

## **Messaging re: OT Incentive**

UPSE Health members in 24/7 bed-based care:

UPSE has received numerous questions from members about incentives for picking up additional shifts like those recently approved for the RNs (PEINU) on December 16, 2022. Both unions (PEINU and UPSE) were approached by the Employer about exploring possibilities for these incentives and both unions agreed to move forward with this initiative.

In fact, UPSE provided a signed Memorandum of Agreement (MOA) to the Employer on December 19, 2022 to ensure that our members received the same benefit as their counterparts working in the 24/7 bed-based care facilities. However, as we indicated previously in a communication to you on December 22, 2022 we were advised that the employer did not obtain approval for our classification groups working in 24/7 bed-based care facilities and were told a decision would be made by January 11, 2023.

UPSE responded to the employer about this delay and clearly communicated that our members deserve to be treated equitably. We were informed that Health PEI would be requesting approval to provide premium payments for UPSE members consistent with the time frame for RNs (PEI NU) as of December 1, 2022 to April 1, 2023.

UPSE has been more than patient with the Employer (Health PEI and Department of Health and Wellness) regarding the MOA. We were told in mid December by Health PEI that they "Did not have the capacity or time to complete the work for the MOA for us, but it would be a priority in the New year." We were told that it would be brought to the floor at Treasury Board on January 11, 2023, as the Treasury Board meets on Wednesdays. It was not heard on this date. We were then told I was deferred until January 18, 2023, again, it was not heard on this date. We were told again that it would be brought forward at the end of the month. We inquired again after January 25, 2023, and yet again, it had not been presented. UPSE continued to express our frustration and disappointment.

When I recently met with the Minister and Deputy, the disregard and lack of respect for my membership as it relates to the MOA was an area of discussion. The Deputy Minister confirmed it would be on the Treasury Board docket on February 1, 2023. I am of the understanding that it was brought forward and has been "resolved," however, to date, no information has been provided to us despite my inquiries. We have acted in good faith for our membership, however, it is frustrating as your President to have to deal with the delays caused by the employer. We are not responsible for the delays. We continue to advocate on your behalf to have this incentive approved, and to ensure that you are treated in a fair and equitable manner.

The former Health PEI board Chair, Derek Key, talked about the failures in health care delivery in PEI in his recent resignation letter. He asserted that the healthcare system must foster respect for all employees and build a culture of accountability if improvements are to be made. We agree, and you deserve to be recognized for your contributions in providing

essential care to Islanders and UPSE will continue to advocate on your behalf to achieve this.

Once again, we are asking all LPNs and RCWs/PCWs working in 24/7 bed-based care to please keep track of all pick up shifts and OT within the timeframe between December 1, 2022 to April 1, 2023 to ensure you will be properly compensated. In the meantime, we will keep you updated.

Thank you for your dedication and hard work in caring for Islanders.

**Karen Jackson, President UPSE**