

# THE ADVOCATE

## Prince Edward Island Union of Public Sector Employees

**Inside:**

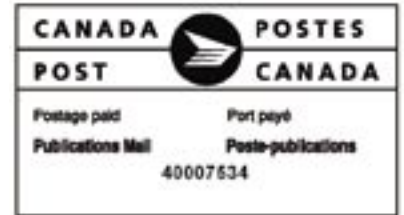
**President's Message**

pg. 2

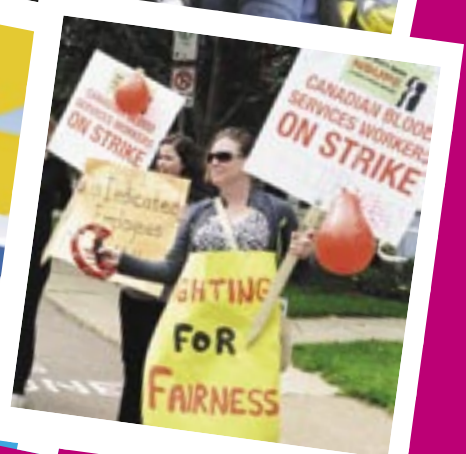
**UPSE Member Profile**

pg. 6 & 7

MAILING LABEL



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



## Dear Members,

I hope you had a great summer and were able to spend quality time with family and friends. It was great to see many of you at our annual summer family fun day at Shining Waters in July.



Karen Jackson  
President, UPSE

Your union has been busy over the summer preparing for upcoming negotiations with Health PEI. The bargaining team has been elected, and demand forms have been returned to the UPSE office. The team will now work on preparing a negotiation package based on the input you have provided. I look forward to working with the membership towards obtaining an improved contract. The Health PEI collective agreement expires on March 31, 2017. Please check our website periodically for updates as negotiations proceed ([www.peiupse.ca](http://www.peiupse.ca)).

Our increased focus on education has paid off as more and more members have been showing interest and attending sessions at UPSE covering a variety of topics including: attendance management, preventing workplace violence, welcome to UPSE, and our latest course on stress in the workplace. I am encouraged by the membership's interest and involvement and our team has been working hard to provide first rate education that can help us improve our workplaces.

The union is continuing to advocate for quality public services in PEI. This is an on-going effort that includes reaching out to all citizens as well as progressive allies in our communities. Our continuing goal is to protect and improve quality public services for Islanders.

I want to congratulate Tanya Herrell (Canadian Blood Services worker and NSUPE member) and her co-workers for their courageous effort to remain on strike for over 10 months to secure minimum guaranteed working hours. These women deserve our support and acknowledgement. Keeping blood collection in public hands and ensuring these services are available is key to a safe blood supply in Canada. Private companies are working to convince governments to allow paid blood donations. UPSE will oppose this privatization scheme and will support a blood system that's public and donation based. This is the best defense against the possibility of another tainted-blood tragedy in Canada.

I want to thank the membership for your involvement in our member profile series featured in *The Advocate*. In this edition we feature JC Simpson (Correctional Officer) and Connie Smallman (Disability Support Worker). It's great to see how the membership works every day to help Islanders. Your work is valued and important, and contributes to building a better quality of life in our communities. I look forward to seeing you in the workplace this fall so we can discuss your issues and keep moving forward.

In Solidarity,  
Karen Jackson



is a publication of the Union of Public Sector Employees located at 4 Enman Crescent, Charlottetown, PE, C1E 1E6 telephone: (902) 892-5335, toll free: 1-800-897-8773, fax: (902) 569-8186, e-mail: [peiupse@peiupse.ca](mailto:peiupse@peiupse.ca), web: [www.peiupse.ca](http://www.peiupse.ca).

UPSE is affiliated with the Canadian Labour Congress, the PEI Federation of Labour, and the National Union of Public and General Employees.

### UPSE Executive Officers

President: Karen Jackson  
[kjackson@peiupse.ca](mailto:kjackson@peiupse.ca)

First Vice-President: Doug Ferguson  
[dferguson@peiupse.ca](mailto:dferguson@peiupse.ca)

Second Vice-President: Wilma Ramsay  
[wramsay@wcb.pe.ca](mailto:wramsay@wcb.pe.ca)

Third Vice-President: Jim Ryan  
[jimryan@eastlink.ca](mailto:jimryan@eastlink.ca)

Secretary-Treasurer: Kevin Gotell  
[kgotell@peiupse.ca](mailto:kgotell@peiupse.ca)

