am seeking support for my election as 1st Vice President at the upcoming Annual PEI UPSE Convention. I have been serving the union in this role since January 2023.

I have been an UPSE member since 2001 as an employee of what is now known as Health PEI. I became active with the union soon after.

I have served in several roles within UPSE over the past 22 years. The following is a list of some of the roles that I have had the opportunity to learn from.



Carolyn Knox, First Vice President.

- Current 1st Vice President with PEI UPSE
- Bargaining team representative for Health PEI negotiations for the last 5 contracts
- PEI Representative on the Canadian Health Professionals Secretariat (NUPGE)
- Trustee with PSGIP
- Constitution and Structure Committee Member

- Finance Committee member
- Union Steward
- Local 8 Director
- Women's Committee Co-Chair
- Executive Representative on Women's Committee
- Ad hoc Committee on Harassment
- Chair of Staff Relations Committee

To fulfill these roles, I have completed numerous courses offered by the union and other stakeholders. My experience with UPSE has improved my understanding of the services that our members provide, the uniqueness of the many roles, and the common challenges that we face.

I look forward to continuing my efforts to assist the union in moving forward to becoming the best representative it can for all its members and the residents of PEI that we serve.

In Solidarity,  
Carolyn Knox

## Jim Ryan offers for Third Vice President

Greetings my fellow UPSE members.

My name is Jim Ryan, and I am pleased to be re-offering as your Third Vice President at our 2023 PEI UPSE Annual Convention!

I have been a member of our union for the past 22 years; and in that time, I have been honoured to have represented countless members as a shop steward and chief steward of Local 6.

I have had the pleasure of representing our union on the national stage as a voting delegate at the National Union and Canadian Labour Congress conventions.

I have served as director for Local 6 in the past, and for the last 8 years, it has been my privilege to serve as your Third Vice President.

I have been a voting delegate at our Annual Convention for many years. I have had the pleasure of serving as the Executive Member on the Public Relations & Recreation/ Convention Committee, Young Workers Committee, Constitution and Structure Committee and the Membership Services & Communications Committee.

I have sat at the negotiating table for the last two rounds of the health contract negotiations.

As a unionist, I have always embraced all union activities; educational opportunities and made efforts to address labour issues. I have always made every effort to engage with our membership to identify issues at work sites, as well as hear ideas for how best to move our union forward.



Jim Ryan, Third Vice President

As your Third Vice President; I have always taken the ideas and concerns brought forward to me to our union leadership for discussion and to see how we best can proceed.

I am presently a home support worker with Queens County home care. I feel that we, as a union, have many challenges ahead. (As we see cost of living skyrocketing and management continually disrespecting our members). We are positioned well to address the issues and challenges as we move forward.

We hope to reinvigorate our membership and foster engagement to create a united front as we face our issues head on!

In the coming years, I hope we will grow as a union, first, by increasing our membership, but also by making the necessary changes to engage with our membership in new ways.

By doing this, I believe that we can move forward as a union, where everyone can feel that they are a part of something bigger than themselves!

I thank you for your continued support over the past number of years. It has been my honour to be trusted with this position, and I hope to continue to serve our membership for a fifth term as your Third Vice President!

In solidarity,  
Jim Ryan

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

**2022-2023 Budget**

**Forecast to July 2023**

**Approved Budget 2023-2024**

<i>Revenues</i>	
Dues	2,700,000
*Social Fund	14,500
Building Renovation fund	36,400
Health Development and Training	30,000
Other Income (Fun Day / Golf / etc.)	<u>5,000</u>
<b>Total Revenue:</b>	<b>2,785,900</b>

2,800,000
15,000
37,500
30,000
<u>5,000</u>
<b>2,887,500</b>

2,750,000
15,000
37,500
30,000
<u>5,000</u>
<b>2,837,500</b>

<i>Expenses</i>	
Advertising	25,300
Audit	13,200
Bank charges and interest	350
Building and grounds maintenance	25,000
Cleaning	21,340
Dues and fees	168,000
Electricity	9,000
Fuel	18,000
Insurance	23,575
Office supplies and expenses	26,000
Equipment rental	32,000
Postage	6,000
Taxes	24,500
*Social fund	14,500
Telephone and fax	18,000
Travel - Staff	<u>7,500</u>
<b>Total:</b>	<b>432,265</b>

22,000
12,000
200
22,000
20,000
165,000
10,000
12,000
23,000
29,000
32,500
9,000
22,500
15,000
16,000
<u>8,300</u>
<b>418,500</b>

27,830
13,700
350
25,000
20,000
176,400
10,000
18,000
23,575
27,000
32,000
8,000
24,500
15,000
17,000
<u>7,500</u>
<b>445,855</b>

