

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

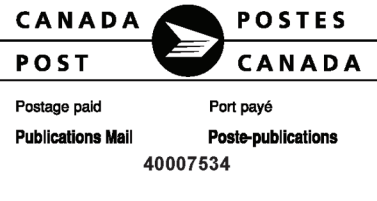
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MAILING LABEL



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Dear Members,

Welcome to the Spring edition of "The Advocate."

As we prepare for another summer on our beautiful island, I hope you get time to spend with family and friends. Lots is happening across various sectors within the Union, and I'd like to provide an update on our activities.



Karen Jackson
President, UPSE

UPSE has been actively addressing safety and violence in the workplace. As mentioned in the Winter Advocate, we released results from our Workplace Harassment, Bullying, and Violence survey. Using this data, we have collaborated with the Province and Health PEI to update the Respectful Workplace Policies to align with new OHS legislation and improve reporting processes for members. I also worked with the PEI Public Service Commission (PSC) on a video about the new policy and shared key survey findings in an interview with CBC to advocate for workplace changes.

Privatization remains a critical issue for our union and the public. The Employer(s) have been uncooperative in providing information about services contracted out to private entities. To address this, our union has utilized FOIPP processes to gather data to challenge these practices. We have highlighted privatization issues in transportation (plow routes), home-care (self-managed care), and agency nurses (travel LPNs). We have filed grievances on these matters, with our first arbitration scheduled for July 16 & 17, 2025, concerning the use of travel LPNs. Additionally, I addressed privatization at the Standing Committee in the PEI Legislature

on February 12, 2025, and participated in interviews with CBC regarding the self-managed care program and agency nurses.

UPSE continues to advocate for our members' rights by enhancing our collective agreement language. We have successfully negotiated new contracts for Health PEI, Whisperwood Villa, Morell and Area Early Learning Centre, and Community Connections. We are currently bargaining new contracts for Holland College Faculty & Atlantic Tourism and Hospitality Institute, Holland College Administrative and Support & ECE, Strait Crossing, City of Charlottetown, Grain Elevators, and Civil Service/IRAC/WCB. Negotiations with Holland College Faculty/ATHI have stalled due to an impasse, compounded by recent layoffs affecting some members. We are supporting these members to protect their rights while exploring alternative options. Mediation with Holland College Administrative and Support & ECE is scheduled for July 18, 2025, in hopes of reaching a fair agreement for our valued members.

Your committees have been diligently working to provide services and events for our members. The Constitution and Structure Committee is enhancing our foundational documents by developing new resolutions to update the Constitution, By-laws, and union policies. Meanwhile, the Public Relations Committee has organized a range of activities for members and their families, including BBQs, golf, parades, and family fun days. This fall, the Women's Committee will host a conference featuring talented speakers. The Young Workers Committee has successfully held events like trivia and has improved policies related to young worker bursaries. The Finance Committee is ensuring UPSE's financial stability through sound decision-making and strategic funding allocations. Additionally, the Education Committee has expanded its training offerings, leading to increased member enrollment.

The new OHS Committee is actively addressing resolutions from the annual convention to promote workplace safety. Finally, the Membership Services Committee is facilitating appointments within our local structure for our elected officials.

The labour activity remains consistent, and we have had some long-awaited arbitrations in the areas of consultation, classification, social media, and hours of work. We are frustrated by employers that continue to deviate and fail to adhere to the agreed terms and conditions of our collective agreements.

If you are experiencing challenges at your workplace and/or observe the employer not adhering to the language in your collective agreement as it relates to your rights, such as pay, hours of work, etc., please reach out to the main office and speak with one of our valued and experienced labour relations officers.

The Union is in discussion with employer(s) on labour market adjustments for many of our classifications and we are just waiting for confirmation prior to announcing the information as we know the compensation in some areas does not align with the labour market.

In closing, I want to take the opportunity to thank the members for their ongoing service and dedication to residents of Prince Edward Island. The services you provide are immeasurable to our island communities, facilities and institutions. I encourage all the members to take care of yourselves and balance your work and personal obligations. If able, take the time to unwind and enjoy your summer with loved ones, family, and friends.

Thank you for supporting and believing in your union and we will continue to fight to enhance and protect your rights in the workplace.

