

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

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Dear Members,

Welcome to the Summer edition of "The Advocate." I hope you have or get the opportunity to spend time with family and/or friends over the summer. I wanted to inform you of some of the great work being done by your union and its committees. I want to extend my sincere gratitude and thanks to the Public Relations Committee (PRC) for all the work they are doing to engage our members and their families. The PRC has held BBQs in Bloomfield, and Shining Waters (2x) with great turnouts. They have hosted the union golf tournament, family fun days at Shining Waters, and participated in the Pride parade. It is great to see the members participating in these union events. The Young Workers Committee is working hard to engage our youth in union work and advocacy. They conducted a Young Workers Survey, and the feedback was encouraging. An Executive Summary will be made available over the next month and shared with you for your review. The Committee also held a social function, a trivia night. The trivia session was held in Summerside, and the turnout and feedback exceeded expectations. The youth are the future leaders of our union and the committee has been doing great work engaging our younger members.



Karen Jackson
President, UPSE

I have heard from the membership about the privatization happening in the public sector. UPSE continues to challenge the province on this practice and hold them accountable through our legal and arbitration processes. I had the opportunity to attend an anti-privatization rally held in downtown Halifax, Nova Scotia, on July 17, 2024. The rally was well attended and coincided with the Premiers meeting and the National Executive Board meeting with our national affiliate (National Union of Public and General Employees/NUPGE). We had representation from unions from all provinces which received national media coverage. UPSE will continue to fight against the privatization of public services.

I am pleased to announce that our strategic plan for UPSE has been finalized and will be provided to all our members in the coming weeks. This plan describes the overall strategic direction of the Union over the next four years, 2024–2028, and outlines the Vision, Mission, Core Values and Priorities/Goals for the organization. Furthermore, the document guides the development of detailed action and operational plans for the organization, and provides measurement indicators, and accountability on the Union's performance and results.

I am pleased to announce that your Board of Directors have approved an Occupational Health and Safety (OHS) Standing Committee. The OHS Committee was created for the union to address the needs and concerns related to the workplace psychological and physical safety of the membership. The membership has highlighted deficiencies in Occupational Health and Safety legislation, policies and procedures which need to be reviewed, updated, and amended. The goal of this Committee is to play an important role in guiding and supporting the union's actions and initiatives on workplace safety, assist in identifying problem areas needing priority attention relating to OHS, play a significant role in providing recommendations for amendments to relevant WCB/OHS legislation, and be responsible to review and action all approved occupational health and safety resolutions from the annual convention.

I am appreciative of the members' participation and engagement with our Harassment, Bullying and Violence survey. We have been working on summarizing the data and compiling an executive summary report that will be used to advocate for changes in processes, protocol, policies, and legislation to relevant government bodies. Your Union intends to share the summary report with you, and welcomes your feedback. As noted, in review of the harassment, bullying, and violence survey, as president of your union, I was distressed to review some of the experiences that you've encountered in your work lives, and I have committed to improve these working conditions for you. So, I am very appreciative for your willingness to share your stories.

UPSE continues to advocate for the rights of our membership by strengthening our collective agreement language. We have successfully negotiated new contracts for Whisperwood Villa, Community Inclusions, Tremplay, Garden Home,

Community Connections, and currently are in the process of bargaining new contracts for Holland College Faculty, the Atlantic Tourism and Hospitality Institute, and Holland College Administrative and Support. Health PEI negotiations are now moved to conciliation. The parties were unable to come to an agreement. UPSE was clear with Health PEI that a fair and reasonable offer was necessary, and UPSE would not settle for less than other health bargaining units received. The negotiating team met on July 15 to prepare for the conciliation talks. We are waiting to hear from the Conciliator on a date for the conciliation process to begin. We will be posting updates on the UPSE website to keep our Health members informed.

The labour activity is still high in some areas, but UPSE is optimistic with some of the significant changes to personnel in Human Resources and senior management within Health PEI, that the Employer will start consulting with its key stakeholders (unions) on significant changes, and adhere to collective agreement language and past practice once again. This will assist in re-establishing a good working relationship and provide the much-needed respect our members deserve.

Your union is working to secure Labour Market Adjustments (LMA) within the Civil service for its carpenters. The union recognizes there are many areas that need to be recognized and is advocating and working with the province to secure required LMAs as well.