<i>Employment</i>	
Wages - Staff	910,000
Wages - President	98,177
Benefits - President	19,632
Employee Benefits	170,340
Severance Pay Allocation	15,000
Early Retirement Fund Allocation	15,000
Training - Staff	<u>13,500</u>
<b>Total:</b>	<b>1,241,649</b>

850,000
98,177
19,000
175,000
15,000
15,000
<u>10,285</u>
<b>1,182,462</b>

920,000
103,100
20,615
175,300
15,000
15,000
<u>28,375</u>
<b>1,277,390</b>

PEI UPSE: Approved Budget (continued)

**Other**

Campaigns	35,000	13,000	35,000
Legal and Professional Fees	250,000	300,000	260,000
Newsletter (Advocate)	30,000	31,400	32,000
Photography	1,500	0	1,500
Reference Materials	14,000	8,900	2,500
Defense fund	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>
<b>Total:</b>	<b>340,500</b>	<b>363,300</b>	<b>341,000</b>

**Committees**

Women's Committee	33,000	23,000	30,000
Annual Convention	127,500	123,000	129,000
Bargaining	111,000	59,000	111,000
Board & Chairpersons	75,000	70,000	103,000
Constitution & Structure	3,000	6,000	36,000
Education	115,000	55,000	124,000
Executive Officers	42,000	40,000	45,000
Finance	4,000	2,000	4,500
Membership Services & Communication	52,300	36,000	41,000
Young Workers	7,300	1,500	30,000
NUPGE travel pool	42,500	48,500	46,000
Pensions & Insurance	7,500	500	8,500
Recreation / Public Relations / Convention	91,500	80,000	103,000
Staff Relations	32,000	32,000	4,000
Stewards Council	<u>53,700</u>	<u>40,000</u>	<u>71,000</u>
<b>Total:</b>	<b>797,300</b>	<b>616,500</b>	<b>886,000</b>

Total cash inflow	2,785,900	2,877,500	2,837,500
Total cash outflow	2,811,714	2,580,762	2,950,245
<b>Budgeted cash inflow (outflow)</b>	<b>-25,814</b>	<b>306,738</b>	<b>-112,745</b>



## Annual Convention: Resolutions

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

1. **Submitted by the UPSE Constitution Committee** *Housekeeping-1*

The intent of this resolution is to update the constitution to ensure clear, current and concise language is used.

2. **Submitted by the UPSE Constitution Committee** *Housekeeping-2*

The intent of this resolution is to update the constitution to ensure clear, current and concise language is used.

3. **Submitted by the UPSE Constitution Committee** *Improve Language for Quorum*

The intent of this resolution is to improve the language for Quorum in article 13.4

4. **Submitted by the UPSE Constitution Committee** *Presidential Nominations Committee*

The intent of this resolution is to update the language in the constitution to define who is responsible for appointing the Presidential Nominations Committee, and to specify that the Chair of the Membership Services Committee shall also be the Chair of the Presidential Nominations Committee.

5. **Submitted by the UPSE Constitution Committee** *Allowing an Extra Two-Weeks To Hold First Local Meeting*

The intent of this resolution is to amend the constitution to allow an extra two weeks (from 60-75 days) to hold the first local meeting after annual convention.

6. **Submitted by the UPSE Constitution Committee** *New Requirements to be an Elected Official*

The intent of this resolution is to amend the constitution to establish new requirements to ensure elected officials - President, Executive Officers, Directors, Assistant Directors, and Stewards - have a similar minimum requirement.

7. **Submitted by the UPSE Constitution Committee** *Member in Good Standing*

The intent of this resolution is to amend the constitution to allow for members who are absent from the worksite for reasons beyond the member's control to maintain their *Membership in Good Standing* at a nominal (reduced) dues rate.

8. **Submitted by the UPSE Constitution Committee** *Executive Director*

The intent of this resolution is to amend the constitution to add a new article which outlines the roles of the Executive Director reflecting this newest staff position.

9. **Submitted by the UPSE Constitution Committee** *Political Office*

The intent of this resolution is to amend the constitution to ensure UPSE members are provided with fair representation. The resolution specifies that UPSE will exclude any members who may be in a position to influence policies or employment agencies of other UPSE members from holding a Board or Executive position with UPSE.

10. **Submitted by the UPSE Constitution Committee** *Discipline*

The intent of this resolution is to amend the constitution to give the board of directors the right to deny, suspend, terminate, place conditions on, or reinstate the membership of any member of the Union who breaches the constitution, bylaws, policies or directions of the Union, or who removes, keeps, erases, or destroys any records belonging to the Union without authorization.