### UPSE Staff

Hans Connor LLB: Labour Relations Officer / Lawyer  
[hconnor@peiupse.ca](mailto:hconnor@peiupse.ca)

Troy Warren: Labour Relations Officer  
[twarren@peiupse.ca](mailto:twarren@peiupse.ca)

Andrew Jack: Labour Relations Officer  
[ajack@peiupse.ca](mailto:ajack@peiupse.ca)

Cathy MacKinnon: Resource & Organizing Officer  
[cmackinnon@peiupse.ca](mailto:cmackinnon@peiupse.ca)

Blair Weeks: Research, Education and Policy Analyst  
[bweeks@peiupse.ca](mailto:bweeks@peiupse.ca)

Mark Barrett: Communications & Campaigns Officer  
[mbarrett@peiupse.ca](mailto:mbarrett@peiupse.ca)

Tammy Laybolt: Membership Records Coordinator  
[tlaybolt@peiupse.ca](mailto:tlaybolt@peiupse.ca)

Mary MacLean: Education and Meetings Coordinator  
[peiupse@peiupse.ca](mailto:peiupse@peiupse.ca)

Jackie McCaughey: Accounting and Technology Coordinator  
[jmccaughey@peiupse.ca](mailto:jmccaughey@peiupse.ca)

# PEI UPSE Supports Pride!

The Pride Festival took place from July 24-30 in Prince Edward Island. UPSE participated in the Pride Parade which was the culmination of the week's events celebrating the LBGTO community in PEI.



Labour celebrating diversity at the 2016 Pride Parade in Charlottetown, PEI.



Craig Walsh (Vice President PEI Fed.) and Karen Jackson (President, PEI UPSE) at Pride!

Pride is important because it's about overcoming discrimination and violence directed toward people who are gay, bisexual or transgender.



(L-R) Barry Parsons, Lynn Bovyer, Karen Jackson, Chrissy Murphy.

The union believes in equality and dignity for all people. The Pride Festival builds good will and community, and celebrates sexual diversity and choice. PEI UPSE supports and shows pride in Islanders of all orientations!

# PEI UPSE Summer Family Fun Day!

PEI UPSE's Summer Family Fun Day took place on July 24, 2016 at the Shining Waters Fun Park in Cavendish PEI. The event was a great success with over 1,100 members and their families taking part in a day of fun in the sun.



The President of PEI UPSE, Karen Jackson, said "the union's social activities are very important to the membership. We work hard, we play hard, and we have fun! There is no question that we are a member driven union. Whether we find ourselves negotiating new contracts, delivering educationals, or running campaigns on issues that matter to labour, our membership is always striving to improve the working lives of all Islanders."



**Check out the membership discount list on UPSE's website under the "Member Services" section: [www.peiupse.ca](http://www.peiupse.ca)**

## Interest Based Bargaining

Recently, Hans Connor was invited to participate in a panel at UPEI called Negotiation and Conflict Management in Labour Relations. This panel was part of the Business 727 course for UPEI students in the MBA Program and is taught by Professors Elanor Gallant and Tim Carroll.



Hans Connor  
Labour Relations Officer

Hans is a Labour Relations Officer/Lawyer with PEI UPSE.

Labour Relations Officers help members every day with questions about collective agreements, the grievance process and collective bargaining.

Hans talked about his role as a Labour Relations Officer with UPSE and explored negotiating styles in regard to outcomes and effectiveness. He explained to the students the difference between position based bargaining and interest based bargaining. The former is commonly viewed as the more traditional approach to bargaining, wherein the union and employer form positions based on their interpretation of the collective agreement. Conflict is resolved through the grievance process, conciliation, and arbitration. Interest based bargaining on the other hand relies less on forming a position, and more on identifying the interests of the parties involved.

To illustrate, Hans used a common example involving a worker who had

applied for a full time position and was not offered the job. Let's look at this scenario through the lens of position based bargaining first:

**Employer:** "the worker was not offered the job because she was not in possession of the best qualifications for the job."

**Worker:** "I should have been offered the job as I was the most qualified candidate."

In this scenario we have two opposing positions, and no agreement on which position is correct. To solve the dispute, the worker with the help of her LRO files a grievance. The two parties (worker and employer) then attempt to show whose position is more reasonable than the other. If the superior position cannot be determined through the grievance process, the next step available is arbitration whereby an arbitrator is hired to review/hear the case and render a decision that is legally binding on both parties.

Hans explained to the students that position based bargaining is effective, however, it is often time consuming, expensive, and does not offer a guarantee that the results will reflect the interests of the parties involved.