As president of UPSE, I was elected through a democratic process by the members. As many of you are aware, this year is a presidential election year. Just to remind our members, this will be the first year that UPSE will have electronic voting capacity for the membership to vote in the presidential election. I encourage all members to participate in this democratic process and to review all the relevant information from the candidates this year, and select the nominee they feel would best represent them and their union.

I am excited about actioning our strategic plan and the new initiatives for 2024, and the positive changes on the way for UPSE, as we move forward to best serve our members, and the labour movement in Prince Edward Island.

Karen Jackson, UPSE President

UPSE Summer Golf Tournament

This Union's summer golf tournament was played at Brudenell. Brudenell Golf Course is a public, picturesque and well-maintained 18-hole championship course that offers stunning views and a memorable golfing experience. It is part of the Brudenell River Resort, which features a variety of amenities including on-site accommodations, dining options, and recreational activities.



The course itself is known for its challenging yet enjoyable layout, with well-manicured fairways and strategically placed hazards. Golfers of all skill levels can appreciate the natural beauty of the course, which is surrounded by PEI's lush landscape. Brudenell Golf Course provides a wonderful setting for both leisure and competitive play. UPSE was pleased to hold the tournament at Brudenell where approximately fifty-six members work. UPSE Proud!



The Winning team with a score of 64 from left to right are: David Jabour (Local 12), Nick MacGillvray (Local 12), Brad Larter (Local 12), and Darryl McInnis (Local 12)



The longest drive for men went to Kalib Snow (Local 14). Left to right are: Lyn Higginbotham (Chair, PR Committee), Kalib Snow, and Karen Jackson (UPSE President).



The men's closest shot to the hole went to Brad Larter (Local 12). Left to right are: Lyn Higginbotham (Chair, PR Committee), Brad Larter and Karen Jackson (UPSE President).



The women's longest drive and closest to the hole went to Sam Kennedy (Local 8). Left to right are: Sam Kennedy, Karen Jackson (UPSE President), and Lyn Higginbotham (Chair, PR Committee).



Presidential Election, 2024

The upcoming election will be administered by a mail out/mail in ballot process (paper ballots), and/or Electronic Ballots (online). Ballots will be mailed to all UPSE members in good standing (including info on how to vote online) on **August 12, 2024**. The deadline for the return of the ballots is 4:00 p.m. on **September 12, 2024**. To ensure that you receive a ballot, please ensure your home mailing address is up-to-date with the union (**call 902-892-5335 or toll free at 1-800-897-8773**). The union received three nominations for the position of President by the nomination deadline on July 22, 2024. Karen Jackson, Kevin Gotell, and Linda Deschene are the candidates. **Note:** Members who have not received a ballot by **August 23, 2024** may call the office to have a duplicate ballot mailed to their home address. No duplicate ballots will be issued before August 23.

Karen Jackson for President



Karen Jackson is the President of UPSE, and an LPN with Health PEI at Kings County Memorial Hospital.

Greetings UPSE Members,

My name is Karen Jackson, and I am honoured to be re-offering for President of PEI Union of Public Sector Employees (PEI UPSE). I have been a proud UPSE member and activist for over 30 years and I have had the privilege to work on behalf of the members as President of UPSE for the past nine years. As President, I have always made my decisions for the betterment of the members and the organization, and I know the importance of developing and maintaining working relationships with key internal and external stakeholders. I recognize that any success we have, as a union, is only because of the people and support around me. Leading UPSE is a collaborative team effort - from our dedicated UPSE staff, to our knowledgeable and experienced Executive and Board of Directors, to our front line local officers, and shop stewards; who volunteer their time and energy to improve our workplaces and protect their rights and benefits of our collective agreements, to our rank and file members- the reason we exist as a Union. I want to take this opportunity to say Thank You for your support and service to our membership.

Successes

Governance and Leadership

I am very pleased with the progress we have made on accountability as it relates to the leadership and

Kevin Gotell for President



Kevin Gotell is the Secretary Treasurer of UPSE, and a Judicial Clerk with Justice and Public Safety.

Greetings UPSE Members,

My name is Kevin Gotell, and I am announcing my intentions to seek the office of PEI UPSE President in the up-coming Presidential Election!

Presently I am in my 30th year as a Judicial Clerk with Justice and Public Safety and work out of the Kings County Court House in Georgetown.

