

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

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62nd Annual Convention

Uniting for a Better Future!



Dear Members,

Greetings UPSE Members, and welcome to the Fall edition of *The Advocate*. UPSE's 62nd Annual Convention will take place on November 15 and 16, 2024.



Karen Jackson,
President, UPSE

I am pleased to inform the membership that UPSE has launched its strategic plan covering the years from 2024 to 2028.

I want to thank the Board of Directors, staff, and our members for all the feedback and input we received in formulating UPSE's first formalized strategic plan. The plan lays out the strategic direction for UPSE over the next four years and presents the vision, mission, core values and priorities/goals for the Union. The plan will also guide the development of operational plans for the organization and provide measurement indicators and accountability regarding the Union's performance and results.

I look forward to healthy debate and discussion at Convention as the Union introduces its 2024 resolutions. Many of the resolutions presented at this year's convention are proposed amendments to the Constitution. The Constitution, by-laws, and policies are the foundation and bedrock of our union. They provide the rules by which we operate and support accountability, integrity, and transparency, three values noted in our strategic plan. You can see a complete list of this year's resolutions beginning on pg. 8 of *The Advocate*.

Your Union has been very busy since the last Convention on several fronts. I want to extend my sincere gratitude and thanks to our wonderful and dedicated committee members for all their hard work and efforts in raising the profile of our Union and getting members more engaged.

The PR Committee held BBQs at different locations across the Island this summer. They did a great job hosting the UPSE golf tournament, Family Fun Time at Shining Waters, and participated in numerous parades. It's great to see the members and their families engaged and participating in these union events.

Our Young Workers Committee is working hard to engage youth in union work and advocacy. They conducted a *Young Workers Survey*, and the feedback was encouraging. The Committee planned and held a union social function - a trivia night. The event was held in Summerside, and the turnout and feedback exceeded expectations. The committee drafted resolutions for convention and is planning a young worker's forum for 2025. They also established the *Steve Mollins, Young Worker Bursaries*, in memory of Steve Mollins who was a long-time member of UPSE's Board of Directors, and a mentor to many young workers.

The Education Committee has scheduled a full slate of courses for the membership with new offerings in the mix, including the *Train the Trainer* offering (see pg. 3). Our Women's Committee has been organizing functions across the Island to support and advocate for women.

The Membership Services and Communication Committee worked diligently and

professionally in conducting the Presidential and Director elections this year and incorporated the new electronic voting process. They reviewed and updated the discount list for our members.

The Finance Committee has reported that UPSE is in a good financial position with a small deficit. I am also pleased to announce that UPSE has approved a new procurement policy which will further align with our strategic plan values of accountability and transparency.

UPSE is doing a lot of great work, and we have more work to do as we face continued challenges. There are significant shortages of skilled professionals across our membership, we have consultation issues with Health PEI, we are facing the erosion of public services due to privatization, and workplace harassment and violence is a pervasive problem in the workplace. We are working to create more engagement with our members. There are vacancies in elected roles within UPSE, and we need to foster greater communication with the membership about how the union can better everyone's working lives.

In closing, I want to thank the membership for your continued work in serving Islanders. I 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 and improve our workplaces.

**Karen Jackson,
UPSE President**

UPSE's New 'Train the Trainer Course' Helping Members Educate Members

Over three days in October, eleven members with diverse backgrounds came together to learn and teach each other how to be good



facilitators and instructors. Bryan Burt, UPSE's *Education and Organizing Officer*, led the sessions and said "it was really important that the group was comfortable with each other and that they were able to cohesively work together early in the first day. This was achieved through several activities, including creating class guidelines for success – personal



needs declarations, best practices, etc. We reviewed and discussed how inclusive language and creating a supportive environment help participants be ready to learn."

These sessions were a real opportunity to strengthen our communication and interpersonal skills. Everyone treated one another with fairness and respect. George Weatherby, Sales Clerk, PEI Cannabis



Participants practiced their facilitation skills between sessions on activity-based learning, and how to give and accept meaningful feedback. Participants also helped incorporate activity-based learning into some of UPSE's existing courses.



