

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

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63rd Annual Convention

R3 - Union Strong

Resilience / Rights / Respect



Dear Members,

Welcome to the Fall edition of "The Advocate". I do hope you all had a wonderful summer and got the opportunity to get some time away from your work areas to rest and recharge and spend time with family and friends.



Karen Jackson,
President, UPSE

In review of the past year, I would be the first to admit, it has been a year of ebb and flows, highlights, and challenges. Your union has worked hard to address the concerns and issues presented by you, the members. We have had some successes and some areas we need to continue to work on. As we embrace our 63rd Annual Convention, I wanted to take the opportunity to provide an update on Union activities.

Successes:

Record Information Management (RIM)
I am extremely pleased to inform the membership that our union now has a Record Information Management (RIM) plan. This was highlighted as one of the strategies to address the goal of enhancing governance and leadership in our strategic plan approved at last year's convention.

Collective Bargaining

This has been a very active year for bargaining as UPSE continues to advocate for the rights of our membership by strengthening our collective agreement language. As our most active bargaining year to date, we have negotiated ten (10) out of our fifteen (15) contracts. I want to acknowledge and thank the staff, specifically the Labour Relations Officers, Troy, and Wilma, as well as the support team, Norma, Mary, and Jackie. All this was accomplished while we were short-staffed for most of this year.

Labour Decisions

I am pleased to announce that UPSE has had some significant successes at arbitration.

a) Consultation – The issue of consultation has been ongoing, so with the help of arbitrator Frank Demont, the parties now have established guidelines to follow as it relates to when and how to consult.

b) Social Media – We challenged a discipline that was related to social media, and the discipline was significantly reduced, setting a precedent moving forward.

We are currently awaiting the decision from arbitrator Demont related to the use of agency licensed practical nurses. We are hopeful the decision will favour the union, as the use of private entities in numerous areas has been increasing, and we need a decision to set a precedent that contracting out or contracting in will not be tolerated.

Occupational Health and Safety

Since my first day as President, the area of safety and violence in the workplace has been brought to my attention. I am so pleased to announce that the Group Homes Workplace Violence Prevention Committee was the winner of the Douglas MacMaster award this year. The Douglas MacMaster Award is designed to celebrate individual or team achievements by government employees in the promotion and development of health and safety. I want to thank all the participants of this committee, especially the Chairs Gordon Burhoe and Mike Gaudet, for all the great work in acknowledging and addressing violence in the workplace. This is a great example of how genuine collaboration between the union and the employer can generate effective solutions to challenging issues.

Committees

Your committees continue to fulfill their mandates as they provide important services and events for our members. They are the bedrock to establishing engagement for our members as outlined in the strategic plan.

Challenges:

Privatization

Privatizing public services runs contrary to the language in our collective agreements, removes public oversight, and changes the channel from service provision to profiteering. UPSE will continue to fight to ensure public services remain public services so that revenue goes back into funding public services and not filling the pockets of private entities.

Staffing

We continue to have significant shortages of skilled professionals. The shortage of staff is complex, and many factors are contributing to this labour shortage. UPSE will continue to advocate for safe staffing levels and programs that are fair to all our members.

Consultation

Although we had a recent decision from an arbitrator in February 2025 regarding consultation, the Employer is still failing to consult in many areas. We recently had to address failure to consult on Master Rotation (line picking) and the utilization of Travel RCWs. The arbitration provides further recourse we have available to address these continuous violations, and further to that, we are currently in discussions with our legal service provider to explore a formal labour complaint to the PEI Labour Board. I will commit that we will continue to fight for the rights and benefits of our members.

In closing, I want to thank the membership for your continued work in serving Islanders every day. United, we are strong and can build a promising future for the membership and contribute greatly to the fabric of Prince Edward Island. UPSE is a great and diverse Union in Prince Edward Island with members in both the private and public sectors. We are UPSE Proud!

**Karen Jackson,
UPSE President**

Reflecting on a Successful Women's Conference

UPSE's recent Women's Conference was a success. The theme was "**Lead with Compassion and Courage**." The event was a resounding success, with our members showing incredible enthusiasm and engagement throughout the day!

One of the highlights was the women's panel, moderated by Jill Chandler. The panel with President Karen Jackson, Lisa MacKinnon, and Jennifer McCarron, provided valuable insights and perspectives on women in leadership roles.