**UPSE President,
Karen Jackson**

UPSE Donates \$12,478 through the UPSE Has a Heart Campaign

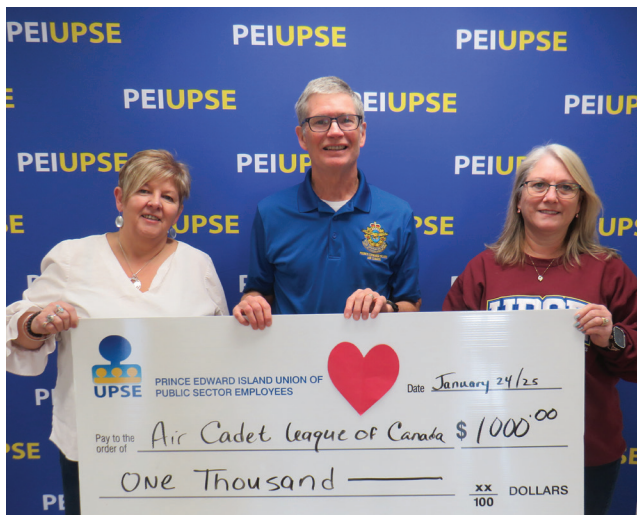
Over the past forty years, UPSE members have donated more than a quarter of a million dollars to non-profit community organizations in PEI through the UPSE social fund. The social fund was adopted at the 1984 Annual Convention to demonstrate the Union's caring and active involvement with its members and the community.

In 2001, the Union decided that the annual donations made through the social fund would be called the UPSE Has a Heart campaign. This year, the Union donated \$12,478 through the campaign.

The UPSE Has a Heart campaign is dedicated to supporting community organizations that make a significant impact for Islanders - organizations like the Air Cadets, Santa's Angels, Kits of Kindness, Joy Riders Therapeutic Riding Association, and the PEI Special Olympics, to name a few.

Karen Jackson, UPSE President, expressed gratitude to UPSE members for their contributions to the campaign, explaining that a small portion of their union dues goes directly towards these charitable efforts, enabling the Union to give back to communities throughout the province. She remarked, "Unions play a vital role in helping others and strengthening our communities."

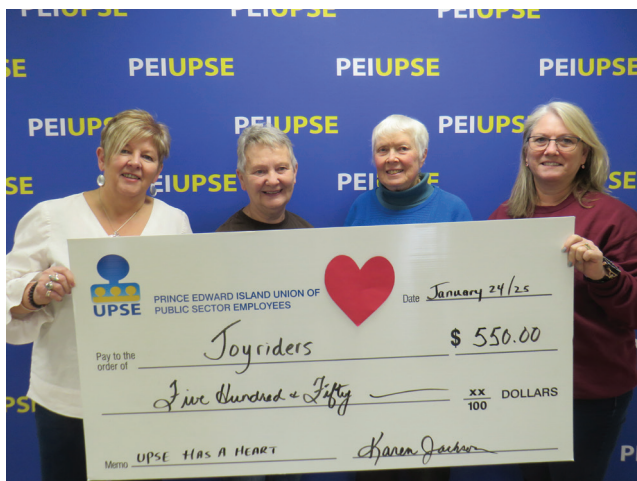
UPSE supported fifteen organizations in this year's campaign with donations ranging from \$250 to \$1,500. These organizations engage in remarkable work, often driven by volunteers who include our members. UPSE is proud to assist these outstanding groups that provide essential support to Islanders.



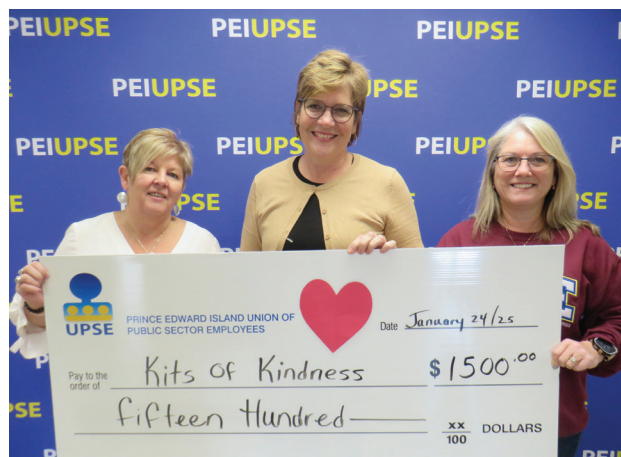
Air cadet league of Canada, PEI Committee,
\$1,000