As a trainer, these sessions were about more than just sharing knowledge, it's about learning to spark curiosity, foster growth within our members, and instill confidence in each individual we guide. Ryan Giddens, Labour Market Analyst, Holland College

It's important to UPSE to have a full slate of courses to offer the membership, and having members involved in delivering these courses is essential. UPSE members in attendance are now ready to help deliver UPSE education to their co-members, and with freshly updated courses, will better serve the membership in the future.

The train the trainer event was beneficial beyond words. I'm excited to be more involved in hosting the training and build more camaraderie within UPSE. Kurtis Jay, Program Officer, Climate Action Secretariat



Ashley Shaw, an *LPN and LPN program Lab Instructor* at Holland College, said "I'm incredibly grateful to have been selected for this educational opportunity! It was relevant, timely, and covered concepts



such as diversity and inclusion, good classroom practice & management, curriculum development and collaboration.

62nd Annual Convention

Credit Union Place, Summerside

Friday, November 15, 2024

5:45 pm - Registration

6:15 pm - Land Acknowledgment

- Administrative Announcements and Harassment Policy
- 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 61st Annual Convention
- Report on 2023 Resolutions

7:00 pm - President's Report and Address, and Strategic Plan

7:30 pm - NUPGE Speaker

7:45 pm - 2023/2024 Committee Reports

8:00 pm - 2024 Resolutions

8:30 pm - First call for nominations for executive positions:
Second Vice-President and Secretary Treasurer

9:00 pm - Adjournment

Saturday, November 16, 2024

8:30 am - Registration

8:45 am - Door Prizes (must be seated)

8:50 am - Call to Order, Auditor's Report

9:20 am - Credential Committee Report
- Second call for executive nominations

9:30 am - Guest Speaker

11:00 am - Break

11:15 am - 2024 Resolutions Continued

12:00 pm - Lunch (provided for members)

1:00 pm - Call to Order, Resolutions continued

2:45 pm - Break

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

3:15 pm - 2024 Member of the Year Award
- Cooke Insurance

3:30 pm - Last call for executive nominations
- 2024 Executive Elections

4:00 pm - Adjournment

Saturday evening events:

6:30 pm - Reception

7:00 pm - Banquet

9:00 pm - 12:30 am

All members of UPSE are invited to the Dance.

**Win UPSE prizes, only for members in attendance, including
a BBQ and accessories.**

Elections for the positions of **Second Vice President** and **Secretary Treasurer** will be held at the Annual Convention on **November 16, 2024**. These are two-year terms of office. In order to run, members must be in good standing for at least one year. The only candidate nominated by the deadline was Mark Arsenault, for Second Vice President.

Nominations that were not received by August 19, 2024 will be invited from the floor at the upcoming Annual Convention.

Mark Arsenault offers for Second Vice President

Hello, I am Mark Arsenault the *Wildlife Habitat Technician* with PEI Forests, Fish and Wildlife (FFW) since 2006 and have served as UPSE 2nd Vice President for the past 8 years and hope you will consider me for another term.

The Division I work for has been very supportive of my Union activities for decades. FFW has afforded me the time to pursue my many Union interests from being a shop steward, local director, member of the executive, facilitator on educational days, trustee with the Public Service Pension Plan and to be involved with some NUPGE activities.

I have been working for the province since 1993 after 10 years with private industry and the Canadian Armed Forces Reserves in the Cadet Instructors Cadre. My work experience has afforded me the opportunity to work in many different environments - part time, casual, contract, piece work and full time, under very different conditions.

This experience helps me understand a large variety of the concerns our members face. Over the last 30 years I have spent time working with Forestry, Environment and Transportation on my journey from a summer casual to a full-time classified position.

I became an active member of our Union after I walked with fellow members to the House in protest of the 7.5% wage roll back in 1994.