I have been a proud UPSE member for the past 30 years, serving in many capacities, Director of Local 11 for numerous years; and during that time, was the Chairperson of the Staff Relations Committee, Chairperson of the Public Relations and Recreation/ Convention Committee.

I was elected as your Secretary-Treasurer at a Board of Directors Meeting in 2007 and served in that position until July of 2011. After being away from the position for 14 months, I was elected back to the position of Secretary-Treasurer at the PEI UPSE Annual Convention in November of 2012; and have been re-elected every two years since, now in my 12th year serving as your Secretary-Treasurer. So, a total of 16 years serving as your Secretary Treasurer; and it's been an interesting time to say the least.

We have accomplished a lot in the past 16 years; including having a new building, being mortgage

Linda Deschene for President



Linda Deschene is a Steward (Local 3) and is an LPN with Health PEI at Prince County Hospital. She is also a Clinical Supervisor for the Margaret Connolly RCW program as well as the Holland College LPN program.

Greetings UPSE Members,

My name is Linda Deschene, and I am humbled to be putting my name forward for President of the PEI Union of Public Sector Employees. I have been a proud member of UPSE since 2013, serving as a union shop Steward and actively participating in various union activities and educational opportunities. Throughout my time with UPSE, I have represented a wide range of co-workers at the work site, always striving to advocate for their rights and address their concerns.

I am a graduate of Mount St. Vincent University in Early Childhood Education and have studied Education through Music for Young Children at Oregon University. I also hold a diploma in Practical Nursing from Holland College. My work experience includes roles as a kindergarten teacher, daycare provider, personal care provider at Community Care Clinton View Lodge, LPN Supervisor of Resident Care Workers at Clinton View Lodge Nursing Care Home, and LPN at Wedgewood Manor and PCH in various units. Additionally, I am a clinical supervisor for the Margaret Connolly RCW program and Holland College LPNs. All of these roles have taught me how important it is to listen and to be open to new ideas, qualities that I will bring to the role of President with your support.

A More Active Union: Our union has the potential to be extremely influential. Together, we can harness

governance of our union. We have finalized our Strategic Plan that will modernize and guide our vision for UPSE over the next 4 years and hold us to account in providing service to you, our members. We have also improved and amended our Constitution and By-laws, policies and procedures to better serve the organization.

Workplace Safety

We have made improvements and highlighted the importance of safe working environments for many of our bargaining units. We have established provincial violence working committees in Civil and Health, which the Employer now tracks and monitors and responds to incidents reported in their electronic PSMS system. We have made significant improvements in collective agreement language to improve and report unsafe working conditions. We have built on our violence survey from 2019 with a new harassment, bullying, and violence survey 2024 and results will be released to the members over the coming weeks. We have already obtained confirmation from many of our Employers that they would like to obtain the results of the survey and collaborate to address the concerns highlighted in the report.

COVID-19 & Natural Disasters

We have successfully navigated through some significant times, such as the COVID-19 pandemic and natural disasters, such as Dorian and Fiona. We have been able to work and hold Employers accountable through their shifting policies and directives to you, our members. All of our members deserve recognition for your monumental efforts during those challenging times.

Collective Bargaining

Under my leadership, we were able to successfully negotiate numerous collective agreements with significant enhancements for the members, such as increased wages, rights and benefits, and processes for healthy and safe work environments. I recognize that there is still a lot more work to do as we have some bargaining units still negotiating, but I refuse to settle for unfair or unreasonable wages, rights and benefits for our members. Unless we can achieve fair outcomes I will move talks to conciliation and/or arbitration to get what our members deserve.

Social Issues

As President, our members come first and foremost, and we know that issues affecting Islanders are the bedrock to a healthy community and strong labour

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free and a brighter financial picture than we have ever had!

So why now am I running to become your leader, your President?

I think it is time for a change; I have the knowledge, skills, and the absolute interest to become your next President of UPSE!

So, what will Kevin Gotell do as President of UPSE?

First, I realize that the President does not work alone, it will be a journey together; it takes a team effort from our Executive Officers; our Board of Directors and of course the PEI UPSE Staff. Also, our Local Directors; Shop Stewards; Committee Members; and every UPSE member are the reason we exist as the greatest Union in PEI!

As your President, I will work desperately to re-invigorate our members; so, that they want to get involved with the greatest Union in PEI!