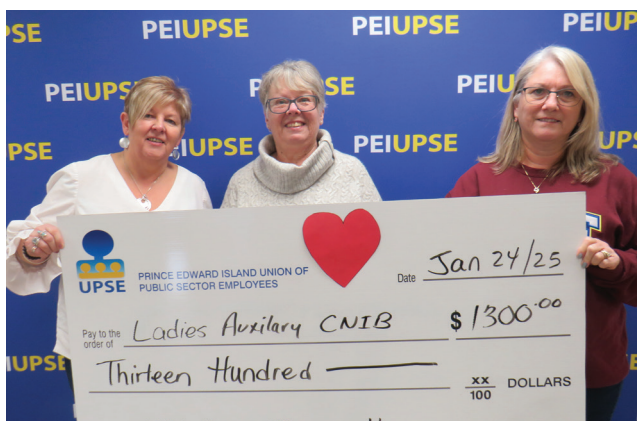
Camp Abegweit, \$1,000



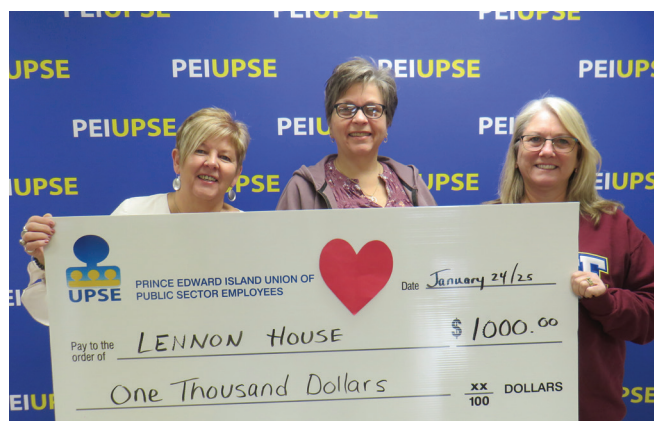
Joyriders Therapeutic Riding Association, \$550



Kits of Kindness, \$1,500



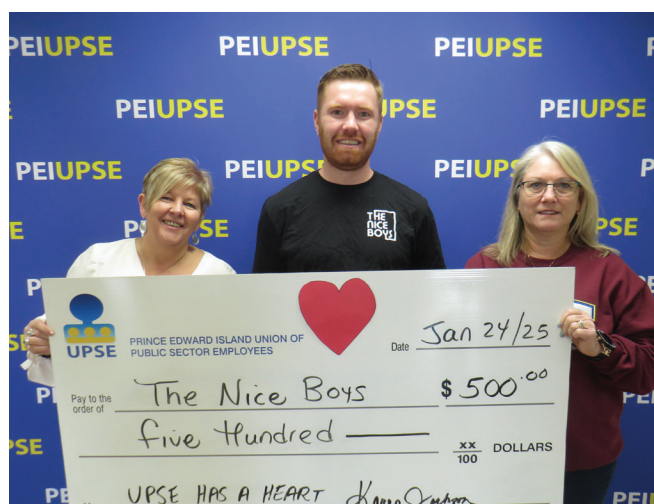
P.E.I. Ladies Auxiliary of the CNIB, \$1,300