I am proud to have worked on many UPSE committees, Board, Executive and as a category rep during three rounds of contract negotiations, behind the scenes, for the membership. Equally, I am not afraid to speak up and out for our members and will continue to do so.

I have 10 years experience as Local 14 Director on our Board of Directors and an additional 8 years as 2nd Vice.

I hope you will vote for me to continue as 2nd Vice President at convention.

Thank you.



Mark Arsenault, Second Vice President.

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

2023-2024 Budget

Forecast to July 2024

Approved Budget 2024-2025

Revenues

Dues	2,750,000	2,875,000	2,900,000
*Social Fund	15,000	15,540	15,675
Building Renovation fund	37,500	38,850	39,189
Health Development and Training	30,000	30,000	30,000
Other Income (Fun Day / Golf / etc.)	<u>5,000</u>	<u>6,500</u>	<u>6,000</u>
Total Revenue:	2,837,500	2,965,890	2,990,864

Expenses

Advertising	27,830	27,830	25,000
Audit	13,700	13,700	19,000
Bank charges and interest	350	180	350
Building and grounds maintenance	25,000	31,000	33,000
Cleaning	20,000	20,000	21,000
Dues and fees	176,400	175,000	177,000
Electricity	10,000	10,000	4,000
Fuel	18,000	12,000	16,000
Insurance	23,575	21,050	24,000
Office supplies and expenses	27,000	29,000	31,000
Equipment rental	32,000	32,500	32,000
Postage	8,000	8,000	13,000
Taxes	24,500	22,500	24,500
*Social fund	15,000	15,540	15,675
Telephone and fax	17,000	17,000	17,000
Travel - Staff	<u>7,500</u>	<u>12,000</u>	<u>12,000</u>
Total:	445,855	448,760	464,525

Employment

Wages - Staff	920,000	999,000	1,030,000
Wages - President	103,100	105,000	108,342
Benefits - President	20,615	18,200	22,000
Employee Benefits	175,300	195,000	180,500
Severance Pay Allocation	15,000	15,000	15,000
Early Retirement Fund Allocation	15,000	15,000	15,000
Training - Staff	<u>28,375</u>	<u>15,000</u>	<u>29,909</u>
Total:	1,277,390	1,362,200	1,400,751

PEI UPSE: Approved Budget (continued)

Other

Campaigns	35,000	9,500	25,000
Legal and Professional Fees	260,000	545,000	300,000
Newsletter (Advocate)	32,000	32,000	32,000
Photography	1,500	0	1,500
Reference Materials	2,500	7,250	8,000
Defense fund	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>
Total:	341,000	603,750	376,500

Committees

Women's Committee	30,000	10,000	25,000
OH&S Committee (New)	0	0	6,000
Annual Convention	129,000	106,000	110,000
Bargaining	111,000	45,000	150,000
Board & Chairpersons	103,000	90,000	100,000
Constitution & Structure	36,000	22,000	35,000
Education	124,000	78,000	100,000
Executive Officers	45,000	40,000	45,000
Finance	4,500	2,200	4,000
Membership Services & Communication	41,000	22,000	40,000
Young Workers	30,000	6,000	40,000
NUPGE travel pool	46,000	38,000	70,000
Pensions & Insurance	8,500	0	5,000
Recreation / Public Relations / Convention	103,000	100,000	110,000
Staff Relations	4,000	2,600	2,550
Stewards Council	<u>71,000</u>	<u>56,000</u>	<u>70,000</u>
Total:	886,000	617,800	912,550

Total cash inflow	2,837,500	2,965,890	2,990,864
Total cash outflow	2,950,245	3,032,510	3,154,326
Budgeted cash inflow (outflow)	-112,745	-66,620	-163,462

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 Board of Directors** *BOARD GRAMMATICAL AND APPEARANCE EDITS*

The intent of this resolution is to allow the board of Directors to make Administrative corrections to the Constitution document at any time during the year between conventions. Administrative corrections include spelling, grammatical errors, (c) inconsistent numbering, and any other cosmetic changes that do not impact the intent of the wording.

