

# THE ADVOCATE

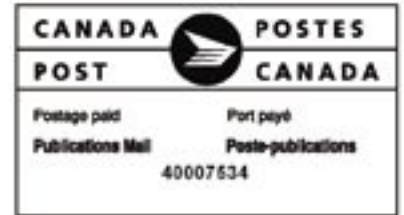
## Prince Edward Island Union of Public Sector Employees

Inside:

**President's Message pg. 2**

**Election Issues pg. 3**

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**THE ADVOCATE**  
**Spring 2019**  
*Provincial*  
*Election Edition*



## Dear Members,

Welcome to our special spring edition of *The Advocate* focusing on the upcoming provincial election. In this edition we asked PEI's political parties to comment on key issues affecting the membership and all Islanders. We asked each party (Progressive Conservative, New Democratic, Liberal and the Green Party) specific questions in the following categories: *collective bargaining, health care, privatization, workplace issues, social issues and the environment.*

The Green Party, Liberal Party and the New Democratic Party provided written responses to all of UPSE's questions. The Conservatives provided a general statement which you will see at the onset of this document; however, they chose not to provide written responses to all of the questions (see their statement on pg 3). UPSE hopes this special election issue will help inform you, the membership, about the positions our political parties are taking on issues that affect us all.

Workplace violence has been increasing in the health care sector across the province. One of the biggest challenges ahead is to address violence in the workplace. Too many frontline workers are suffering both physical and psychological injury. In this edition of *The Advocate* we ask the parties what steps they will take (if elected) to reduce violence in the workplace and increase workplace safety for workers.

UPSE is also embarking on a membership survey project over the coming months to gain valuable feedback from members on a host of issues. By surveying the membership we can obtain information from front-line workers about their experiences in the workplace. UPSE will use the data from the surveys to help make improvements in the workplace for the benefit of our members and for workers across the province.

**Karen Jackson,  
President, UPSE**



Karen Jackson  
President, UPSE

## 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 receive the most recent UPSE communication materials, and a link to our upcoming workplace survey/s, please ensure that your contact information is up-to-date with the union.

Call Norma Burns 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](#) where you can update your information on-line.

***It's Your Union  
Get Involved!***



The PEI PC Party drafted the following in response to UPSE's Election Advocate questions:

Each election, we receive questionnaires from a multitude of groups and organizations. The logistics involved in preparing responses are extremely onerous. Consequently, we have decided, in lieu of responding to questionnaires, to engage in direct conversations with interested groups and organizations.

Our public service is a cornerstone of delivery of services to Islanders, and we respect their roles in this important function. They deserve to have their voices heard and their morale restored.

During the election, we will release a comprehensive solutions document on respecting our public service. We look forward to sharing those ideas with you and your members, and then participating in conversations with UPSE on issues that affect your members.

We look forward to these important conversations, and we thank you for your commitment to Prince Edward Island.

## Issue: Collective Bargaining

### UPSE asked:

• In PEI, workers have the right to organize a union at their workplace. Prince Edward Island is the only province in Canada that has not put in force legislation that ensures first contract arbitration. This legislation is about fairness and strengthening labour relations in PEI. **Will your party ensure the Labour Act is amended to include first contract arbitration?**

• The government hires many seasonal and other employees on a casual basis every year. **If elected, will your party commit to hiring casuals through the Public Service Commission allowing more transparency and accountability in the hiring process?**



**Will your party ensure the Labour Act is amended to include first contract arbitration?**

• NDP PEI will work to enact first contract legislation to give protection to groups of workers as they go through the process of forming a union. We passed a resolution supporting the implementation of first contract legislation at a policy convention in 2018.

**If elected, will your party commit to hiring casuals through the Public Service Commission allowing more transparency and accountability in the hiring process?**

• Yes. The NDP PEI believes that workers on PEI need more security in their employment. Precarious work is very common and causes anxiety, loss of well-being and economic insecurity. Seasonal workers need to know that they have a right to seasonal work they have done in the past. Ensuring that all hiring is done through the Public Service Commission will help to protect this right and possibly give the employee a pathway to other jobs and union membership. In addition, the Public Service Commission can be relied on to hire in a less-discriminatory way, free of political patronage.