11. **Submitted by the UPSE Constitution Committee** *Vacancy of Elected Local Positions*

The intent of this resolution is to amend the constitution to exclude UPSE members who are absent from the workplace for extended periods of time from holding elected positions within the union, i.e., board, executive, standing committees and stewards.

12. **Submitted by the UPSE Constitution Committee** *Securities*

The intent of this resolution is to update the language in the constitution by removing section 19.2 as UPSE no longer holds securities and the safety deposit box has been closed/given up.

13. **Submitted by the UPSE Constitution Committee** *Board of Directors*

The intent of this resolution is to amend the constitution to allow the Executive Director of UPSE to assist with the filling of staff positions in coordination with the appropriate committee.

14. **Submitted by the UPSE Constitution Committee** *Membership Dues*

The intent of this resolution is to amend the constitution to allow members who are absent from work for reasons beyond their control to maintain their membership in good standing at a nominal (reduced) dues rate.

15. **Submitted by the UPSE Constitution Committee** *Basis of Discrimination Language*

The intent of this resolution is to update article 4.3 of the constitution to better define the basis of discrimination language.

16. **Submitted by the UPSE Constitution Committee** *Records Management and Policy Development*

The intent of this resolution is to amend the constitution by adding a new article - 4.10 aligning policies, procedures, and programs with the purpose and function of the Union.

17. **Submitted by the UPSE Constitution Committee** *President's Salary*

The intent of this resolution is to ensure the President's salary reflected in the constitution should be the most current.

18. **Submitted by Local 3** *Workers Compensation Board Legislation*

The intent of this resolution is to lobby the provincial government for new Workers Compensation Board legislation that places safety, health, and the overall well-being of front-line workers at the forefront

19. **Submitted by the UPSE Women's Committee** *Casual Employees*

The intent of this resolution is to advocate for more benefits and opportunities for UPSE's casual employees, many of whom are women with children to support.

20. **Submitted by the UPSE Women's Committee** *Child Care*

The intent of this resolution is for UPSE to pressure government to expand the number of child care spaces in both workplaces and in the community.

21. **Submitted by Local 10** *Member Engagement*

The intent of this resolution is to expand member engagement by using virtual and in-person meetings, and to clarify a process for new employees to join UPSE, and be given information about the Union in a timely fashion.

22. **Submitted by the UPSE Young Workers Committee** *Unions and Post-Secondary Education*

The intent of this resolution is for UPSE to explore ways to provide information about unions to post-secondary institutions and academic programs whereas students may be entering a unionized workforce.

23. **Submitted by the UPSE Young Workers Committee** *Union History in School Curriculum*

The intent of this resolution is for UPSE to lobby the Department of Education and Early Years to include Union history in the school curriculum.

24. **Submitted by the Locals 3 and 5** *Health Insurance*

The intent of this resolution is for UPSE to investigate other insurance companies, aside from the current PSGIP benefits, to ensure members are receiving a wider scope of benefits to meet their growing needs.

**25. Submitted by the Local 12** *Electric and Hybrid Vehicles*

The intent of this resolution is for UPSE to lobby the province to establish guidelines that will address the technological changes needed to make electric and hybrid vehicles viable in all circumstances.

**26. Submitted by UPSE's Membership Services Committee** *Presidential Election*

The intent of this resolution is for UPSE to make changes to the constitution which would allow for electronic voting in a presidential election if desired.

**Tremploy**

**Bargaining update**

The UPSE/Tremploy Negotiating Team and the Employer (Tremploy) reached a tentative two-year agreement until June 30, 2025. Full details were sent in a ratification package to the membership and all votes to accept or reject the agreement are to be counted on November 14, 2023. UPSE thanks the efforts and dedication of the bargaining team, David Ramsay, Sheila Duffy, Kelly Douglas, and Brooke Miles.

**Whisperwood Villa**

**Bargaining update**

UPSE and Whisperwood Villa have a new contract. The arbitrated order sees the membership receiving the following:

- 5% wage increase as of August 1, 2022 paid retroactively to the membership
- a monetary wage increase commencing August 1, 2023 to bring the membership to 2.5% above the market average.
- an increase of 2.5% in 2024
- an increase of 2.5% in 2025
- Shift differential pay will increase to \$1.50 per hour.

The arbitrator weighed factors such as labour market conditions, and the

employer's ability to attain funding and recruit and retain staff. Karen Jackson, UPSE President, thanks the bargaining team for their hard work in achieving a fair wage and benefit package for the membership.

**Atlantic Tourism  
Hospitality Institute**

**Bargaining update**

UPSE and the Atlantic Tourism and Hospitality Institute Inc. have signed a new one-year collective agreement. Karen Jackson, UPSE President, thanks the bargaining team for negotiating a fair wage and benefit package for the membership.