We need to have our Local's more active in what's going on and we need to ensure that every one of our Local's has a director sitting on the Board of Directors. If that means we need to pound the pavement to encourage and increase the interest of the locals, that's what we will do.

I want to be a President who is visible to members, touring worksites and engaging in conversations. Listening to the concerns that our members have across the island.

All members deserve fairness and respect in their respective work sites; and there is no room for bullying and harassment of any kind!

PEI UPSE needs to be more vocal, respond to issues in a timelier manner and we need to make sure that our voices are heard. Also, with our growing and changing population, we as the largest union in PEI, may from time to time need to step outside the box; and be a voice for others.

This Union belongs to you the members; and I humbly ask for your support to become your next President of PEI UPSE!

Please feel free to contact me if you have any questions or concerns at **902-393-0550** or email at kjgotell@gmail.com

our collective power to ensure better outcomes for our union members. If elected, one of my top priorities will be to increase opportunities for members to learn how to get more involved with the union. This means offering more training programs, workshops, and informational sessions tailored to the interests and needs of our members. I aim to create clear pathways for members' concerns to be raised, ensuring all union members know they are being heard and their voices are valued. By empowering members with the skills and knowledge needed to act on their concerns, we can build a more proactive and responsive union.

WCB Overhaul: One significant area where our union can make a difference is in achieving better outcomes for injured workers. All injured workers deserve the care they need to safely return to work. At last year's convention, a resolution was unanimously passed for UPSE to fervently lobby the government for comprehensive changes to WCB legislation to ensure it effectively addresses the needs of all injured workers. Since sponsoring this resolution, I have heard from many injured workers who see a desperate need for change. If elected president, I will take the necessary steps to gather those stories, identify common themes, and advocate for the changes we deserve.

I have a long history of commitment to building strong, supportive communities, having been very active in home and school associations and church activities. Recognizing the need for connection in our community, I organized mother and baby play/social gatherings in various communities where we lived. These experiences have taught me the importance of creating inclusive, engaging, and welcoming environments that consider what participants need to get involved in the first place.

This is the lens I will bring when considering what is necessary to increase participation in union opportunities. I believe that by fostering a sense of belonging and community within our union, we can encourage more members to get involved, share their ideas, and contribute to our collective strength.

In closing, I believe all leadership roles are service roles, and I would be honored to work for you as President of the Union of Public Sector Employees. Together, we can strengthen our union and ensure it is seen as a powerful force for positive change. Please feel free to contact me if you have any questions or ideas you'd like to share. I can be reached by phone at **(902) 439-9336** or by email at linda.m.deschene@gmail.com

Thank you, **Linda Deschene**

force. We must be that voice for persons who do not have the platform to improve their quality of life and in helping all Islanders we in turn help our members as a whole and grow our communities. For example, under my leadership, UPSE was the driving force behind Bill 116, (*Paid Domestic Violence Leave Legislation*), which gives all Islanders access to paid leave from work if they are experiencing domestic violence. We have also submitted written submissions on WCB Harassment Legislation, Whistle Blower Legislation, El zoning and Minimum wage legislation to name a few. When meeting with ministers, we discuss affordable housing and economic insecurity and many other social issues facing Islanders.

Challenges

Consultation

The Employer continues to make unilateral decisions in the absence of consulting with UPSE and other bargaining agents. All health unions in PEI unified in March 2024, and released a joint press release to highlight the lack of consultation concern and we have a pending arbitration with Health PEI on this issue in the Fall of 2024. I will continue to fight for any deviation or change of your terms and conditions of employment in the absence of any union concurrence.

Privatization

This is an area of concern in both Health and Civil. Health PEI has introduced agency licensed practical nurses (LPN), continues to farm out health care services in home care and enhanced virtual care. In Transportation, we see more of our plow routes being contracted out to private companies and more agency liquor stores leading to less public money to reinvest in healthcare, education and social programs. I have met with all levels of authority to address these issues and have filed grievances to ensure the work remains with you, our members. I believe that Public Services should not be placed in the hands of those who put profit before people...not today...not tomorrow...not ever. Our members' jobs who provide these valuable public services must be protected.

UPSE Education

I believe in educating our members on the ever-changing issues facing Unions both Provincially and Nationally. Knowledge can only enhance our ability to best represent our members. One of the things I have encouraged is more youth involvement and I implemented a Young Workers Stranding Committee. They initiated a young workers survey to identify the changing needs of our membership. I have been

encouraged by the increase of young members attending our courses and taking on the role of stewards in their worksites. The future of our Union depends on educating our youth about the importance Unions play in providing workers with a decent standard of living, safe working environments and all the benefits of our collective agreements. We have also developed several new workshops over my terms as President that have been beneficial for our members.