**Will your party ensure the Labour Act is amended to include first contract arbitration?**

• Approximately 25 years ago, a Liberal government introduced legislation aimed at implementing a first collective agreement between new bargaining parties. Given that passage of time, the Liberal government would begin a consultation process with trade unions, employers, employees and members of the public to seek feedback on the best mechanism for implementing first collective agreements in PEI. A number of different mechanisms exist across the country, and the object of the Liberal government will be to find the one that fits our province best. A Liberal government led by Wade MacLauchlan believes strongly that our Charter protects not only the right of employees to associate in pursuit of common workplace goals with their employers, but also the right of all parties to participate in a meaningful process within which to achieve those goals. Implementing a first collective agreement model would further both of those rights and keep PEI working.

**If elected, will your party commit to hiring casuals through the Public Service Commission allowing more transparency and accountability in the hiring process?**

• The Wade MacLauchlan government has taken significant strides to fill public service jobs on a permanent basis through Public Service Commission hiring processes. One benefit of fiscal prudence has been the ability to re-invest in key public services, including front-line positions. This progress will continue, and we are proud to support and build a professional public service in our government.



**Will your party ensure the Labour Act is amended to include first contract arbitration?**

• The Green Party of PEI supports the right of workers to unionize and is in favour of first contract arbitration.

**If elected, will your party commit to hiring casuals through the Public Service Commission allowing more transparency and accountability in the hiring process?**

• The Green Party of PEI strongly supports good governance, and would support hiring casual employees through the Public Service Commission.

# Issue: Health Care

## UPSE asked:

• Universal access to publicly funded health services is often considered by Canadians as a fundamental value that ensures a national health care system for everyone, regardless where they live and their ability to pay. **Will your party advocate for the delivery of a public health care system and keep it public?**

• In 2017, the government, in a bid to increase Home Care services in the province, used additional federal funding for health care to engage Medavie, a private corporation, to deliver services which current home care workers deliver publicly. Home Care is a vital part of the Public Health Care system. **Will your party return home care services to the public sector?**

• A Canadian Pharmacare program would be a significant step in enhancing our health care system. It would increase access to drugs that are not affordable for all Canadians and produce better health outcomes. **Will your party work with the federal government and other provinces and territories to implement a national pharmacare system?**



**Will your party advocate for the delivery of a public health care system and keep it public?**

• We are committed to maintaining a healthcare system that is universally accessible and publicly funded.

**Will your party return home care services to the public sector?**

• We are committed to increasing funding for public sector home care services.

**Will your party work with the federal government and other provinces and territories to implement a national pharmacare system?**

• The Green Party of PEI is strongly committed to advocating for a national pharmacare program. This would be one of our top inter-governmental priorities.



**Will your party advocate for the delivery of a public health care system and keep it public?**

• NDP PEI believes that Islanders have the right to receive publicly funded and managed health services in an open and accountable manner in a reasonable time, delivered with skill and quality. We will put a stop to the creeping trend toward private provision of certain health care services. Privatised services steal resources from the universal public system by leaving the more complicated and costly procedures to the public system and removing doctors whose training has been heavily subsidised by the public.

We will ban the scheme of paying a fee to reserve a place at the head of the line for attention at a walk-in clinic, which is an early warning of an encroaching attitude that ability to pay should entitle people to superior service.

**Will your party return home care services to the public sector?**

• NDP PEI is always concerned about how ‘for-profit’ can affect quality of care. We will stop the trend towards privatization of essential home-care services and boost the capacity of the public health care system to provide Home Care services based on every person’s actual need. The NDP PEI issued a media release opposing the privatisation of Home Care services when the Medavie contract was announced.

**Will your party work with the federal government and other provinces and territories to implement a national pharmacare system?**

• The NDP PEI will work for a national universal pharmacare system by working with the federal government and other provinces and territories. We also have a policy which supports universal public insurance for essential dental and eye care.



**Will your party advocate for the delivery of a public health care system and keep it public?**

• Islanders have reason to be proud of our public healthcare system. In the last decade, Liberal governments have increased annual investment in healthcare by over \$250 million. Extensive new services have been added, and many new personnel added, to meet the growing demands that Islanders have for healthcare. The Liberals have a strong record of commitment to and investment in public healthcare on PEI. We remain committed to public services that meet the needs of Islanders.