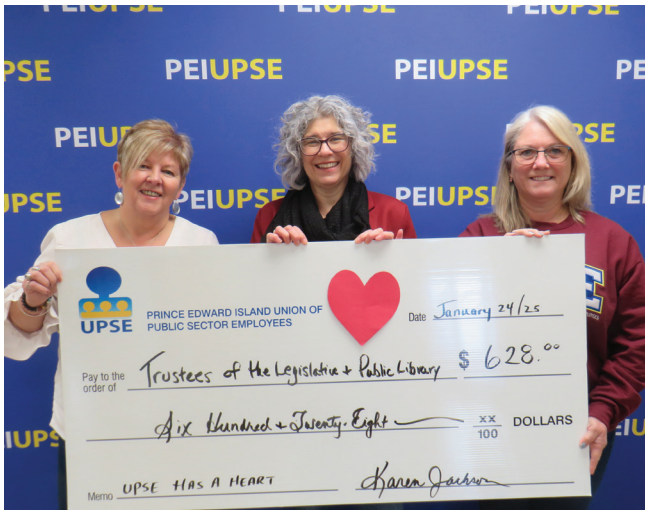
Lennon Recovery House, \$1,000



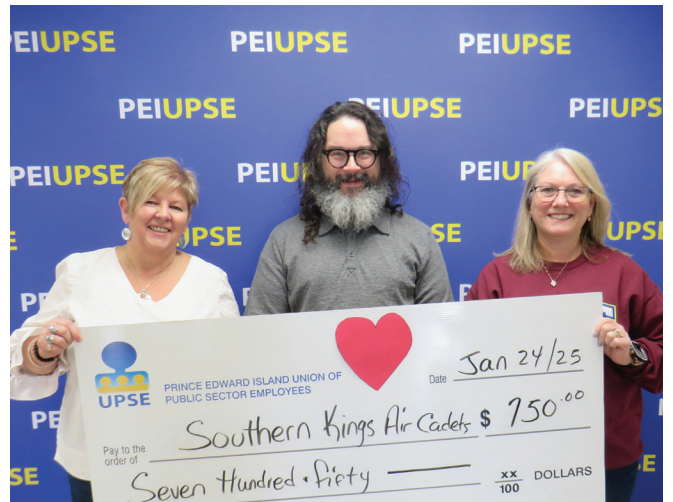
Meals on Wheels PEI, \$1,000



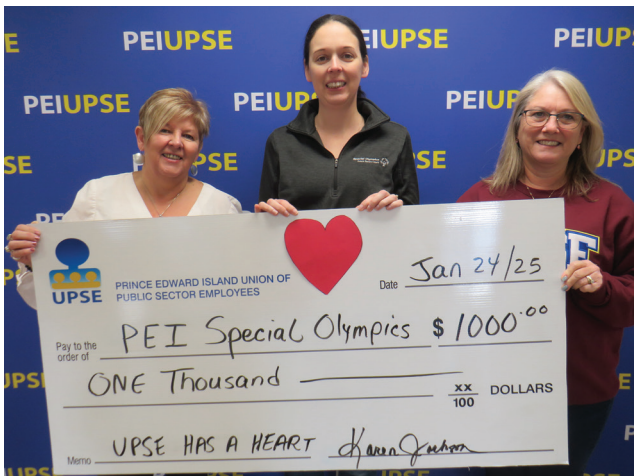
The Nice Boys, \$500



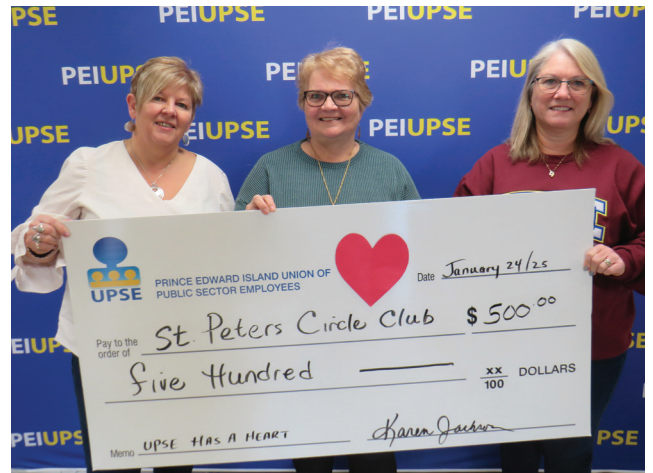
The Trustees of the Legislative and Public Library, \$628



Southern Kings Air Cadets, \$750



PEI Special Olympics, \$1,000



St. Peter's Circle Club, \$500

UPSE Has a Heart recipients not pictured):

Silver Threads Seniors Club, \$250

Santa's Angels, \$500



St. Peters Bay and Area Community Cupboard, \$1,000

Steve Mollins, Young Worker Bursaries

Steve Mollins was a strong union advocate for our youth and young workers. It was his dedication and inspiration that inspired UPSE's *Young Workers Committee*, in his memory, to establish bursaries to highlight the importance of the Union's young worker membership.