2. **Submitted by the UPSE Board of Directors** *HOUSEKEEPING-1*

The intent of this resolution is to ensure that UPSE has clear, current and concise language in the constitution.

3. **Submitted by the UPSE Constitution Committee** *RESOLUTION PROTOCOLS*

The intent of this resolution is to ensure that all submitted resolutions that have a potential impact on the Constitution must be reviewed, approved and submitted by the Board of Directors, not less than sixty (60) days before the date set for the convention.

4. **Submitted by the UPSE Board of Directors** *TEMPORARY LOCAL DIRECTOR*

The intent of this resolution is to allow the Board to appoint a Union representative to conduct and hold local meetings in the event of a Local Director Vacancy, until a replacement can be elected.

5. **Submitted by the UPSE Board of Directors** *FIXED DATES*

The intent of this resolution is to ensure the Constitution has clear dates in place in regard to when Directors take office, the elections of assistant director(s), steward(s), local secretary's, co-chairs, alternates, and committee appointments.

6. **Submitted by the UPSE Board of Directors** *EXECUTIVE MEETINGS*

The intent of this resolution is to establish that UPSE Executive meetings must be held at least eight (8) times a year.

7. **Submitted by the UPSE Board of Directors** *UPSE CONVENTION (NAME REFERENCE)*

The intent of this resolution is to say that there must be a convention of the Union held within 2 years of the date of the last Convention at such time and place as may be determined by the Board of Directors. Notice of the time and place for holding the convention must be given by advertising the meeting in the Union's newsletter or other electronic publications not less than thirty (30) days before such meeting.

8. **Submitted by the UPSE Board of Directors** *Executive Term and Elections*

The intent of this resolution, based on resolution 7, is to clarify that the election of the executive will take place at alternating Conventions commencing with the second Vice-President and secretary treasurer in 2024 and the election of the first Vice-President and third Vice-President at the following convention.

9. **Submitted by the UPSE Board of Directors and Local 12** *UPSE CONVENTION (18 MONTHS/SESQUIENNIAL)*

The intent of this resolution is for UPSE to move from holding an annual convention to holding a convention every 18 months, to be more fiscally responsible, which would also allow the convention to alternate from a spring and fall convention period due to the 18 month intervals.

10. **Submitted by the UPSE Board of Directors** *RETIREE CONVENTION DELEGATE CAP*

The intent of this resolution is to keep the number of retiree delegates consistent with the number of delegates from Active member Locals.

11. **Submitted by the UPSE Board of Directors** *HOLDING OFFICE IN ONE LOCAL AT A TIME*

The intent of this resolution is to limit any member employed in multiple UPSE Locals at the same time, to only being able to hold an elected position within one local.

12. **Submitted by the UPSE Board of Directors** *RETIREES/EMPLOYMENT IN A UPSE BARGAINING UNIT*

The intent of this resolution is to clarify that a retired member, who returns to or continues with active employment, is a dues paying member with an UPSE bargaining unit, and shall not be eligible to be a member of Local 19 while employed.

13. **Submitted by the UPSE Board of Directors** *ELECTED UPSE OR COMMITTEE MEMBERS ON LEAVE*

The intent of this resolution is to ensure that any member in an Elected UPSE position, or on a UPSE Committee, on leave without pay, will be entitled to remain in their position for up to 9 months. After this time, they shall be deemed to have resigned their position. This will not apply to a member who is on WCB, LTD, Maternity Leave. Also, a member who wants to remain in their position after the nine month period, can make an application or presentation to the Executive or Board provided they can effectively carry out their duties while on leave, and provided they make arrangements to pay their union dues.

14. **Submitted by the UPSE Board of Directors** *WORKING IN A LOCAL TO OFFER AS AN ELECTED OFFICIAL*

The intent of this resolution is to establish new requirements to ensure elected officials (Directors, Assistant Directors, Stewards) have a similar minimum requirement.