**Will your party return home care services to the public sector?**

• The Liberal Party is committed to increased and improved homecare services across PEI to ensure that Islanders can safely remain in their homes for as long as possible. Every year now, approximately 4,400 Islanders are receiving home care services, with staff supporting 2,000 clients each month. Our annual investment in homecare is now at a record \$18.7m per year.

One area of increased demand has been in palliative home care, with a 42% increase in clients since 2015. The Paramedics Providing Palliative Care at Home program, a partnership between Home Care, the Provincial Integrated Palliative Care Program and Island EMS, saw paramedics respond to 498 calls last year from palliative care clients. This partnership is providing increased and specialized care for Islanders in their homes. The Liberal Party will continue to place priority on Home Care services and we will look for ways to build capacity to meet growing needs.

**Will your party work with the federal government and other provinces and territories to implement a national pharmacare system?**

- High-quality, reliable and sustainable health care services are important to all Islanders. The people of PEI want and deserve access to programs and services that will enable them to sustain their personal health, and to recover in times of illness. Access to appropriate prescription drugs is a key element in sustainable health care.

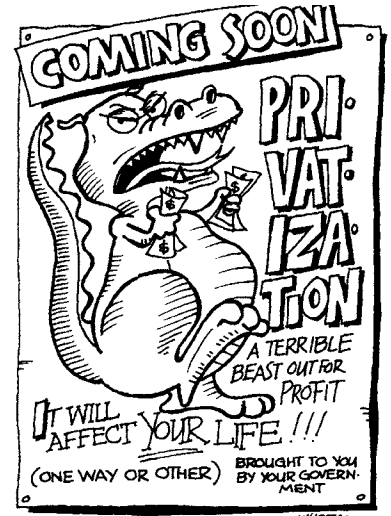
In recent years, PEI has made significant strides in enhancing access to public drug programs, including the Generic Drug program which currently has over 21,000 Islanders enrolled, and aligning our drug plan formulary with other Atlantic Provinces. However, gaps in coverage continue to exist and affordability remains a concern for many Islanders and Atlantic Canadians. The Atlantic region also faces unique challenges in health care delivery, including an aging population and higher-than-average incidences of chronic diseases. Timely and appropriate access to prescription drugs has a significant role in treating disease and improving health outcomes.

A Liberal government is supportive of pharmacare. We are seeking assurances that the unique health needs of Islanders (and Atlantic Canadians) be addressed in the design and implementation of any pan-Canadian pharmaceutical program. We further believe that any program must include a clearly-defined funding role for the federal government that is long-term, adequate, secure, flexible, takes into consideration present and future cost pressures, and does not impose new or disproportionate burdens on our provincial health system.

# Issue: Privatization

## UPSE asked:

- It is a well known fact that P3's/Public Private partnerships cost the taxpayers more in the long term as opposed to a Public model approach. **What is your party's position on Public Private partnerships?**
- Considering that the Liquor Control Commission and the Cannabis Management Corporation are not-for-profit enterprises and that their employees are educated to keep alcohol and cannabis out of the hands of our youth and provide a key safety checkpoint: **will your party maintain a publicly owned distribution and point of sale system for cannabis and liquor in PEI? Is it your plan to allow further private agency stores in PEI? Private agency stores erode the public system and take much needed profits out of the government's coffers, meaning less to invest in public services like health and education.**



## What is your party's position on Public Private partnerships?

- The Liberal Party is proud of the extensive public services that have been built across the Province, and proud of the investment in a professional public service to operate and support modern delivery of programs, services and supports to Islanders from tip to tip.

At the same time, we know that collaboration and partnership is necessary to get things done on behalf of Islanders. These partnerships include working with other levels of governments, with public institutions such as our post-secondary institutions and infrequently with private partners. For example, the collaboration to develop and install the new PEI-NB electric transmission included the federal government, the government of New Brunswick, First Nations and Maritime Electric made the construction of the transmission line possible. While this infrastructure is public, we required collaboration with several partners to make it work.

**Will your party maintain a publicly owned distribution and point of sale system for cannabis and liquor in PEI? Is it your plan to allow further private agency stores in PEI? Private agency stores erode the public system and take much needed profits out of the government's coffers, meaning less to invest in public services like health and education.**

- Islanders should be proud of the professional and sensitive manner by which liquor and particularly cannabis distribution and sale have been undertaken. In both cases, there is extensive collaboration with public health, public safety, justice and finance to ensure that our system is well supported and guided. This extends to sale and distribution of liquor to agency stores, bars and



restaurants and in any public consumption. There is no plan to move to an agency model for cannabis.