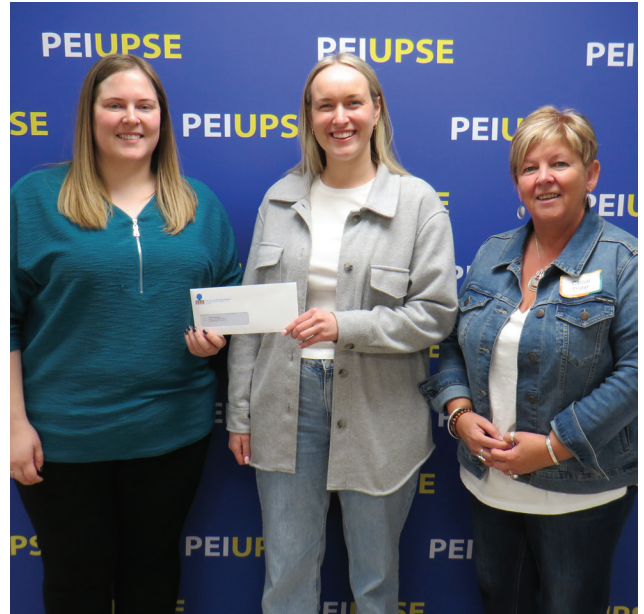
Steve was a long time member of UPSE's Board of Directors and a knowledgeable Union activist. The Chair of UPSE's *Young Worker Committee*, Kathlene Smallman, said Steve always encouraged her to learn as much as she could about the Union, and to get more involved. "He played a big part in where I am now, and I'm probably not the only young worker/UPSE member that would say that."

The *UPSE Young Workers Committee* is proud to award two (2)

\$500 bursaries annually to UPSE members in good standing **age 35** or

under who are pursuing part-time or full-time continuing education from a Canadian public education institution while continuing to work at an UPSE bargaining unit workplace. This year's winners are Bryanne MacLeod (**Social Worker at Health PEI enrolled PT in the Master of Social Work Program at Dalhousie University**), and Brett Montgomery (**Learning Manager at Holland College/Atlantic Police Academy, enrolled FT in the Master of Education in Leadership in Learning Program at UPEI**.)

Congratulations to the winners!



Pic L-R: Kathlene Smallman (Chair, UPSE Young Workers Committee), Bryanne MacLeod (Social Worker at Health PEI enrolled PT in the *Master of Social Work Program* at Dalhousie University), and Karen Jackson (UPSE President).



Pic: Brett Montgomery, Learning Manager at Holland College (Atlantic Police Academy). Enrolled FT in the *Master of Education in Leadership in Learning Program* at UPEI.

UPSE Stewards Conference, 2025

Stewards are the eyes and ears of our union—and this year's conference focused on strengthening their vital role. From understanding grievance procedures to tackling workplace investigations, employer surveillance, and creating safe, equitable workplaces, our stewards are more prepared than ever to support and protect members.

Delegate participation was impressive, with many asking insightful questions that enhanced the discussions and showed their commitment to improving their skills. It was a rewarding day for all, highlighting the strength and unity of our stewards. UPSE values its stewards and recognizes their vital contributions to our union and the well-being of our members.



Attention UPSE Members: New Bursary Announcement

A big thank you to Bob Keays from Higgins Insurance for the generous donation and a cheque for a new Higgins Insurance Bursary! This bursary is open to any affiliated member or their dependent of the PEI Federation of Labour.

Eligibility criteria:

- Must be an affiliated member (in good standing as of January 1, 2025) or a dependent of one.
- Must be enrolled as a full-time student at a recognized post-secondary institution for the 2025–2026 academic year.

To apply, please include:

- Name of applicant
- Union Name & Local Number
- Email address, Phone number, Mailing address
- Name of post-secondary institution you are attending
- Send your application details to: peifed@pei.aibn.com



**NEW BURSARY
ANNOUNCEMENT!**

**HIGGINS
INSURANCE
BURSARY**

DRAW DATE: AUGUST 20, 2025

Questions? Contact Cristina at **902-368-3068**

Draw date: **August 20, 2025**

Good luck to all applicants, and thank you again to Higgins Insurance for supporting education and our labour community!

Winner must present proof of registration.