The discussions were both informative and inspiring, addressing important questions and encouraging open dialogue. Thank you to everyone who participated and contributed to the success of this event. Together, we continue to empower one another and pave the way for future leaders. Let's keep the momentum going as we support and uplift each other in our journeys!



63rd Annual Convention

Delta, 18 Queen St., Charlottetown

Friday, November 14, 2025

5:45 pm - Registration

6:15 pm - Land Acknowledgment

- Administrative Announcements and Harassment Policy
- Call to order
- National anthem
- Solidarity Forever
- Credential Committee Report
- Introduction of Fraternal Guests
- Introduction of Board of Directors and Staff
- Moment of Silence
- Adoption of Agenda
- Adoption of Rules of Order
- Adoption of Elections Procedure
- Minutes of 62nd Annual Convention
- Report on 2024 Resolutions

7:00 pm - President's Report and Address

7:45 pm - 2024/2025 Committee Reports

8:00 pm - 2025 Resolutions

8:30 pm - First call for nominations for executive positions:

First Vice-President and Third Vice-President

9:00 pm - Adjournment

Saturday, November 15, 2025

8:30 am - Registration

8:45 am - Door Prizes (must be seated)

8:50 am - Call to Order, Auditor's Report

9:20 am - Credential Committee Report
- Second call for executive nominations

9:30 am - Keynote Speaker

11:00 am - Break

11:15 am - 2025 Resolutions Continued

12:00 pm - Lunch

1:00 pm - Call to Order, Resolutions continued

2:45 pm - Break

3:00 pm - Door Prizes (must be seated)
- Credential Committee Report

3:15 pm - 2025 Member of the Year Award
- Cooke Insurance

3:30 pm - Last call for executive nominations
- 2025 Executive Elections

4:00 pm - Adjournment

Saturday evening events:

6:30 pm - Reception

7:00 pm - Banquet

9:00 pm / 12:30 am - Social Event

Elections for the positions of **First Vice President** and **Third Vice President** will be held at the Annual Convention on **November 15, 2025**. These are two-year terms of office. In order to run, members must be in good standing for at least one year. Candidates nominated by the deadline are Carolyn Knox for First Vice President, and Jim Ryan for Third Vice President.

Nominations that were not received by August 18, 2025 will be invited from the floor at the upcoming Annual Convention.

Carolyn Knox offers for First Vice President

My name is Carolyn Knox, and I am seeking support for re-election as 1st Vice President at the upcoming Annual PEI UPSE Convention. I have been serving the union in this role since January 2023.

I have been an UPSE member since 2001 as an employee of what is now known as Health PEI. I became active with the union soon after.

I have served several roles within UPSE over the past 24 years. The following is a list of some of the roles that I have had the opportunity to learn from:

- Current 1st Vice President with PEI UPSE
- Bargaining team representative for Health PEI negotiations for the last 6 contracts
- PEI Representative on the Canadian Health Professionals Secretariat (NUPGE)
- Trustee with PSGIP
- Constitution and Structure Committee Member
- Finance Committee Member
- Union Steward

- Local 8 Director
- Women's Committee Co-Chair
- Executive Representative on Women's Committee
- Ad hoc Committee on Harassment
- Chair of Staff Relations Committee

To help me fulfill these roles, I have completed numerous courses offered by the union and other stakeholders. My experience with UPSE has improved my understanding of the services that our members provide, the uniqueness of the many roles, and the common challenges that we face.

I look forward to continuing my efforts to assist the union in moving forward to becoming the best representative it can for all its members and the residents of PEI that we serve.

In Solidarity,
Carolyn Knox



Carolyn Knox, First Vice President

Jim Ryan offers for Third Vice President

Greetings my fellow UPSE members.

My name is Jim Ryan, I am pleased to be re-offering as your third vice president this year at our 2025 PEIUPSE annual convention!

I have been a proud member of our union for 24 years. I have used my time as an active member of our union, representing members as a shop steward, representing my local as a chief steward, I have attended many educationals over the years and I am now a facilitator for UPSE educational courses.

I have previously served as director for local six, where I successfully rallied Support for the union and encouraged members to observe their collective agreement rights.

It has been my privilege to have represented our union multiple times as a voting delegate at both the Canadian Labour, Congress and National Union of Public and General Employees conventions.