**What is your party's position on Public Private partnerships?**

• The Green Party of PEI believes that government can achieve more through collaboration with community partners, in particular the non-profit sector and social enterprises, than by acting on its own. We are not fundamentally opposed to

public-private-partnerships, but we recognize that they must be closely managed to ensure that positive outcomes are met and that the public interest is always paramount.

**Will your party maintain a publicly owned distribution and point of sale system for cannabis and liquor in PEI? Is it your plan to allow further private agency stores in PEI? Private agency stores erode the public system and take much needed profits out of the government's coffers, meaning less to invest in public services like health and education.**

• The Green Party of PEI does not plan to change the current distribution systems for alcohol or cannabis.



**What is your party's position on Public Private partnerships?**

• NDP PEI opposes public private partnerships which are wasteful and inefficient models for delivering public services. At a recent policy convention a resolution opposing P3s was passed unanimously.

Besides the fact that governments can finance projects more cheaply than private P3 investors and therefore provide services at a lower cost, experience has shown us that other problems with P3s include:

- (i) loss of control over how public dollars are spent within the project or within a particular service can result in the service not meeting public need
- (ii) jobs created are often not as well paid as public sector jobs and the private sector underperforms in the area of equal pay for equal work and
- (iii) while the private investor makes a profit, the public often absorbs most of the risk and is on the hook for cost overruns and major repairs.

**Will your party maintain a publicly owned distribution and point of sale system for cannabis and liquor in PEI? Is it your plan to allow further private agency stores in PEI? Private agency stores erode the public system and take much needed profits out of the government's coffers, meaning less to invest in public services like health and education.**

• NDP PEI will not privatise alcohol and cannabis outlets. Such moves replace well paid union jobs, which are so much needed in our rural and urban communities, with less well paid jobs.

# Issue: Workplace Issues

## UPSE asked:

- One of the biggest challenges ahead is to address violence in the workplace, particularly in the health care system. Too many frontline workers are suffering both physical and psychological injuries which force them to go on LTD, use sick leave or to work in pain. **What steps will your party take to reduce violence in the workplace and increase workplace safety for workers?**
- Staffing levels in health care are critical to the delivery of services. Health PEI is facing a significant shortage of front-line workers. **What is your plan to address this serious issue?**
- Recently there have been amendments made to the Occupational Health and Safety Act and Regulations to broaden the definition of workplace injury to include those of a psychological nature. All workplaces must ensure that they address workplace harassment and establish a harassment policy. **Will your party ensure that employers in the province prioritize the prevention of psychological injuries, and follow the new regulations which address workplace harassment and bullying?**
- Making cuts to public service jobs in PEI directly affects the delivery of valued public services to Islanders. **Will your party ensure that it will not cut public service jobs in PEI?**
- BC and Alberta have progressed to or are moving toward a \$15 minimum wage. Ontario now has a \$14 minimum wage. Given PEI's poverty rates and the high number of Islanders who belong to the "working poor": **Will your party commit to the establishment of a \$15 minimum wage?**



"We don't call it cuts, it's called service level adjustment."



## What steps will your party take to reduce violence in the workplace and increase workplace safety for workers?

- Health and safety in the workplace and the wellness of workers are critically important. We are committed to working with employees, employers, unions, and the various agencies, boards, and commissions involved in workplace safety in order to find ways of making workplaces safer, and to protect the security, dignity, and wellness of workers and all Islanders.

## Health PEI is facing a significant shortage of front-line workers. What is your plan to address this serious issue?

- The Green Party of PEI recognizes that the recruitment and retention of healthcare workers is critical to the long-term

sustainability of our health system. However, we also recognize that this is a complex problem for which there is no simple solution. We would begin to address the issue by providing health professionals with the opportunity to work to their full scope of practice including, but not limited to, pharmacists, midwives, and nurse practitioners. Further, we would actively recruit medical residents and specialists including nurse practitioners to train and work on PEI. We would also develop models of remuneration and benefits that enhance our ability to recruit new physicians.

**Will your party ensure that employers in the province prioritize the prevention of psychological injuries, and follow the new regulations which address workplace harassment and bullying?**

• Every employee should be able to work in a workplace free of harassment. We would work with employers to support injury prevention and the implementation of the new regulations.