Bargaining Update

City of Charlottetown

Bargaining update

The collective agreement between UPSE and the City of Charlottetown expired on December 31, 2024. UPSE sent an intent to bargain notice in January 2025 and demand forms have been returned. The bargaining team exchanged packages with the employer on June 5, 2025 and bargaining will take place on July 15 and Aug 26, 2025. Stay tuned for updates.

Grain Elevators

Bargaining update

The collective agreement between UPSE and Grain Elevators expired on March 31, 2025. A notice to bargain was mailed out to the employer in January. Proposal forms were sent to the membership for their feedback regarding priorities for the bargaining package. Dates for bargaining to be announced.

Community Inclusions

Bargaining update

The collective agreement expired on March 31, 2025. A meeting to select the bargaining team took place in February 2025. Member proposal forms were submitted up until March 7, 2025 through the UPSE website. The bargaining team has been selected and negotiations will commence on July 14 and 15, 2025.

Strait Crossing

Bargaining update

The collective agreement between UPSE and Strait Crossing expired on December 31, 2024. UPSE sent an intent to bargain notice in January and demand forms were returned. Bargaining teams made progress at the table in June 2025 and the parties were able to reach a tentative agreement. Ratification packages will be distributed to the membership.

Holland College Admin / Early Learning Centre

Bargaining update

The collective agreement between Holland College Administrative and Support / ECE, and UPSE expired on March 31, 2024. The bargaining teams met numerous times over the past year to try and find a mutually agreeable resolution at the table. The parties have not been able to reach a tentative agreement due to a number of outstanding matters including wages, and the inclusion of the Holland College ECE staff in to the agreement. The union remains positive that a fair contract can be reached for all members. We are scheduled for mediation with Holland College Administrative and Support & ECE July 18, 2025, with the hopes this process will move the parties so we can obtain a fair and reasonable agreement for our valued members.

Holland College Faculty/ATHI

Bargaining update

The collective agreement between UPSE and Holland College Faculty/ATHI expired on March 31, 2024. Members voted in favour of a merged agreement and the team began negotiations for enhancements (including wages) in February, 2025. Bargaining continued on June 13 and ongoing updates will be provided.

Civil Service/IRAC/WCB

Bargaining update

The collective agreement between UPSE and Civil Service/IRAC/WCB expired on March 31, 2025. UPSE mailed proposal forms to members and selected the UPSE bargaining team. Bargaining commenced on three dates in May and will continue on two dates in late June. Stay tuned for updates.

UPSE Development and Training Fund for Civil Service Employees

The Development and Training Fund, a joint initiative of the Government and the PEI UPSE, is designed to provide funding to employees for learning opportunities, encourage employee participation, benefit career development and improve government service delivery to the citizens of this province. You will find the application and guidelines on the PEI UPSE Website (www.peiupse.ca). For more information please contact Tara McGuirk at (902) 368-6175, or email her at tmcguirk@gov.pe.ca

UPSE Health Development and Training

The UPSE *Health Development and Training* fund is available to PEI UPSE members who are employed with Health PEI and are covered under the Health PEI Collective Agreement. The fund provides employees with monies to improve required skills to better perform current job responsibilities as well as future job opportunities. You will find the application and guidelines on the PEI UPSE Website (www.peiupse.ca).

Please ensure that you use the current application form found on the UPSE website for all of your development and training requests. Contact Bryan Burt at bsburt@peiupse.ca or call (902) 892-5335 for questions and inquiries about the fund.



Don't Forget to Read Your Collective Agreement!

Have you looked at your collective agreement recently? Your collective agreement is a legal contract negotiated, agreed to, and signed by your employer and your union. Both the employer and the union are bound by law to abide by its terms and conditions. It's like a "rule book" that defines your working conditions and sets out the rights and responsibilities of the employer and the workers.

In your collective agreement you will find provisions outlining your wages, vacation, sick leave, working conditions, rights and benefits. If you run into a problem at work and believe your employer is not following the collective agreement don't hesitate to talk with your Shop Steward or call UPSE to speak with a Labour Relations Officer.

By reading and understanding your collective agreement you will become more aware of the rights and benefits you have in the workplace. You will also be in a better position to protect yourself, if, and when, any problems arise at work. To see your collective agreement visit the UPSE website (www.peiupse.ca) and look under the "Collective Bargaining" section. If you would like a hard copy please contact the UPSE office by emailing peiupse@peiupse.ca or call 902-892-5335 or toll free at 1-800-897-8773.