On a personal note, I have taken many Union/Labour-related educational sessions over the years and have the experience of being a Shop Steward, Committee Chair, member of Negotiation Teams, Provincial Director, 2nd Vice President and President. I have enjoyed meeting and working with members across the province and listening to your concerns and issues. Looking back, I am proud of what we have accomplished, especially over the past three years in my recent term, and how we have moved UPSE forward, however, there is much more to be done. We continue to deal with employers that disrespect our collective agreements and initiate policies that negatively affect our members.

I believe my experience over the past nine years will continue to help move UPSE forward and I feel it is a privilege and an honour to serve as your President and to speak out on your issues. This Union belongs to us all, together we are strong, and I am asking for your support to serve you for another term as President.

Please feel free to contact me if you have any questions at 902-393-9925 or email me at k_jack29@hotmail.com

Thank You for your consideration,
Karen Jackson

Presidential Election Policy Campaign Rules

- No potential candidate shall be permitted to campaign prior to receiving notice that they are an official candidate from the Presidential Nominations Committee.
- An incumbent UPSE President, who is re-offering for the position of President, shall be

prohibited from conducting any local tours 116 days prior to convention.

- No candidate or member shall publish or circulate, either verbally or otherwise, information on another candidate or the Union that reasonably appears to disrespect or defame that person's or the Union's character and/or integrity.

- Candidates may use social media as part of their campaign. Candidates are accountable for all content, and feedback/comments shall be disabled to ensure that all UPSE Constitution, by-laws and policies are followed.

- Candidates for UPSE President shall be prohibited from circulating campaign material at any physical location, with the exception of PEI UPSE bulletin boards in the workplaces where their approved biography and picture may be displayed.

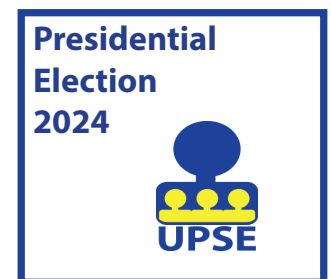
- The UPSE logo or like image is not permitted on any campaign material.

Any member found guilty of the actions mentioned above shall be subject to Article 9: Discipline of the Constitution and Bylaws and forfeit their deposit. Any forfeited deposits will be donated to a charity designated by the Board.

Neutrality of the Elections Committee

- Members of the Presidential Nominations Committee shall not actively work on behalf of a candidate or publicly express support for, or opposition to, nor attend meetings called on behalf of a candidate.

Source: UPSE Policy, Presidential Election (for a full copy of the policy contact the UPSE office)



Members: To Vote in the Presidential Election, You Must Be Registered!

It is important that UPSE members are registered with the Union Office to confirm their membership and contact information. Ballots and information about voting online will only be mailed to registered members.

If you have not registered, please go to our membership registration section on the UPSE website to register <https://www.peiupse.ca/membership-registration/>

Registered members are entitled to a **Membership Card with a unique UPSE ID#**

If you already are registered with UPSE, please ensure that your UPSE member contact information is up-to-date as well (home mailing address, contact number, email address and worksite). To do so, please fill out your UPSE contact information form here <https://www.peiupse.ca/members/update/> and submit it electronically.

If you have any questions reach out to us at the UPSE office at (902) 892-5335 or email njarvis@peiupse.ca



Bargaining Update

Health PEI

Bargaining update

On June 19, 2024, the UPSE bargaining team and Health PEI (the Employer) reached an impasse on key provisions, leading to a breakdown in discussions. The Parties attempted to get a deal at the table, but unfortunately, there were fundamental differences.

The UPSE bargaining team was clear with Health PEI that a fair and reasonable offer was necessary, and the Union would not settle for less than other health bargaining units received. The parties will now proceed to conciliation and the negotiating team met on July 15 to prepare for the conciliation talks. UPSE is waiting to hear from the Conciliator on a date for the process to begin. The Union will post any updates on the UPSE website and socials to keep you informed.

Holland College Admin and Support

Bargaining update

The collective agreement between Holland College Administrative and Support, and UPSE expired on March 31, 2024. The bargaining teams met to continue negotiations on July 2 and 3, 2024.