**Will your party ensure that it will not cut public service jobs in PEI?**

• We have no plan or desire to cut public service jobs and are committed to strengthening our public services. However, one of the core principles of the Green Party of PEI is that we must live within our financial means, and so we cannot make an unconditional commitment to not cut jobs.

**Will your party commit to the establishment of a \$15 minimum wage?**

• In the short term, the Green Party of PEI is committing to raise minimum wage in consistent and predictable increments to \$15.00 per hour by 2023. In the medium to long term we are committed to developing a basic income guarantee, starting with a pilot within our first mandate.



**What steps will your party take to reduce violence in the workplace and increase workplace safety for workers?**

• The NDP PEI recognises the extensive research and advocacy done on this issue by the labour movement in the past few years.

We would:

1. Extend conversations between Health PEI, health care workers and all levels of management in the health care sector
2. Ensure that all workplaces have a comprehensive violence prevention plan, agreed to by employees, which is viewed as only a minimum standard for prevention strategies.
3. Address understaffing which leaves employees vulnerable to violence.
4. Build on the Aggressive/violent behaviour Alert for Acute care facilities so that there are clear policies and procedures throughout the health care system for issuing and responding to alerts where a potential risk of violence has been identified
5. Ensure that employers are committed to developing a workplace culture where workers are treated with respect by managers, other workers, patients and members of the public.

6. Work in the broader community to: a) provide adequate supports to people living with mental illness, anxiety disorders and brain injuries in the areas of personal supports, income and housing - the social determinants of health. b) challenge attitudes of racism and sexism.

7. Make necessary amendments to the Employment Standards Act and Occupational Health and Safety Act which ensure that workers in non-unionised workplaces have improved protection from violence.

**Health PEI is facing a significant shortage of front-line workers. What is your plan to address this serious issue?**

The NDP PEI believes in interdisciplinary collaborative models of practise in providing health care using the experience of a broad range of personnel including nurses, nurse practitioners, mid-wives, physiotherapists, social workers, doctors and psychotherapists. An important part of attracting professionals to our province is to create supportive work environments. We commit to providing an adequate level of public funding which will enable health PEI to hire the necessary numbers of frontline staff to deliver quality public health care services.

We also believe that an important step in attracting health care professionals to Prince Edward Island is to create liveable and affordable urban and rural communities. NDP PEI will do this by investing in infrastructure which families need to make their daily lives workable such as:

- a. truly affordable housing through public investment in public and non-profit housing,
- b. a provincial high-quality and affordable public and non profit childcare service that meets the needs of all parents, including parents who work irregular and/or part-time hours
- c. An island-wide publicly owned and affordable public transit system

We will also work to ensure that wages in all areas of the healthcare field keep up with increases in the cost of living and are comparable to wages in other jurisdictions. We will ensure that there are incentives and supports for young health care professionals to train and work on Prince Edward Island in the healthcare field such as residencies and programmes offering financial support for training and education.

**Will your party ensure that employers in the province prioritize the prevention of psychological injuries, and follow the new regulations which address workplace harassment and bullying?**

• Yes. The NDP PEI will take steps to ensure that the new regulations are followed and that employees feel safe to report and complain about bullying and mistreatment which causes them psychological harm. The culture shift required to bring meaningful change in this area will require steadfast and long-term attention.

**Will your party ensure that it will not cut public service jobs in PEI?**

• The NDP PEI has a program of expanded public services, particularly in the areas of affordable housing, childcare services, public transit, renewable energy and internet services. While policy direction and goals of the public service may change we do not plan to cut public service jobs.

**Will your party commit to the establishment of a \$15 minimum wage?**

• NDP PEI is committed to closing the poverty gap to give ordinary people opportunity for a decent standard of living. We commit to immediately implementing a minimum wage of \$15/hour and raising the wage within four years to at least \$17/hour, leading to an indexed liveable wage.



**What steps will your party take to reduce violence in the workplace and increase workplace safety for workers?**

• The Liberal government strongly supports making legislative and regulatory changes to ensure that every employee in PEI is safe in their workplace. The Regulations in the Occupational Health and Safety Act currently require employers to conduct risk assessments to determine the risk of injury to their employees from violence in the workplace. These Regulations fall under the responsibility of the Workers' Compensation Board of PEI ("Board").