15. **Submitted by the UPSE Board of Directors** *POLITICAL OFFICE (WHERE UPSE MEMBERS ARE EMPLOYED)*

The intent of this resolution is to exclude members who may be in a position to influence policies or employment agencies of other UPSE members from holding a Board or Executive position within UPSE..

16. **Submitted by the UPSE Board of Directors** *POLITICAL OFFICE (TEMP LEAVE NOT TO EXCEED 9 MONTHS)*

The intent of this resolution is to clarify that should an elected official campaign or take a position that is contrary, or in direct conflict to UPSE's relevant legislation/policies, strategic plan, or union principles, which damage UPSE's reputation and/or credibility, or places UPSE in poor public opinion, the Board of Directors shall request the elected official to resign their elected position.

17. **Submitted by the UPSE Board of Directors** *POLITICAL OFFICE (RESIGNATION CLAUSE)*

The intent of this resolution is to clarify that an elected officer of UPSE, must resign their UPSE position, should that elected officer be successful in winning a political nomination, or if the campaign is planned for or exceeds nine (9) months in length.

18. **Submitted by the UPSE Board of Directors** *PRESIDENTIAL SALARY ADJUSTMENTS*

The intent of this resolution is to clarify that the UPSE President will be paid the annual salary based on the last adjusted increment as per the PEI UPSE Staff - UFCW-864 Collective Agreement prior to being elected.

19. **Submitted by Local 12** *PRESIDENTIAL BASE SALARY*

The intent of this resolution is for UPSE to amend the annual salary of its President to be comparable to the highest levels of the UPSE Civil and Health contracts (average of highest salaries in both contracts). This change shall take effect as of the first pay after the 2024 Annual Convention, and will be a one-time adjustment to the base salary.

20. **Submitted by Local 12** *HYBRID-ELECTRIC MILEAGE RATE*

The intent of this resolution is for UPSE to lobby the provincial government to have a separate mileage policy for hybrid/fully electric vehicles. Electric vehicles are more expensive, but are better for the environment. Employees who use hybrid/electric vehicles should receive a higher rate of mileage.

21. **Submitted by Local 9** *MILEAGE RATE CALCULATION*

The intent of this resolution is to lobby the provincial Treasury Board to review the current formula for mileage and make necessary changes to ensure fair compensation for the membership. The current formula for mileage doesn't appear to be in lock step with the increased cost of vehicle service. Travel costs should not leave members in a financial deficit,

22. **Submitted by Local 14** *EARLY RETIREMENT OPTION FOR CORRECTIONS OFFICERS*

The intent of this resolution is for UPSE to strike a committee to investigate early retirement pension options for correctional officers, as is offered through CRA as an option.

23. **Submitted by Local 19** *PSGIP RETIREE REPS*

The intent of this resolution is for UPSE to support the interests of its Retirees in being able to participate in the management of the PSGIP. The PSGIP provides medical insurance to both active and retired public sector employees, and the retired employees make up twenty-five percent of the participants in the plan. However, there are no representatives of the retired employees involved in the management of the plan. Local 19, through this resolution, is seeking to have the Parties amend the Trust Agreement to require the appointment of at least two retiree participants in the PSGIP, as members of the board of Trustees.

24. **Submitted by the UPSE Young Workers Committee** *CLIMATE CHANGE AND CARBON FOOTPRINT*

The intent of this resolution is for UPSE to continue their environmental efforts by researching and implementing additional eco-friendly and sustainable initiatives to further reduce the Union's carbon footprint. UPSE has made great strides in becoming more energy efficient by investing in renewable energy with the installation of solar panels at the office, and has been working on ways to shrink the Union's carbon footprint by reducing waste, and going digital.