The parties have scheduled further meetings for September 9-11, and will continue negotiating a new collective agreement.

Morell and Area Early Learning Centre

The collective agreement between Morell and Area Early Learning Centre and UPSE will expire on August 31, 2024. A meeting was held with the membership on June 24 to discuss any proposals. UPSE will post updates on the website and socials. Bargaining dates TBA.

Holland College Faculty

Bargaining update

The collective agreement between UPSE and Holland College Faculty expired on March 31, 2024. Proposal forms were sent out and a meeting was held to choose the bargaining team.

A number of meetings have occurred with the employer to negotiate details of a merged agreement between ATHI and Holland College Faculty Collective Agreements.

Once this is completed the merged agreement will be sent out to the bargaining units for ratification. If the merged agreement is ratified by the membership, negotiations for enhancements (including wages) will begin. Keep your eye on the UPSE website and socials for updates.

ATHI

Bargaining update

The collective agreement between UPSE and ATHI expired on March 31, 2024.

Proposal forms were sent out and a meeting was held to choose the bargaining team.

A number of meetings have occurred with the employer to negotiate details of a merged agreement between ATHI and Holland College Faculty Collective Agreements.

Once this is completed the merged agreement will be sent out to the bargaining units for ratification. If the merged agreement is ratified by the membership, negotiations for enhancements (including wages) will begin. Keep your eye on the UPSE website and socials for updates.

Community Connections

Bargaining update

The collective agreement between UPSE and Community Connections expired on March 31, 2024. Proposal forms were sent out to the membership and bargaining took place on May 22 and 23, 2024. A tentative deal was reached. Members voted on August 2, 2024 in favour of the new four-year agreement. Karen Jackson, UPSE President, thanks the bargaining team for their hard work in negotiating a fair wage and benefit package for the membership.

Garden Home

Bargaining update

UPSE Garden Home members have voted to ratify a new three-year collective agreement. President, Karen Jackson, would like to thank the bargaining team members for their patience and hard work during negotiations.

UPSE members working in long-term care facilities across the Island care for our most vulnerable population. Competitive wage and benefit packages are essential to maintain these vital services. The increases negotiated in this agreement represent a significant step forward for our members and all workers in PEI.



Pic L-R: Andrew Jack (UPSE LRO), Karen Jackson (President, UPSE), Jason Lee (CEO, PEI Seniors Homes), and Chris Montigny (Lawyer, HR Atlantic)

Whisperwood Villa

Bargaining update

The collective agreement is not set to expire until July of 2026. The employer agreed to open the agreement for a discussion on wages. The bargaining team met on August 12 and negotiated a tentative deal. UPSE will mail out ratification kits and votes will be counted on September 6. A ballot box will also be located at the worksite

on Thursday, September 5, 2024 from 2:00 p.m. until 4:30 p.m. for those who want to cast their ballot at work.

Rally for Public Health Care!

UPSE participated with our National Union (NUPGE) in a rally for public health care in Halifax in July. Canada's Premiers' met in Halifax at the same time. NUPGE President, Bert Blundon, said the union's National Executive Board, representing 425,000 members across the country, scheduled its summer meeting to coincide with the Council of the Federation, in order to deliver a unified and urgent message for decisive action on healthcare.

"This is a make-or-break moment for public health care in Canada," said Blundon. "Our governments must work together on a credible plan to tackle staffing shortages, improve retention, and ensure accessibility to quality health care in all communities. Privatization has been a catastrophic failure—too costly, chaotic, and ineffective. It's time to return to a serious commitment to public health care."

Blundon said any meaningful strategy will need to involve those who are tasked with delivering care to Canadians every day. "These dedicated professionals have invaluable insights and recommendations to share. They need to be at the table if we want real change."

UPSE Summer BBQ at Bloomfield Provincial Park and Shining Waters!

Thank you to all UPSE members who attended the Union's BBQs. Your presence made the event a success, and we appreciate your participation. We hope you had a wonderful time. UPSE Proud!



Pride Parade, 2024

UPSE thanks the Union's PR and Rec committee for their hard work and dedication in creating a fantastic float for this year's Pride Parade. Their enthusiastic engagement with the crowd at Pride did not go unnoticed and added great value to the event.

