



# THE ACCENT

Prince Edward Island Union of Public Sector Employees  
 4 Enman Crescent, Charlottetown, P.E.I. C1E 1E6  
 892-5335 or toll free 1-800-897-8773 (1-800-897-UPSE)  
 Fax: 569-8186 E-mail: peiupse@peiupse.ca Web: www.peiupse.ca

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## 2008-2010 UPSE Standing Committees

Unions grow in strength from within. Effective unions not only ensure their member's issues in the workplace are properly addressed and the best possible deals are achieved at the negotiating table, they also provide the members with a sense of pride and solidarity. UPSE, through its committees, has a strong history of doing just that. Committees are the foundation of UPSE's strength and success. They ensure the Constitution, By-Laws and Policies of the union are followed and members are kept up to date and educated on the issues of the day. From time to time an Ad Hoc Committee is required to deal with a specific issue. There are currently 3 of these committees in operation: Alternative Dues Structure Committee, Records Retention Committee and Building Committee. The following standing committees have been approved by the Board of Directors for 2008 - 2010.

### Education and Occupational Health and Safety Committee

| Name   | Local |
|--|-------|
| Debbie Johnston (Chair)  | 14    |
| Bev MacWilliams  | 1     |
| Nola Shaw  | 2     |
| Nancy MacLean  | 6     |
| Raymond Johnstone  | 6     |
| Deryl Beaton   | 14    |
| Executive Officer - Doug Ferguson - 3 <sup>rd</sup> Vice President |       |

Educating members on their rights and responsibilities and promoting safety in the workplace are priorities for UPSE. This committee is responsible for ensuring that all members have access to union sponsored educational opportunities, and every effort is taken to ensure workplaces are safe and healthy environments. Utilizing input from other committees and the Board, they continually work to update and improve internal courses and develop new courses to meet the needs of the membership. The committee selects delegates for attendance at CLC and NUPGE courses and conventions, and works with the other NUPGE affiliates in Atlantic Canada to run a week long series of educational courses for union activists. In conjunction with the Steward's Council they ensure elected Stewards are properly trained for their positions. They review workplace OH&S reports and make recommendations to improve areas of concern. The committee monitors the OH&S and Worker's Compensation Acts and assist in the preparation of UPSE submissions to these Boards while providing members with updates and information.

### Steward's Council

Union Stewards provide members with contract information and support in the workplace, and when necessary assist a member through the grievance process. A Chief Steward is elected from among the Stewards in each local to serve as their representative on the Steward's Council. The Council then elects one member to serve on the Union's Board of Directors. The Council meet to share information and ideas, receive updates on active grievances and participate in educational opportunities. Working with the Education and OH&S Committee they develop and deliver training opportunities for UPSE Stewards. Some Locals are in the process of electing their Chief Stewards and when this process is completed an updated list of members will be posted on the union's website @ www.peiupse.ca

### Constitution and Structure Committee

| Name   | Local |
|--|-------|
| Steve Mollins (Chair)  | 5     |
| Daryle Nicholson   | 5     |
| Chrissy Murphy   | 7     |
| Robert Hill  | 7     |
| Danny Woods  | 7     |
| Lyndon Mayhew  | 7     |
| Executive Officer - John Searle - 1 <sup>st</sup> Vice President |       |

Members of this committee work to ensure any approved changes to the UPSE Constitution are properly documented. All resolution submissions are reviewed by this committee prior to convention and they prepare the required constitutional changes and present them for approval to the convention delegates. The committee regularly reviews the union's structure and when necessary makes suggestions to the Board on local composition, director and delegate entitlement. In the event the President is challenged on his/her interpretation of a constitutional article, this committee would review the issue and make a recommendation to the Board.

### Bargaining, Political Action and Organizing Committee

| Name   | Local |
|--|-------|
| Kim Stewart (Chair)  | 7     |
| Susan Harris   | 5     |
| Bob Taylor   | 12    |
| Paul MacKenzie   | 3     |
| Kenny Nantes   | 10    |
| Irene Shankle-Birch  | 7     |
| Executive Officer - Doug Ferguson - 3 <sup>rd</sup> Vice President |       |

By continually monitoring Labour Laws and Provincial Legislation in our province and across Canada, this committee is able to advise bargaining units on issues that may effect negotiations. They oversee the process that allows members to provide input during their contract negotiations. Members of this committee proactively research and review political and social issues and some of them may represent UPSE on social coalition groups. The committee works in conjunction with the UPSE Communications Officer to promote internal, NUPGE and CLC campaigns designed to keep members up to date on provincial, national and global issues and the impact they may have on UPSE members. Committee members are educated on the organizing process and actively promote the benefits of unionization.