I have had the pleasure of serving as the executive member on the public relations and recreation/convention committee, where we have made significant strides to promote our union among the members, as well as in the public eye. I also serve as executive member on the Young workers committee where we make efforts to teach young workers about the value of union activism. We want these young workers to seek positions within our union and become our future leaders.

I have also sat at the negotiating table for the last two rounds of negotiations for the health PEI collective agreement.

As vice president and as an activist, I have always worked hard to promote our union and its values. I listen to and bring forward the ideas and concerns of our members. I hold the issues and concerns of our membership as a priority and have always worked to find the best resolutions.

As we move forward as a union, I believe it is important that we work to increase our membership. There are still many workers who could benefit from the strength of a union like ours. As we work to increase our unions visibility among the public, we hope to make UPSE the clear choice for worksites who wish to organize.

It has been a joy to have worked with and represented you, the membership of UPSE over the years and I hope you see fit for me to continue as I seek my sixth term as your third vice president.

In solidarity,
Jim Ryan



Jim Ryan, Third Vice President

PEI UPSE: Cash Flow Budget as Approved by your Board of Directors

2024-2025 Budget

Forecast to July 2025

Approved Budget 2025-2026

Revenues

| | |
|--------------------------------------|------------------|
| Dues | 2,900,000 |
| *Social Fund | 15,675 |
| Building Renovation fund | 39,189 |
| Health Development and Training | 30,000 |
| Other Income (Fun Day / Golf / etc.) | <u>6,000</u> |
| Total Revenue: | 2,990,864 |

| |
|------------------|
| 3,100,000 |
| 16,660 |
| 41,656 |
| 30,000 |
| <u>6,000</u> |
| 3,194,316 |

| |
|------------------|
| 3,100,000 |
| 16,757 |
| 41,892 |
| 30,000 |
| <u>6,000</u> |
| 3,194,649 |

Expenses

| | |
|----------------------------------|----------------|
| Advertising | 25,000 |
| Audit | 19,000 |
| Bank charges and interest | 350 |
| Building and grounds maintenance | 33,000 |
| Cleaning | 21,000 |
| Dues and fees | 177,000 |
| Electricity | 4,000 |
| Fuel | 16,000 |
| Insurance | 24,000 |
| Office supplies and expenses | 31,000 |
| Equipment rental | 32,000 |
| Postage | 13,000 |
| Taxes | 24,500 |
| *Social fund | 15,675 |
| Telephone and fax | 17,000 |
| Travel - Staff | <u>12,000</u> |
| Total: | 464,525 |

| |
|----------------|
| 18,000 |
| 18,900 |
| 180 |
| 33,000 |
| 21,500 |
| 177,000 |
| 5,500 |
| 9,200 |
| 25,900 |
| 37,000 |
| 32,000 |
| 9,100 |
| 23,000 |
| 16,660 |
| 23,500 |
| <u>10,000</u> |
| 460,440 |

| |
|----------------|
| 20,000 |
| 20,500 |
| 350 |
| 36,000 |
| 22,500 |
| 182,000 |
| 6,000 |
| 11,000 |
| 26,400 |
| 46,000 |
| 32,000 |
| 8,500 |
| 23,700 |
| 16,757 |
| 18,000 |
| <u>7,000</u> |
| 476,707 |

Employment

| | |
|----------------------------------|------------------|
| Wages - Staff | 1,030,000 |
| Wages - President | 108,342 |
| Benefits - President | 22,000 |
| Employee Benefits | 180,000 |
| Severance Pay Allocation | 15,000 |
| Early Retirement Fund Allocation | 15,000 |
| Training - Staff | <u>29,909</u> |
| Total: | 1,400,751 |

| |
|------------------|
| 1,104,182 |
| 108,342 |
| 22,000 |
| 183,000 |
| 15,000 |
| 15,000 |
| <u>5,000</u> |
| 1,452,524 |

| |
|------------------|
| 1,150,000 |
| 110,500 |
| 24,000 |
| 200,000 |
| 15,000 |
| 15,000 |
| <u>31,946</u> |
| 1,546,446 |

PEI UPSE: Approved Budget (continued)