UPSE supports diversity, inclusion, and equality for all individuals, and the Union's participation reaffirms its dedication to creating an environment where all members feel valued and respected, regardless of their sexual orientation or gender identity.



UPSE Workers Compensation Board Experiences Survey

The PEI Union of Public Sector Employees encourages all members to take part in the UPSE Workers Compensation Board Experiences Survey.

UPSE is focused on improving the working conditions of our members, including those that are injured while at work. At the 2023 Convention, UPSE members passed a resolution lobbying for changes to Workers Compensation Board and Occupational Health and Safety Legislation to address the multi-faceted needs of injured workers in Prince Edward Island.

UPSE wants to hear from you, the members, about your Workers Compensation Board experiences regarding what worked well, and where improvement is needed, to respond to our resolution.

The survey will be open from **September 9 to September 20, 2024**. If you do not receive an email by September 6 with information about how to access the survey, please contact the UPSE office at **902-892-5335** or email peiupse@peiupse.ca

PEI FEDERATION OF LABOUR'S 22nd ANNUAL LABOUR DAY PICNIC AND BARBECUE

When: MONDAY, SEPTEMBER 2, 2024 (1:00 p.m. - 3:00 p.m.)

Where: Victoria Park Pavilion, Charlottetown

NOTE: LOCATION CHANGE

Drop by as we celebrate Labour Day 2024!

Bouncy Castle for Kids, Hot Dogs, Corn, French Fries and more will be served.

For further information contact our office at (902) 368-3068 or peifed@pei.aibn.com



Andrew Jack, UPSE Labour Relations Officer

We will be featuring UPSE's staff members in *The Advocate* to highlight their role at the Union office and how they might be of assistance to you. We'll also tell you a little about each staff member to help you get to know them better.

Andrew started with UPSE after having many years in the financial services. After speaking with so many of his clients and hearing their desires to find a better work life balance he realized he needed the same thing. He joined the UPSE team as a temporary employee in December 2010 and became permanent 8 months later. Andrew is one of three labour relations officers in our office and is focused on health care and education based contracts. He is well versed in labour relations and each of UPSE's many contracts.

Please call Andrew, or an UPSE Labour Relations Officer, if you are having any trouble at work or feel the employer is not following the collective agreement. Remember, your call is 100% confidential. UPSE Labour Relations Officers (LROs) assist stewards and members with grievances, disputes and other problems in relation to your employment. They also help members prepare for collective agreement negotiations and they negotiate contracts.

Outside of work Andrew likes to relax by reading, working on mechanical projects and spending time with his family. He is a perspicacious fellow. He is also the defensive coordinator for the Under 14 Cornwall Timberwolves tackle football team and loves the fall because its football season. Andrew also coaches flag football in the spring, when he's not coaching football, he is watching his SUPERBOWL CHAMPION KANSAS CITY CHIEFS go for a three-peat!!!



Andrew Jack, UPSE Labour Relations Officer

Members: Please Update Personal Contact Information

The union encourages all members to take an active role in the union by keeping up-to-date on union news and issues. To ensure you receive the most recent UPSE communication materials, please update your contact information with the union.

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 and go to the [update your contact information](https://www.peiupse.ca/members/update/) (<https://www.peiupse.ca/members/update/>) link under the [Members](#) tab on the homepage where you can update your information on-line.

**Get the Latest
from UPSE!**

UPSE Civil Development and Training Fund (Civil Service Employees)

The Development and Training Fund, a joint initiative of the Government and the PEI UPSE, is designed to provide funding to employees for learning opportunities, encourage employee participation, benefit career development and improve government service delivery to the citizens of this province.

You will find the application and guidelines on the PEI UPSE Website (www.peiupse.ca). For more information please contact Tara McGuirk at (902) 368-6175, or email her at tmcguirk@gov.pe.ca



UPSE Health Development and Training

The UPSE *Health Development and Training* fund is available to PEI UPSE members who are employed with Health PEI and are covered under the Health PEI Collective Agreement. The fund provides employees with monies to improve required skills to better perform current job responsibilities as well as future job opportunities. You will find the application and guidelines on the PEI UPSE Website (www.peiupse.ca).



Please ensure that you use the current application form found on the UPSE website for all of your development and training requests. Contact Bryan Burt at bsburt@peiupse.ca or call (902) 892-5335 for questions and inquires about the fund.

Don't Forget to Read Your Collective Agreement!