**L-R Top:** Jill Cameron (Director, Human Resources, Holland College), Wilma Ramsay (UPSE Labour Relations Officer), and Pam Raper (UPSE Bargaining Team).

**L-R Bottom:** Dr. Alexander (Sandy) MacDonald (President, Holland College), Karen Jackson (President, UPSE), and Kevin Gotell (UPSE Secretary-Treasurer).

**Community Inclusions**

**Bargaining update**

The collective agreement does not expire until March 2025, however, the membership seeks a wage re-opener with dates set for negotiations on Dec 15 and 18, 2023.

**Garden Home**

**Bargaining update**

The collective agreement expired in June 2023. The bargaining team met in November to review proposal forms, and dates to begin negotiations are to be announced.

**Community Connections**

**Bargaining update**

The collective agreement will expire in March 2024. The bargaining team is eager to begin negotiations and dates will be announced in the near future.

**Health PEI**

**Bargaining update**

Health PEI's collective agreement expired at the end of March 2023. Negotiations took place in June, 2023 and on October 19, 23 and 24, 2023. More bargaining dates are TBD.

## Police and Peace Officers Memorial Service

This is the 24th year that UPSE and Community and Correctional Services Division has co-sponsored attendance at the *Police and Peace Officer Memorial Service* in Ottawa. UPSE was proud to support our Peace Officers who were part of a strong contingent at the *Annual Canadian Police and Peace Officers' Memorial Service*. The officers included union activists from across the country, and those who have worked in provincial adult and youth corrections, probation and community corrections services, conservation and highway safety.

In 1998, the federal government proclaimed the last Sunday in September as *Police and Peace Officers' National Memorial Day*. The *Canadian Police and Peace Officers' Memorial Service* gives Canadians an opportunity each year to formally express appreciation for the dedication of police and peace officers, who have contributed so much to our country.



## Win Large/Flat Screen TV: Annual Convention Dance Celebration!

### Delta Prince Edward, Charlottetown

All members are invited to UPSE's 61st Annual Convention Dance!

Saturday, November 25 (9:00 pm - 12:30 am)

Entertainment by Tyler's DJ Service

**Note: UPSE Members must be in attendance at the dance to be eligible to win the Prize. The draw is at 11:00 p.m.**



## Members: Please Update Personal Contact Information

Call Norma Jarvis at the union office (902-892-5335, toll free 1-800-897-8773) to ensure your current contact information is up-to-date, or to make changes.

You can also visit the UPSE website ([www.peiupse.ca](http://www.peiupse.ca)) and go to the *update contact information* link under the *Members* section on the homepage where you can update your information on-line (<https://www.peiupse.ca/members/update/>).



### UPSE Bursary/Scholarship Program

UPSE is excited to announce that its Bursary/Scholarship program is now open once again to members, spouses, or dependents who are attending an accredited college or university full-time. UPSE invites you to submit an application for one of the bursaries/scholarships that UPSE awards annually. We have a range of bursaries available, with twelve worth **\$500** and two scholarships with **\$1,000** each. These include the **\$1,000** Laurie Jenkins Memorial Scholarship, and another **\$1,000** scholarship specifically for students with a learning disability, as well as one **\$500** bursary to be awarded in memory of Julie MacKay to the top applicant going to Holland College. We hope that you take advantage of this opportunity and wish you the best of luck with your studies!



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:

**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 top award winner for the **Laurie Jenkins Memorial Scholarship**.

Applications are reviewed using a "blind test" procedure whereby Committee members are not provided with any identifying information about an applicant. The Public Relations Committee selects the successful recipients of the bursaries and/or the scholarship from the applications received. The awards are usually presented over the Christmas break.

All applications must be received by: **November 29, 2023 at 4:30 p.m.** Application forms are available at the UPSE office or on the Union's website at ([www.peiupse.ca](http://www.peiupse.ca)).

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



# Do You Want to Join UPSE?

Do you know a group of non-unionized workers who might be interested in joining UPSE? If so, please contact Bryan Burt, UPSE Education and Organizing Officer, at **902-892-5335**, toll free **1-800-897-8773** or e-mail [bsburt@peiupse.ca](mailto:bsburt@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 Bargaining Units

***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, Lady Slipper Villa,***

***Atlantic Tourism and Hospitality Institute***



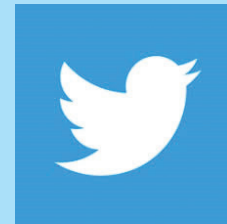
PEI UPSE

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- ✓ A Minimum Wage
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