Other

| | | | |
|-----------------------------|---------------|---------------|---------------|
| Campaigns | 25,000 | 6,500 | 20,000 |
| Legal and Professional Fees | 300,000 | 525,000 | 425,000 |
| Newsletter (Advocate) | 32,000 | 35,300 | 34,000 |
| Photography | 1,500 | 0 | 500 |
| Reference Materials | 8,000 | 7,250 | 8,000 |
| Defense fund | <u>10,000</u> | <u>10,000</u> | <u>10,000</u> |
| Total: | 376,500 | 584,050 | 497,500 |

Committees

| | | | |
|--|---------------|---------------------|---------------------|
| Women's Committee | 25,000 | 3,500 | 27,000 |
| OH&S Committee (New 2024) | 6,000 | 0 | 4,000 |
| Annual Convention | 110,000 | 99,100 | 114,000 |
| Bargaining | 150,000 | 130,000 | 140,000 |
| Board & Chairpersons | 100,000 | 75,000 | 90,000 |
| Constitution & Structure | 35,000 | 15,000 | 13,000 |
| Education | 100,000 | 90,000 | 100,000 |
| Executive Officers | 45,000 | 38,000 | 45,000 |
| Finance | 4,000 | 1,800 | 3,500 |
| Membership Services & Communication | 40,000 | 25,900 | 45,000 |
| Young Workers | 40,000 | 6,500 | 25,000 |
| NUPGE travel pool | 70,000 | 57,500 | 70,000 |
| Pensions | 5,000 | committee removed 0 | committee removed 0 |
| Recreation / Public Relations / Convention | 110,000 | 110,000 | 105,000 |
| Staff Relations | 2,550 | committee removed 0 | committee removed 0 |
| Stewards Council | <u>70,000</u> | <u>42,000</u> | <u>60,000</u> |
| Total: | 912,550 | 694,300 | 841,500 |

| | | | |
|--------------------------------|-----------------|--------------|-----------------|
| Total cash inflow | 2,990,864 | 3,194,316 | 3,194,649 |
| Total cash outflow | 3,154,326 | 3,191,314 | 3,362,153 |
| Budgeted cash inflow (outflow) | -163,462 | 3,002 | -167,504 |

Annual Convention: Resolutions

The following are summations of resolutions for convention that have been submitted for consideration by this year's delegates.

1. **Submitted by the UPSE Board of Directors** *HOUSEKEEPING-1*

The intent of this resolution is to ensure that UPSE has clear, current and concise language in the constitution.

2. **Submitted by the UPSE Board of Directors** *HOUSEKEEPING-2*

The intent of this resolution is to ensure that UPSE has clear, current and concise language in the constitution.

3. **Submitted by the UPSE Constitution Committee** *VACANCY OF PRESIDENT*

The intent of this resolution is to ensure that UPSE has clear, current and concise language in the constitution.

4. **Submitted by the UPSE Board of Directors** *DIRECTOR ELECTIONS*

The intent of this resolution is to create efficiencies for the Union by implementing new timelines for nomination and election of directors.

5. **Submitted by the UPSE Board of Directors** *UPSE CONVENTION (TIME BETWEEN CONVENTIONS)*

The intent of this resolution is to ensure that UPSE has more flexibility to schedule the annual convention (so it's not just limited to each Fall but could move between Fall and Spring).

6. **Submitted by the UPSE Board of Directors** *UPSE PRESIDENTIAL SALARY*

The intent of this resolution is to amend the Union's Presidential Salary process.

7. **Submitted by the UPSE Board of Directors** *GOVERNANCE and DISCIPLINE*

The intent of this resolution is to outline a revised governance and discipline process related to matters regarding the suspension or termination of membership rights.

8. **Submitted by the UPSE Board of Directors** *CONVENTION DELEGATE EXPECTATIONS*

The intent of this resolution is to ensure that UPSE Delegates have a clear and accurate understanding of material and resolutions going to Convention. The resolution outlines that delegates must attend at least two local meetings per year, and one meeting must be for reviewing convention materials and gathering member input.

9. **Submitted Local 5** *AFFORDABLE AND ACCESSIBLE EDUCATION*

The intent of this resolution is for UPSE to help in improving post-secondary education in Prince Edward Island. It outlines that UPSE will lobby the government and institutions to make education more affordable and accessible, particularly for marginalized students, and to improve the transition from school to employment.