Mary MacLean, UPSE's Membership and Education Coordinator

If you've ever called or visited the UPSE office, chances are you've been greeted by the warm and welcoming presence of Mary. With her bright smile and unmistakable voice, Mary is often the first point of contact for members — a role she's filled with dedication and heart for the past twenty plus years.

As *Education and Meetings Coordinator*, Mary plays a vital part in keeping our union running smoothly. Whether she's working with Directors to organize local meetings, helping members register for union courses, or collaborating with staff to prepare educational materials, Mary is always in the loop with the issues and concerns that matter most to our members. She also manages the course database — tracking who's completed what and who's eagerly waiting to attend the next session.



Mary MacLean, Education and Meetings Coordinator

Mary's professional background includes many years of service with the provincial government, including work with Addictions Services and the Employment Development Agency. Her experience and deep understanding of public service have made her an invaluable resource to UPSE.

Behind the scenes, Mary works closely with fellow administrative staff, Jackie and Norma, to ensure every aspect of our annual convention runs without a hitch — from registration to logistics — so delegates can focus on the experience.

Mary and her husband David live in Charlottetown, where they've raised three children and now enjoy life as grandparents to six (and soon to be seven!) Grandchildren — three girls and three boys. In her downtime, Mary loves camping and can often be found around a crackling campfire, singing songs and soaking in the joy of the great outdoors.

We're proud to have Mary as such an integral part of the UPSE team — thank you, Mary, for all you do!

Day of Mourning Ceremony

The Annual Day of Mourning is of the utmost importance to recognize every year. On April 28, we honour and remember the lives lost and the struggles faced by workers and their families due to workplace tragedies. It reminds us of the vital need for safety in our work environments and reinforces our commitment to advocating for better protections reflected in legislation and policies.

The Day of Mourning is about generating awareness that one workplace fatality is too many and should never happen. The numbers are staggering in terms of suffering and loss of life. Approximately 945 workers die each year in Canada due to work-related causes. This is unacceptable, and it can be avoided. All workplace injuries are preventable.



Pic: Mark Arsenault (UPSE Second Vice President) at the annual Day of Mourning ceremony.

UPSE Congratulates its 2024 Retirees!

I want to extend my heartfelt congratulations to UPSE's 2024 retirees. Their unwavering commitment and contributions have played a crucial role in enhancing the quality of life on the Island, making it a better place to live and work.

Retirement represents a significant milestone—a well-deserved reward after years of dedication and hard work. As UPSE members transition into retirement, they are set to embrace new challenges and adventures. Many may explore new career opportunities or pursue passions and dreams that were previously set aside. Others will cherish their newfound time, using it to relax, recreate, and enjoy meaningful moments with family and friends. Retirement is not just an end; it is the beginning of an exciting new chapter. The Union of Public Sector Employees proudly celebrates the achievements of its 2024 retirees, acknowledging their hard work and dedication to the people of Prince Edward Island.

Congratulations on this significant accomplishment!

Karen Jackson, UPSE President

Note: Retirees not in the pics include:

John Bovyer, Equipment Operator, Civil Service, 33 years
Clifford Branston, Equipment Operator, Civil Service, 26 years
Christopher Bulman, Justice/Public Safety, Civil Service, 40 years
Diane Burke, Justice/Public Safety, Civil Service, 17 years
Keith Campbell, Equipment Operator, Civil Service, 30 years

Mark Derry, Child Protection, Civil Service, 34 years
Wendy La Grange, Admin Services Officer, Civil Service, 10 years
Margaret MacDonald, RCW, Health PEI, 16 years
Louise Turner, RCW, Health PEI, 20 years
John Doyle, LPN, Health PEI, 34 years
Maurina Wagh, RCW, Health PEI, 20 years