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 negotiate on July 2 and 3, as well as on September 9 and 11. The parties have not been able to reach a tentative agreement due to a number of matters including wages, and the inclusion of the Holland College ECE staff in to agreement. The union remains positive that a fair contract can be reached for all members who are part of the Admin Support Bargaining unit.

Morell and Area Early Learning Centre

Bargaining update

UPSE's Morell and Area Early Learning Centre members have voted in favour of a new one-year collective agreement.

Karen Jackson, UPSE President, thanks the bargaining team for their hard work in reaching a fair and equitable agreement for the membership.

Whisperwood Villa

Bargaining update

UPSE's Whisperwood Villa members have voted in favour of their contract which will end July 31, 2027.

Karen Jackson, UPSE President, thanks the bargaining team for their hard work in negotiating a fair wage and benefit package for the membership.

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.

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 Health bargaining team has been working diligently to keep negotiations moving forward. UPSE informed the Employer and senior government officials (Deputy, CEO and Minister) that the Union would not settle for less than what the other bargaining units received and that we would expect more given the diversity of our members and other confounding variables, such as private LTC's in receipt of higher wages than the public sector.

With no reasonable deal being offered at the table, UPSE is moving to conciliation on November 21 & 22, 2024.

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

Mike Lyriotokis 1954-2024

It is with great sadness that we announced the passing of Mike Lyriotokis in October 2024. Mike was a long-standing member of the board, Chief Steward, and Chair of the Stewards Council.

He was an invaluable member of the Prince Edward Island Union of Public Sector Employees, and his dedication to supporting our members and advocating for fairness will always be remembered.

Mike's unwavering commitment to standing up for others, working with youth, and his passion for justice have left a lasting impact on all of us. The UPSE family extends condolences to Mike's partner Dina and the entire Lyriotokis family.



Win A New BBQ and Accessories (Annual Convention Dance)

Credit Union Place (Summerside)

All members are invited to UPSE's 62nd Annual Convention Dance!

Saturday, November 16 (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.

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) 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, 2024 at 4:30 p.m.** Application forms are available at the UPSE office or on the Union's website at (www.peiupse.ca).

Please note: failure to meet 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

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



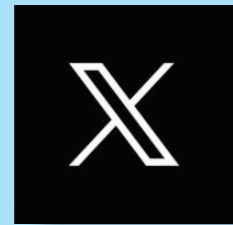
PEI UPSE

PEI UPSE is on Facebook!

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

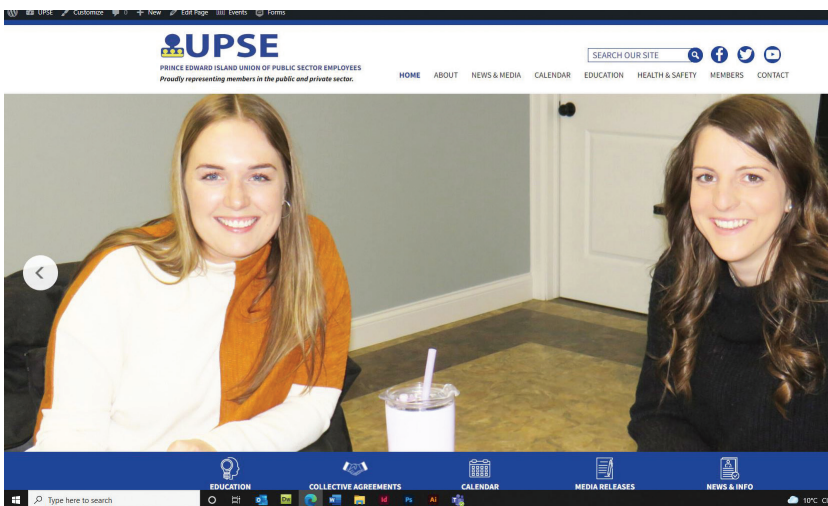
Follow PEI UPSE on X!

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
New members contest section.
Facebook, twitter, and youtube feeds.



Thank Unions for ...

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





**Prince Edward Island
Union of Public Sector Employees**



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