10. **Submitted by the UPSE Young Workers Committee** *EXPANDING BURSARY AND SCHOLARSHIP CRITERIA*

The intent of this resolution is for UPSE to update its policy to allow part-time students to be eligible for its bursaries and scholarships. It also commits the union to lobbying the government and educational institutions to adopt similar changes to promote fairness and access to education.

11. **Submitted by Local 6** *MENTAL HEALTH AND LONG TERM CARE*

The intent of this resolution is to stop transferring psychiatric patients to long-term care facilities without proper support, and to raise awareness and urge more investment in mental health care.

Holland College Faculty/ ATHI

Bargaining update

UPSE members in the Faculty of ATHI and Holland College Bargaining Unit voted in favour of ratifying the new collective agreement.

This agreement merges two bargaining units, ATHI and Holland College. The agreement is in effect from April 1, 2024, until March 31, 2027. The agreement will now be scheduled for signing with the Employer, and dates for processing retroactive payments will be updated in the future by the Employer and UPSE.

President Jackson thanks the bargaining team and all members for actively participating in the ratification process.

Civil Service/IRAC/WCB

Bargaining update

UPSE reached a tentative agreement with Civil Service/IRAC/WCB on September 9, 2025. In preparation for voting on ratification UPSE sent packages to all members and held education sessions held across the province on October 7, 8 and 9. The closing date for the ratification vote was on October 17, 2025. The membership has voted in favour of a new collective agreement. Karen Jackson, UPSE President, thanks the UPSE bargaining team for their hard work in negotiating a fair wage and benefit package for the membership.

Morell and Area Early Learning Centre

Bargaining update

Morell and Area Early Learning Centre renews their agreement yearly if neither party asks to negotiate. The wages are established by government wage grids.

Strait Crossing Ltd.

Bargaining update

The collective agreement between UPSE and Strait Crossing Ltd. was ratified on October 16, 2025. The membership voted in favour of a new four-year deal.

Karen Jackson, UPSE President thanks the bargaining team for negotiating a fair wage and benefit package for the membership.

Grain Elevators

Bargaining update

The collective agreement between UPSE and Grain Elevators Corporation was ratified on October 24, 2025. The membership voted in favour of a new four-year deal.

Karen Jackson, UPSE President thanks the bargaining team for negotiating a fair wage and benefit package for the membership.

City of Charlottetown

Bargaining update

The tentative collective agreement has been ratified as of Friday, October 10, 2025. Karen Jackson, UPSE President, thanks the bargaining team for their hard work in securing a new three-year agreement.

Tremploy Inc.

Bargaining update

Voting concluded on Sept 29, 2025, with the membership approving a 4-year contract which will expire on July 1, 2029. Karen Jackson, UPSE President, thanks the UPSE bargaining team for their hard work in negotiating a new four-year collective agreement with Tremploy Inc.



Pic L-R: Karen Jackson (UPSE President), Les Parsons (Chair, Board of Directors, Tremploy), and Wilma Ramsay (UPSE Labour Relations Officer).

Community Inclusions

Bargaining update

UPSE and Community Inclusions signed a new collective agreement on Oct 22, 2025. The three-year agreement is from April 1 2025 to March 31, 2028. Karen Jackson thanks the bargaining team for negotiating a fair benefit and wage package for the membership.



Pic L-R: Karen Jackson (UPSE President), Kevin Porter (Exec Director, Community Inclusions), and Alan Clarke (Chair of BOD, Community Inclusions).

Holland College Admin and Early Learning

Bargaining update

Ratification packages were emailed to unionized members of the Holland College Administration and Support and Early Learning Centre bargaining unit. Due to the rotating Canada Post mail delivery system, packages were ONLY sent by email. Members have until November 12, 2025 at 1:00 pm to vote on the tentative agreement.

Police Officers Memorial Service

This is the 26th year that UPSE and Community and Correctional Services Division has co-sponsored attendance at the Police and Peace Officer Memorial Service in Ottawa. UPSE was proud to support our Peace Officers who were part of a strong contingent at the Annual Canadian Police and Peace Officers' Memorial Service. UPSE thanks the Dept. of Justice and Public Safety for their continued collaboration on this initiative.

The officers at the service included union activists from across the country, and those who have worked in provincial adult and youth corrections, probation and community corrections services, conservation and highway safety.