Let's look at the same scenario again, this time through the lens of interest based

bargaining: In looking for a creative solution, the LRO explores the reasons why the worker was interested in obtaining the job in question. In this particular scenario the worker had a 60% position and had applied for a 100% position. However, she was regularly picking up extra shifts in her current position, and by doing so was achieving full time hours. Through further discussion with the member, the LRO determines that the main reason the worker was interested in the full time position was because it offered more flexibility in regard to shift assignments, e.g., the job meant less weekend work and offered more regular hours.

With these interests identified the LRO communicates with the employer about



a potential resolve. The worker's main interest is to maintain full time hours but would like to work more regular hours. She will be happy to achieve this either by winning the job she applied for, or by the employer showing more flexibility in regard to her hours.

The employer is not overly interested in a grievance battle which could lead to arbitration, and more expense.

The employer will choose this path if necessary; however, in this case, would rather solve the problem by offering more flexibility in regard to the worker's hours. Therefore, a creative solution is sought which more or less reflects the interests of both parties. Hans explained to the students that when LROs take an interest based approach to resolving disputes they are looking for creative ways to solve problems that often save time and costs, and can produce results that generally reflect the interests of the parties involved.

Hans was pleased to represent PEI UPSE and participate in the panel presentation. He says "the issues discussed were relevant and informative for the students, professors and the panel. Many of the students will use their knowledge about conflict management as they advance in their own careers."

### **New Collective Agreement**



Mary MacLean (UFCW, Staff Negotiator), Kevin Gotell (UPSE, Secretary Treasurer), Karen Jackson (President, UPSE), Troy Warren (UFCW, Staff Negotiator). Missing from pic: Linda Power, Wilma Ramsay, and Debbie Pettipas (Employer Negotiators).

This is the first collective agreement for UPSE staff since joining UFCW Local 864. Both sides are pleased with the negotiated three year agreement.

### **Brown, Ballermann, Set to Lead NUPGE**

Larry Brown was acclaimed the new President of NUPGE (National Union of Public and General Employees) at the union's Convention in Ottawa.



Elisabeth Ballermann (Secretary Treasurer, NUPGE) , James Clancy (Outgoing President, NUPGE) and Larry Brown (President, NUPGE)

Larry was NUPGE's long standing Secretary Treasurer and was nominated

by outgoing NUPGE President James Clancy. Brown said "the struggle against rising income inequality is the struggle of our times."

Elisabeth Ballermann was acclaimed Secretary Treasurer at Convention. She previously had been President of Health Sciences Association of Alberta. Ballermann was nominated by the President of OPSEU (Ontario Public Service Employees Union), Warren "Smokey" Thomas. Ballermann said she will fight to uphold quality public services and economic equality in Canada.

### **Tim Yorke Wins 4th PEI Amateur Golf Championship Since 1996**

Congratulations to Tim Yorke on his victory at the PEI Amateur Golf Championship! Tim is a Youth Worker at the PEI Youth Centre in Summerside, and is an UPSE Steward in Local 5.



Tim Yorke (Steward, Local 5)

Tim shot three amazing rounds in July at the Dundarave golf course to win the championship with a 71, 74 and 73 respectively. He finished 2-over par with a total of 218 strokes.

He attributed the win to playing "good golf" but not "great golf." His game certainly was consistent as he never shot higher than a 5 during all three rounds. Tim has now won the PEI Amateur Golf Championship four times (1996, 1997, 2003 and 2016).

## Correctional Officer

JC Simpson is a Correctional Officer and proud UPSE member. He stopped by the union office to talk about his work at the Provincial Correctional Centre in Charlottetown. JC has been working as a Correctional Officer since 2010 after completing his training at the Atlantic Police Academy, a division of Holland College.



JC Simpson (Local 14)  
Correctional Officer

JC believes in making a difference for Islanders. He loves his work and is appreciative of the opportunity to help others and protect his community. Correctional Officers are responsible for the security and supervision of offenders. They also provide program and casework services for offenders to help rehabilitate and improve their lives. This not only benefits the offender, but is in the interests of the community as a whole.

*Knowing your client is an essential part of the rehabilitation process. Our job is about using good communication skills to keep everyone safe, and to optimize case management through counseling, support, and progress assessment.*

JC Simpson

The Provincial Correctional Centre offers programs to improve the lives of offenders that are based on the particular needs

of the individual. Programs such as Anger Management, Alcoholics Anonymous, and GED training are offered in-house. JC indicated that many offenders are willing to work through the case management process, participate in programs, and be active participants in their release plan.