To complement these existing protections, a Liberal government would ask the Board to immediately review its legislation and regulations with a view to making recommendations that address the new challenges presented by workplace harassment and bullying. Additional protections could include mandatory harassment policies in every workplace, an obligation to report and investigate complaints of workplace harassment, and direct oversight by the Board. Any recommendations to make workplaces safer in PEI would be a priority for a Liberal government.

**Health PEI is facing a significant shortage of front-line workers. What is your plan to address this serious issue?**

• The Liberal government has made significant investments in front-line health staff and plans to continue to increase services and supports to meet the needs of Islanders. For example, at present, PEI is well served with over 2,000 nursing professionals:

- 1,440 Registered Nurses
- 31 Nurse Practitioners
- 566 Licensed Practical Nurses

Over the next 5 years, a Liberal government is planning to invest \$200 million in healthcare, including new front-line services and supports.

**Will your party ensure that employers in the province prioritize the prevention of psychological injuries, and follow the new regulations which address workplace harassment and bullying?**

• The Liberal government supported amendments to the Workers Compensation Act in 2018 to extend protection for trauma and stressor-related disorders, including post-traumatic stress disorder. The Workers' Compensation Board of PEI ("Board") is also responsible for administering the Occupational Health and Safety Act, which requires employers to adhere to prescribed standards for the occupational health and safety of their employees. An employer who fails to follow the Occupational Health and Safety Act can face work stoppages, fines, or even jail.

The Board has recently embarked on a consultation process to seek input from the public regarding new regulations that are specifically aimed at workplace harassment in PEI. Workplace harassment has both physical and psychological consequences for employees and their families. A Liberal government will strongly support and ensure employers follow legislative and regulatory changes aimed at ensuring that every employee in PEI is safe from physical and psychological harm in their workplace.

**Will your party ensure that it will not cut public service jobs in PEI?**

• No. The Liberal government has a record in the last four years of reinvesting in public service, filling vacant positions and creating more permanent positions. With strong fiscal leadership, a Liberal government will continue this path – investing in more front-line services, depending on and being proud of a professional civil service, and developing new programs that meet the needs of Islanders.

**Will your party commit to the establishment of a \$15 minimum wage?**

• Prince Edward Island leads the Atlantic region in our minimum wage standard, which moved to \$12.25 on April 1. A Liberal government is committed to increasing the minimum wage at a pace which will exceed the expected cost of living increases. With a commitment to further increase the basic personal amount and to introduce the PEI Workers Benefit, lower-income singles will see their net income rise by \$3,700 in 2020 and increase a further \$2,000 by 2022. The Liberal Party of PEI has a strong track record and clear plan to increase supports for lower-income workers in PEI.

# Issue: Social Issues

**UPSE asked:**

• In the Spring of 2018, the legislature made amendments to the Employment Standards Act to provide paid and unpaid leave from work for victims of domestic violence. **Does your party support ensuring the amendments to the Act concerning domestic violence leave are put in force at the earliest opportunity?**

• In 2014, the federal government split PEI into two EI zones. There was significant opposition to the changes and lack of equality amongst Islanders as a result. As we all know many Islanders are seasonal workers. **Is your party opposed to the federal government EI changes in 2014? If so, what will your party do to have these changes revoked?**

• We need federal leadership to ensure there is affordable quality child care across the country — and that only happens with increased, directed funding from the federal government. In 2004, the federal government promised the creation of a national daycare program. 15 years have passed since then. **Will your party advocate to the federal government for funding for a universally accessible/public child care system in PEI?**





**Does your party support ensuring the amendments to the Act concerning domestic violence leave are put in force at the earliest opportunity?**

- The NDP PEI supports the immediate implementation of these amendments. We would also support further amendments which eliminate the qualifying period for leave (i.e. it should start as soon as a worker is hired rather than 3 or 6 months later) and which provide for paid leave of at least 5 days (as opposed to 3) and a period of continuous unpaid leave of at least 15 weeks.

These improvements are essential for the wellbeing of women and their families, and contributes to a healthy workforce. The PEI NDP will continue to be informed by the work of the PEI Advisory Council on the Status of Women on this topic.