In 1998, the federal government proclaimed the last Sunday in September as Police and Peace Officers' National Memorial Day. The Canadian Police and Peace Officers' Memorial Service gives Canadians an opportunity each year to formally express appreciation for the dedication of police and peace officers, who have contributed so much to our country.



UPSE Correctional Officers L-R: Carrie Ann Macdonald, Kim MacBurnie, Matthew Saunders, Jennifer Burdon, and Lauren Bailey.

Would you like to receive an e-copy of *The Advocate* instead of a paper copy? Please contact UPSE by emailing (peiupse@peiupse.ca) or call the UPSE office at **902-892-5335**, or toll free at **1-800-897-8773**.

Union Savings

"Union Savings – Canada's only not-for-profit, union-run, members' benefit program – is available to all UPSE - Prince Edward Island Union of Public Sector Employees members!

With more than 190 participating unions and almost three million individual members, Union Savings leverages its strength in numbers to negotiate savings and discounts, exclusive to Canadian union members and their families. Members have instant access to great deals like travel, electronics, wellness, and more.

Taking part is easy! Simply register for a new account on the Union Savings' website <https://unionsavings.ca/en/register> and select "Prince Edward Island Union of Public Sector Employees" as your union! After signing up, you'll have access to all discounts immediately and dedicated online and phone support through Union Savings.

For ALL questions regarding any services or discounts on Union Savings please access the contact page: <https://unionsavings.ca/en/contact>

A graphic with a light blue and green background. On the left, the text "Member Discounts" is written in large, bold, blue letters. Below it, in smaller black text, it says "Members save on fashion, electronics, entertainment, services, travel, work wear, insurance, beauty and more!". At the bottom left, it says "Register at" followed by the Union Savings logo (a stylized 'U' with a person icon) and the website "unionsavings.ca". On the right side, there is a circular logo with a blue person icon and the letters "UPSE" below it. Below the logo is a photograph of a family: a man carrying a child on his shoulders, a woman, and two young girls.

Member Discounts

Members save on fashion, electronics, entertainment, services, travel, work wear, insurance, beauty and more!

Register at  unionsavings.ca

Members: Please Update Personal Contact Information

Call Norma Jarvis 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) and go to the [update contact information](#) link under the [Members](#) section on the homepage where you can update your information on-line (<https://www.peiupse.ca/members/update/>).

UPSE Bursary/Scholarship Program

UPSE's Bursary/Scholarship program is now open once again to members, spouses, or dependents who are attending an accredited college or university full-time. We would like to invite you to submit an application for one of the bursaries that UPSE awards annually.

We have a range of bursaries available, with twelve worth \$500 and two scholarships worth \$1,000 each. These include the \$1,000 *Laurie Jenkins Memorial Scholarship*, and another \$1,000 scholarship specifically for students with a learning disability, as well as one \$500 bursary to be awarded in memory of *Julie MacKay* to the top applicant going to Holland College.



We hope that you take advantage of this opportunity and wish you the best of luck with your studies. UPSE is proud to offer this support as part of its ongoing efforts to promote the importance of life-long learning and education. In order to qualify, recipients must be enrolled full-time at an accredited post-secondary institution. Bursaries are available for both in-province and out-of-province studies. Both the bursaries and the scholarships are for the second semester (after Christmas) and are awarded on the basis of approved criteria.

To be eligible, applicants must be employed by one of UPSE's bargaining units and be a member in good standing (or be a spouse or dependant of a member in good standing). Applicants must be enrolled as full-time students at a post-secondary institution during the current academic year. An **official, sealed transcript (no photocopies)** of the applicants last set of marks should also be included (or email DIRECTLY from a school to peiupse@peiupse.ca). Students attending institutions that do not use traditional marking systems **must** include Grade 12 marks and an evaluation from a college official.

The UPSE Public Relations and Recreation/Convention Committee will base its decision regarding the bursaries on four factors. They are – in order of importance:

1) Academic ability

2) UPSE involvement *(as it relates to the applicant or to the UPSE member of whom the applicant is a spouse/dependant)*

3) Financial need

4) Community involvement - will determine the top award winner for the *Laurie Jenkins Memorial Scholarship*.