All pics of retirees with Karen Jackson, UPSE President



Allison-Campbell-RCW-Health-PEI-21 years

Anna-Mallett-HSW-Health-PEI-32 years

Blair-Arsenault-Property-Assessor-Civil-Service-24 years

Brenda-Munro-RCW-Health-PEI-24 years



Carl-accepting-for-Jo-Anne-Holmes-RCW-20 years

Charlotte-Stewart-Libraries-Civil-Service-35 years

Cheryl-O'Keefe-RCW-Health-PEI-15 years

Colleen-MacDonald-Social-Worker-Civil-Service-44 years



Connie-MacLean-RCW-Health-PEI-19 years



Cynthia-Crane-Water-Management-
Officer-Civil-Service-25 years



Daniel-Quinn-Maintenance-Worker-Civil-
Service-37 years



Debbie-Acorn-Social-Worker-Health-PEI-34
years



Debby-Denham-Finance-Treasury-Board-
Civil-Service-34 years



Dianne-Dowling-Parks-and-Recreation-
City-of-Charlottetown-35 years



Don-DesRoches-Instructor-Holland-
College-27 years



Donna-McCarthy-Maintenance-Worker-
Civil-Service-32 years



Eric-MacInnis-Technical-Officer-Civil-
Service-Civil-Service-36 years



Gerard-Dwan-Maintenance-Worker-Civil-
Service-25 years



Joe-Callaghan-LPN-Health-PEI-40 years



Karen-Cornish-RCW-Health-PEI-24 years



Kathy-Livingstone-Administrative-
Support-Civil-Service-37 years



Kenneth-Fall-IT-Civil-Service-20 years



Kirk-Boylan-Maintenance-Worker-Civil-
Service-28- years



Linda-Keel-Hale-Speech-Language-
Pathologist-Schoolboard-31 years



Lowell-Murray-Service-Worker-Holland-College-25 years



Margaret-Beattie-HSW-Health-PEI-14- years



Marie-Kemp-Policy-and-Admin-Officer-Civil-Service-19-years



Muriel-Power-Agriculture-Program-Officer-Civil-Service-26- years



Nancy-Godkin-IT-Civil-Service-35-years



Paul-Baker-Water-management-officer-Civil Service-35-years



Pierre-Gaudet-Summerside-Youth-Centre-Civil-Service-35-years



Roger-Coffin-Service-Worker-Civil-Service-25-years



Ross-Bernard-Regulatory-Officer-Civil-Service-34-years



Sandra-jamieson-Fish-and-Wildlife-Officer-Civil-Service-33-years



Susan-Ford-McCloske-Admin-Support-Civil-Service-30-years



Susan-MacDonald-HSW-Health-PEI-40-years

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



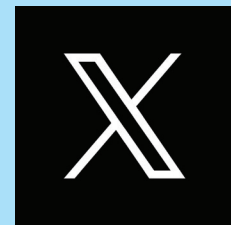
PEI UPSE

PEI UPSE is now on Facebook!

Search for the **“PEI UPSE”** page and click on **“Like this page.”**

Follow PEI UPSE on X

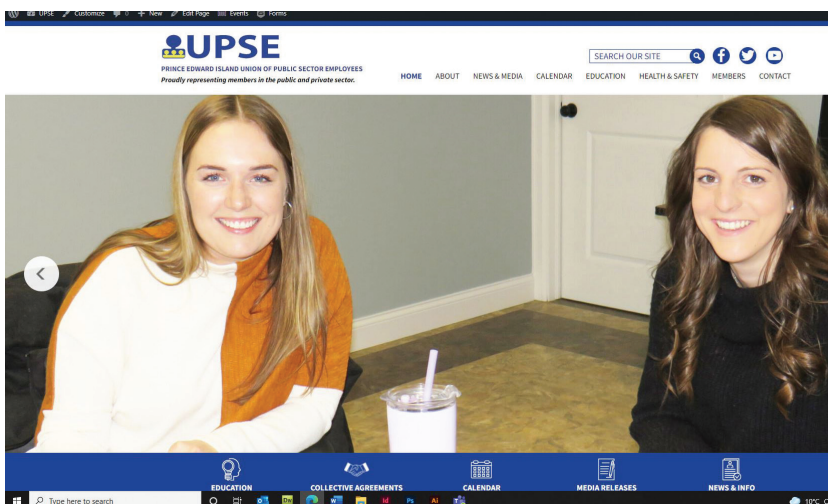
Follow PEI UPSE on X **@PeiUpse** for the latest on UPSE news, events, labour and social issues.



UPSE Website!

Check it out at www.peiupse.ca

Facebook and X feeds are on the new site as well.



Thank Unions for ...

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



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“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**

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Insurance first.**