**Is your party opposed to the federal government EI changes in 2014? If so, what will your party do to have these changes revoked?**

• The NDP PEI will continue to put pressure on the federal government to reverse the changes to EI that were made under the Harper Government. Most importantly, we will continue to speak to Island MPs and work with other Island groups and organized labour to advocate for a return to one EI region for PEI. As a supporter of the PEI Coalition for Fair EI, the NDP PEI helped to organize and participate in many public meetings and actions to protest the changes and advocate for a fairer system. While the most immediate need is to eliminate the 2 zones, we also support the idea of a full review of the program, and call on the federal government to:

- Increase the percentage of earnings from employment while on EI (from 50 to 75%);
- Return to a tribunal with representation of workers for EI appeals
- Eligibility for EI based on best weeks, fewer hours to qualify, shorter wait time, and less onerous job search requirements (i.e. eliminating the requirement that workers take employment far from their homes, which disadvantages workers in a province where there is no rural public transit)

**Will your party advocate to the federal government for funding for a universally accessible/public child care system in PEI?**

• NDP PEI will advocate for a universal subsidized child care program at the national level. We also have a policy to introduce a provincial universally accessible/public child care program regardless of progress at the national level. We look to the Quebec and BC programs as models to draw on. Additionally, NDP PEI calls for an immediate pay increase for early childhood educators by increasing their pay by \$7 per hour.



**Does your party support ensuring the amendments to the Act concerning domestic violence leave are put in force at the earliest opportunity?**

- Yes. The Liberal Party has supported the amendments and has brought forward the amendments for immediate proclamation. We further support a process of engagement and education with trade unions, employers and employees so that the practice can be

effectively put in place this year.

**Is your party opposed to the federal government EI changes in 2014? If so, what will your party do to have these changes revoked?**

- The Liberal Party has consistently worked to build more work-based supports for all workers, all those seeking work, and those Islanders who are unemployed or under-employed. The number of new jobs, and especially the number of new full-time jobs, over the last four years has provided important opportunities for Islanders. Our PEI Workers Benefit will provide important additional support for lower-income workers. We are pleased that the federal government has put in place the Career Connect program to help support young Islanders. We continue to advocate for employment supports that are reflective of priority needs of Islanders.

**Will your party advocate to the federal government for funding for a universally accessible/public child care system in PEI?**

- PEI is now rated as having the top public early years system in Canada. Though a decade of leadership and priority investment, Liberals have proven that PEI can show the rest of the country how early childhood investment can be done well. We will continue to build on our strength. We believe that giving our children a strong head start is a smart choice for everyone – the child, their family, their home community and our province as a whole.

We have appreciated the increased priority and new investment the federal government has placed on child care. This has helped us create more spaces and to build additional supports for key groups, including Aboriginal and Francophone children. We agree that it is important that the federal government continue to invest in our children.

We will not wait for a national daycare program. Rather, we will continue to invest in the effort of a universally available system of early childhood for 3- and 4-year-olds, in more infant spaces, in reducing parent fees, and in providing more supports for our early childhood educators, including a multi-year plan to increase their wages.



**Does your party support ensuring the amendments to the Act concerning domestic violence leave are put in force at the earliest opportunity?**

- We support the implementation of these amendments as soon as possible.

**Is your party opposed to the federal government EI changes in 2014? If so, what will your party do to have these changes revoked?**

- We support returning to a single employment insurance zone, and would continue to advocate for the federal government to revoke the 2014 change.



**Will your party advocate to the federal government for funding for a universally accessible/public child care system in PEI?**

• The Green Party of PEI believes that all Islanders should have access to affordable child care. We would support a federal funding program for a universally accessible child care on PEI. We want every Island child to be happy, safe, included, and challenged to develop, learn and grow. We imagine a world class education system for Island students, based on best practices around the world, and adapted to suit our local context. Truly supporting and nurturing child development will have a ripple effect throughout future generations.

# Issue: Environment

**UPSE asked:**

• Water is a limited resource in PEI. What is your policy on deep water wells in Prince Edward Island? **Will your party protect this precious resource for the public and for future generations by maintaining the moratorium on deep water wells?**



**Will your party protect this precious resource for the public and for future generations by maintaining the moratorium on deep water wells?**

• Yes. The NDP PEI has had a policy in support of maintaining the moratorium on deep water wells since 2013. We are also committed to working with the farming community to develop targets and incentives for increasing soil organic matter - which has been in decline for decades - as a means of reducing the need for irrigation in agriculture.