## Membership Services and Communications Committee

| Name   | Local |
|--|-------|
| Juanita Gallant (Chair)  | 1     |
| Carol McGrath  | 15    |
| Lynn Boyyer  | 6     |
| Nancy O'Connor   | 3     |
| Leigh MacKey   | 5     |
| Melanie Cahill Gallant   | 6     |
| Executive Officer - John Searle - 1 <sup>st</sup> Vice President |       |

This committee's mandate is to review all services that are available to the members and develop and implement ways of ensuring they are continually updated to meet the changing needs of UPSE's diverse membership. They assess the effectiveness of current communication methods and make suggestions on ways they can be improved. They are responsible for ensuring all elections are conducted within required timelines and for presenting resolutions to the convention delegates. They also participate in the presidential election process.

## Pension and Insurance Committee

| Name                                       | Local |
|--|-------|
| Donalda Docherty (Chair)                   | 12    |
| Brendon Ellsworth                          | 14    |
| Kirk Morrison                              | 14    |
| Craig MacKenzie                            | 2     |
| Jim Beaton                                 | 10    |
| Joyce MacLean                              | 15    |
| Executive Officer - President Shelley Ward |       |

Under the direction and guidance of President Ward this committee is very active ensuring UPSE members are receiving the best value for their money. They have been successful in obtaining benchmarks for the PSGIP active members plan and are awaiting a report on benchmarks for the retirees plan. Presentations to convention delegates have served to educate the membership on how their plans are managed. The committee organized a Pensions Workshop for members contemplating retirement which was well received and will be held again during the new committee's term. The committee also monitors changes in pension legislation across Canada and continue to publicly lobby for similar legislation in our province. The committee works with the Trustees who represent UPSE on Pension and Insurance Boards to stay on top of changes and trends.

## Staff Relations Committee

| Name                                       | Local |
|--|-------|
| Kevin Gotell (Chair)                       | 11    |
| Billy MacMillan                            | 12    |
| Fred Macleod                               | 15    |
| Angela Boudreau                            | 6     |
| Brenda Bingley                             | 6     |
| Mike Lyriotokis                            | 8     |
| Doris MacKinnon                            | 16    |
| Executive Officer - President Shelley Ward |       |

The Staff Relations Committee is responsible for maintaining the staffing requirements for UPSE. They work with the President to interview and hire new staff when necessary. They continually assess the ability of the staff compliment to address the needs of the membership and make recommendations to adjust staffing levels when required. Members from this committee form the negotiating team which negotiates the contract between UPSE and the UPSE Staff Union (PSESU).

## Finance Committee

| Name   | Local |
|--|-------|
| Kevin Gotell (Chair)                                   | 11    |
| Simon Hashie   | 5     |
| Mark Arsenault   | 14    |
| Eileen Brown Wilt                                      | 18    |
| Don Sutherland   | 10    |
| Carol McInnis  | 8     |
| Bryan Burt   | 13    |
| Executive Officer - Kevin Gotell - Secretary Treasurer |       |

This committee works with the Office Supervisor to ensure the financial responsibilities of the union are maintained. Financial policies are reviewed and changes are recommended when required. They are currently working to develop new policies regarding union purchases. They ensure the necessary equipment is available for office staff to keep on top of technological changes. Working with the Committee Chairpersons and the Office Supervisor they prepare and present an annual operating budget. The committee prepares and awards tenders for the ongoing maintenance services for the UPSE office and they review and make recommendations to the Board regarding UPSE investments.

## Equality Committee

| Name  | Local |
|---|-------|
| Nancy Keough-Baglole (Chair)  | 5     |
| Linda Toole   | 3     |
| Paula Wells   | 2     |
| Karen Aylward   | 10    |
| Karen McFadyen  | 3     |
| Georgina Bowness  | 10    |
| Executive Officer - Eileen LeClair - 2 <sup>nd</sup> Vice President |       |

Equality in the workplace and the community is seen by unionists as a basic human right. This committee works to ensure that our members are educated on the many issues affecting equality. They work with the Education and OH&S Committee to arrange and/or promote educational opportunities and community events held to raise awareness on issues such as gender equality, family violence, diversity and childcare. Committee members represent UPSE on the PEI Interministerial Women's Secretariat and on the NUPGE Women's Committee.

## Public Relations / Recreation and Convention Committee

| Name   | Local |
|--|-------|
| Karen Jackson (Chair)                                  | 16    |
| Lisa MacDonald   | 6     |
| Kathy Costain  | 2     |
| David Byrne  | 15    |
| Laurie Hiscock   | 1     |
| Pam MacKinnon  | 5     |
| Marianne Dijkerman                                     | 6     |
| Executive Officer - Kevin Gotell - Secretary Treasurer |       |

This very busy committee works to promote UPSE in the community by providing financial support to non-profit and community groups through the UPSE Has A Heart Campaign. They organize seasonal activities for members and their children including the Annual UPSE Family Fun Day. The committee review the applications for, and select the recipients of, the \$5500.00 in annual bursaries available for UPSE members and/or their dependants. They organize the social activities held during the annual convention, including retiree recognition and are also responsible for reviewing and approving applications to the 'Emergency Fund.' for UPSE members.