Applications are reviewed using a "blind test" procedure whereby Committee members are not provided with any identifying information about an applicant. The Public Relations Committee selects the successful recipients of the bursaries and/or the scholarship from the applications received. The awards are usually presented over the Christmas break. All applications must be received by: **November 25, 2025 at 4:30 p.m.** Application forms are available at the UPSE office or on the Union's website at (<https://www.peiupse.ca/education/scholarships/>).

Please note: *failure to meet the criteria provided in this description may result in the committee ruling your application ineligible. No application will be considered without an official, sealed transcript (no photocopies), or emailed directly from a school, and all questions must be answered.*

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/IRAC/WCB, Health PEI,

Holland College Faculty/ Atlantic Tourism and Hospitality Institute

Strait Crossing Bridge Limited, Tremploy, Grain Elevators Corporation

Holland College Administrative and Support/ Holland College Early Learning Centre

Whisperwood Villa, Community Connections,

Morell and Area Early Learning Centre,

Community Inclusions, Garden Home



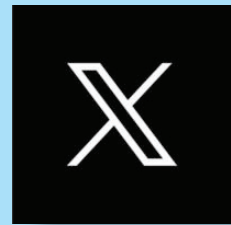
PEI UPSE

PEI UPSE is 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.

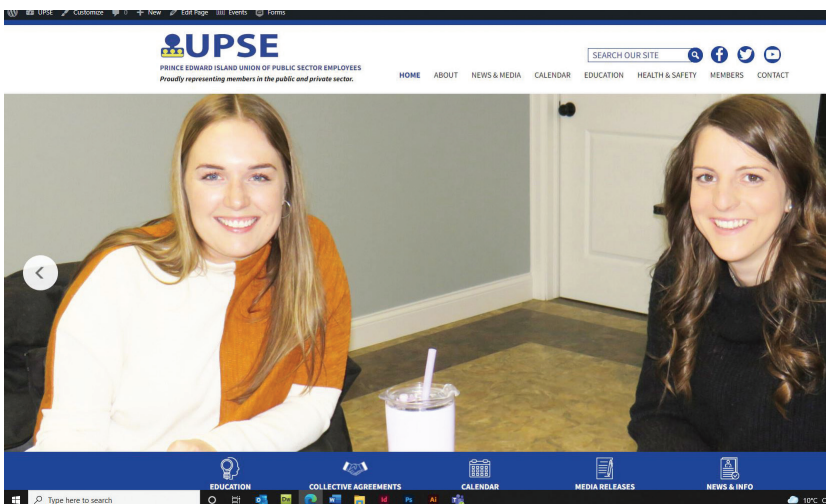


UPSE Website!

Check it out at www.peiupse.ca

New members contest section.

Facebook, twitter, and youtube feeds.



Thank Unions for ...

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





Prince Edward Island
Union of Public Sector Employees



UPSE Executive Officers

President: Karen Jackson
kjackson@peiupse.ca

First Vice-President: Carolyn Knox,
cknox@ihis.org

Second Vice-President: Mark Arsenaault
maarsenaault@gov.pe.ca

Third Vice-President: Jim Ryan
jimryan@eastlink.ca

Secretary-Treasurer: Kevin Gotell
kgotell@peiupse.ca

UPSE Staff

Jason Rendell: Executive Director
jrendell@peiupse.ca

Wilma Ramsay: Labour Relations Officer
wramsay@peiupse.ca

Troy Warren: Labour Relations Officer
twarren@peiupse.ca

Andrew Jack: Labour Relations Officer
ajack@peiupse.ca

Bryan Burt: Education and Organizing Officer
bsburt@peiupse.ca

UPSE Staff

Norma Jarvis: Membership Records Coordinator
nj Jarvis@peiupse.ca

Mary MacLean: Education and Meetings Coordinator
peiupse@peiupse.ca

Jackie McCaughey: Accounting and Technology Coordinator
jmccaughey@peiupse.ca

Jill MacMicken-Wilson: Research and Policy Analyst
jmacmicken-wilson@peiupse.ca

Mark Barrett: Communications & Campaigns Officer
mbarrett@peiupse.ca

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Tel: 902-892-5335
Toll Free: 1-800-897-8773
Fax: 902-569-8186
Email: peiupse@peiupse.ca

4 Enman Crescent,
Charlottetown, P.E.I.
C1E 1E6

Web: <https://www.peiupse.ca/>
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