**Will your party protect this precious resource for the public and for future generations by maintaining the moratorium on deep water wells?**

- The Liberal Party will commit to maintaining the moratorium on high capacity wells often referred to as deep water wells. The Liberal government is committed to the protection of our water supply on Prince Edward Island. This commitment is manifested in the creation of the Water Act passed in 2017. The Water Act resulted from extensive communication with Islanders and when proclaimed, following further consultations on the regulations that will support the Act, it will reduce the amount of daily withdrawals of water under permit, will ban fracking and will ban the exporting of bottled water from the province.

Prince Edward Island's new Water Act has been described as a model for other provinces in Canada and the Liberal government is proud of the work done with Islanders to get to this point with this important legislation. Further public input is being sought on the regulations to the Act and it is expected that further discussions on high capacity wells will take place.



**Will your party protect this precious resource for the public and for future generations by maintaining the moratorium on deep water wells?**

- We are committed to maintaining the moratorium on high capacity wells for agricultural purposes.

UPSE thanks the political parties for taking part in the *Election Advocate* and for providing their views on these important issues. I wish all parties the best of luck in the upcoming election. As President of UPSE, I look forward to working with the employer to improve our workplaces for our members and workers across Prince Edward Island.

Karen Jackson,  
President, UPSE



Health PEI: Did you know that in addition to designated holidays, employees also receive one day of paid leave for a floating holiday each year. The floating holiday is in lieu of the civic holiday and must be used before November 30 each year on a day mutually agreed upon by the employee and the employer.

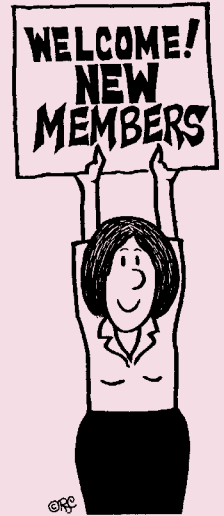
Note: new employees are also eligible for the floating holiday as long as they started their employment before August 15 of the calendar year.

# Unions fought for many of the benefits all workers enjoy today:

Sick leave, maternity and paternity leave, vacation, minimum wage, paid breaks, overtime, workplace safety standards and regulations, collective bargaining rights, and much more.

Do you know of a group of non-unionized workers who might be interested in joining the PEI UPSE?

**Please contact:** Melissa Bruce, UPSE Resource and Organizing Officer, 902-892-5335, toll free 1-800-897-8773 or [mbruce@peiupse.ca](mailto:mbruce@peiupse.ca)



**Wish you were here?**

Book your next trip with the UPSE Travel Discount Program.

**Save 10-20% on all hotels and car rentals around the world!**

To access the UPSE Travel Discount Program visit the UPSE website ([www.peiupse.ca](http://www.peiupse.ca)) and navigate to Member Services / Discount List / Travel. Your user name and password is UPSE.

**#ALL Together NOW**

**IF IT MATTERS TO YOU, WE'LL FIGHT FOR IT!**

**Unions are a positive force in society.**

# Discounts on Your Smart Phone For PEI UPSE Members

Download a PEI UPSE version of the ESM App to save on everyday purchases from hundreds of businesses including national chain retailers, service and travel providers. Powered by Endless Savings & More (ESM), this program is available to PEI UPSE members and their families

## How It Works

- Install the PEI UPSE version of the ESM App on your smart phone
- GPS automatically shows merchants and savings that are closest to your current location
- Tap on a merchant to view offers & tap on an offer for redemption details
- You typically show the offer on your smart phone at payment in physical locations or enter a code for online purchases

## Getting Started

- Go to your app store (Google or Apple) on your smart phone
- Search for: ESM or Endless Savings & More
- During registration you will be asked for an "organization code":

## Your "Organization Code" is: upse

- Allow location services. ESM uses "locations services" or GPS to automatically show you offers that are closest to your current location first

## How to Save Hundreds

- Check out the PEI UPSE "Exclusive Offers" and save hundreds off your smart phone & plan with public sector pricing from Rogers. PEI UPSE "Exclusive Offers" always appear first when you tap the ESM App
- Check out the "Travel and Play" category on the ESM App to save hundreds on your next travel
- When in the mall or your shopping district, always "Tap the ESM App" to save additional hundreds per year