Have you looked at your collective agreement recently? Your collective agreement is a legal contract negotiated, agreed to, and signed by your employer and your union. Both the employer and the union are bound by law to abide by its terms and conditions. It's like a "rule book" that defines your working conditions and sets out the rights and responsibilities of the employer and the workers.

In your collective agreement you will find provisions outlining your wages, vacation, sick leave, working conditions, rights and benefits. If you run into a problem at work and believe your employer is not following the collective agreement don't hesitate to talk with your Shop Steward or call UPSE to speak with a Labour Relations Officer.

By reading and understanding your collective agreement you will become more aware of the rights and benefits you have in the workplace. You will also be in a better position to protect yourself, if, and when, any problems arise at work. To see your collective agreement visit the UPSE website (www.peiupse.ca) and look under the "Collective Bargaining" section.



If you would like a hard copy please contact the UPSE office by emailing peiupse@peiupse.ca or call 902-892-5335 or toll free at 1-800-897-8773.

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

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



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

Attention UPSE Retirees!

Local 19 (Retiree Local)

If you're retired and haven't signed a retiree membership card and wish to do so can contact the union office at **902-892-5335**, toll free **1-800-897-8773** or e-mail peiupse@peiupse.ca

Dues are \$1 per month. Meetings are held four times a year. To receive Local 19 meeting notices you must have an email on file with us.

Those who were with CIVIL / HEALTH / WCB - we will contact the Employee Benefits Division of the Department of Finance to deduct \$1.00 per month from your retirement cheque. All other bargaining unit members (than those noted above), please contact the union office to discuss payment of dues each month by cheque or cash at the union office.





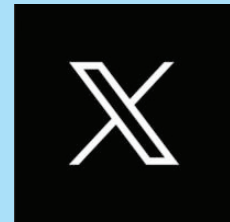
PEI UPSE

PEI UPSE is now on Facebook!

Search for the **“PEI UPSE”** page and click on **“Like this page.”**

Follow PEI UPSE on X!

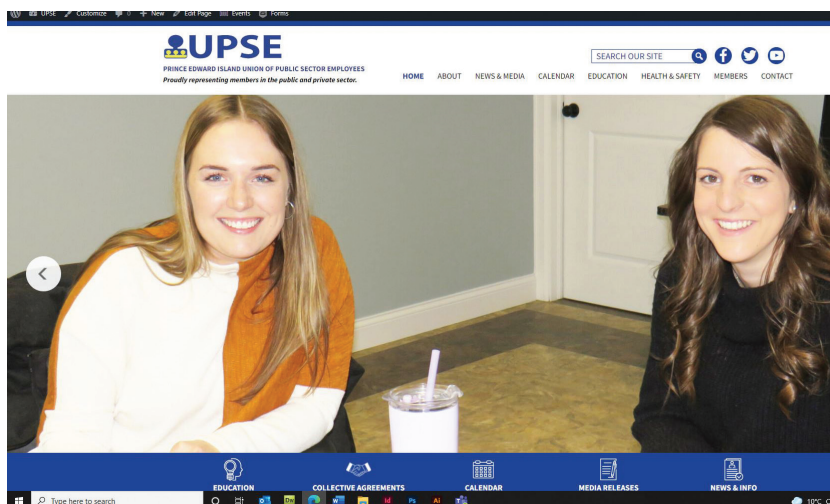
Follow PEI UPSE on X **@PeiUpse** for the latest on UPSE news, events, labour and social issues.



UPSE Website!

Check it out at www.peiupse.ca

Facebook and twitter feeds are on the new site as well.



Thank Unions for ...

- ✓ Weekends
- ✓ 8 Hour Workdays
- ✓ A Minimum Wage
- ✓ Paid Overtime
- ✓ Breaks During Work
- ✓ Workplace Safety Standards
- ✓ Child Labour Laws



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All it takes is a phone call to tell us where you work

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Because you are a member of the PEI Union of Public Sector Employees, we can offer you preferred rates and reduced premiums on your personal Auto and Property Insurance.



“UPSE is pleased to work with Cooke Insurance to offer our members preferred rates. The Cooke's Home & Auto Group Plan will help you save money. I value our relationship with Cooke Insurance and the benefits it provides to the membership as a whole.” - Karen Jackson, President, UPSE

Don't miss out.
Contact our Insurance Advisors today.

We put
Insurance first.