He also explained that the inmate community faces many challenges including drug and alcohol addictions, mental illness, abuse issues, and tendencies toward violence. Supervising this type of community requires Correctional Officers to be vigilant about following safety, security and custody procedures. They regularly perform security checks, head counts, and searches.

There is an element of danger in this type of work that can't be ignored. But, JC stresses the importance of knowing how to verbally de-escalate a situation by providing options to a person. Providing someone with options can change the way they will react. He says that "knowing how to put yourself in their shoes is essential, however, if a situation gets out of hand then restraint is required. Ultimately, the Correctional Officers know they have the numbers to control situations or outbreaks."

JC believes there is much he can do to better himself and his co-workers in his current role as a Correctional Officer. He acts as a mentor to three other Correctional Officers at the Provincial Correctional Centre in Charlottetown. As a mentor he is there for colleagues who are newer to the job. He answers questions they might have and offers general support and guidance. Corrections is a team effort and it is necessary for the officers to work together to stay safe, ensure policies and procedures are followed, and ultimately to maintain security for the offenders and the public.

JC has recently taken a temporary assignment as the Designated Shift Supervisor at the Prince County Correctional Centre in Summerside, and also has been working with Holland College on occasion to assist with their scenario training for cadets in the Police and Corrections programs.

When asked what constitutes a good day at work versus a bad day, he says "a good day is when things run smoothly, and a bad day is when a person attempts to hurt himself or others. It's all part of the job, however, I think at the end of the day you need to be able to debrief and go home to your family without taking your work with you." Life/work balance is important to JC and home is for family, fun, and the necessary rest to prepare for work the next day.

## Disability Support Worker

Connie Smallman is a Disability Support Worker and a proud UPSE member.

Connie works for the Department of Family and Human Services in O’Leary. She began working in disability support in 2010, following her work with social assistance which she undertook in 2008. Connie is a graduate of UPEI.



Connie Smallman (Local 1)  
Disability Support Worker

As a Disability Support Worker Connie helps Islanders who have a disability to:

- overcome barriers;
- improve quality of life; and
- work to achieve financial independence

Connie explained that the “Disability Support Program is a social program with a financial component.” She said her job involves “developing support plans for people with disabilities to help to improve their lives.” The support plans identify issues and needs, and outline goals to work toward.

The program offers support through three components or categories:

- child disability support;
- adult disability support; and
- employment and vocational supports

Child support provides services to families to help them meet the special needs that are related to their child’s disability. Generally, the support helps families deal with the extra costs of rearing a child with a disability. These supports will vary depending on the nature of the disability and the individual circumstances. Each family is unique and this is reflected in the support plans.

A typical day for a Disability Support Worker may include:

- make referrals to other government departments, NGO’s and community supports
- attending hospital discharge planning meetings
- attending case conferences for children making a transition out of school
- providing an empathetic ear for families dealing with critical illness
- helping families build awareness of topics such as guardianship, health care directives, autism funding etc.
- in the midst of helping people with many complex issues DSP workers also order equipment from vendors, set up files on the government computer system (ISM), meet annual review requirements, and keep up to date on regulations around CPP Disability, RDSP’s, Grants etc.

Disability Support Workers are good listeners and empathetic to each situation. They must be able to help determine the needs of those with disabilities, and help find solutions that can improve current situations. Skilled workers provide options that are realistic and that are possible within program parameters. They also often liaise with other service providers to help meet identified needs.

*A good day on the job is knowing you have helped make a difference in someone’s life.*

*Connie Smallman*

For those seeking assistance through the Disability Support Program, Connie also wanted to impart that any and all information shared with a Disability Support Worker is confidential.

### Take A Break - Walk!

The Women’s Committee is hosting its second “Take a Break” walk ...

**When:** October 1, 2016  
(10:00 am)

**Where:** Morell Train Station  
(the walk will proceed on the Confederation Trail towards St. Peters).

**Snacks and prizes provided.  
Everyone is welcome!**

INTRODUCING THE



COOKE INSURANCE  
GROUP EST. 1972

## LOST & FOUND DEPARTMENT



**LOST:**

The opportunity to help you save money with your Home and Property Insurance

**FOUND:**

Money to put back in your pocket thanks to your employer's Group Insurance Program

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

It's that simple.

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.**

1-800-566-5666 | [info@cooke.ca](mailto:info@cooke.ca) | [www.cooke.ca](http://www.cooke.ca) | Visit us on [facebook](#)