

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

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Dear Members,

Welcome to the Winter edition of "The Advocate." As we move forward into a new year, first and foremost, I want to pass along my appreciation to the members for the quality service you provide to Islanders. As we work through the new year, your union continues to address the concerns and issues presented by you, the members. The following update will provide you with the union's successes and some of the ongoing challenges we are working to resolve.



Karen Jackson
President, UPSE

Successes:

In 2025, your union successfully negotiated 10 of our 15 collective agreements. Your union has one collective agreement (Health PEI) to negotiate this year (2026), and I am pleased to announce that your bargaining team has been selected, and we are in the process of reviewing your demand forms to obtain the directive(s) from the membership.

The parties (UPSE and Health PEI) negotiated an incentive for working full-time during the last round of negotiations. This Memorandum of Agreement was signed on February 24, 2025. Your union was successful in getting the Employer to execute this negotiated benefit in December 2025 following numerous grievances.

There is an ongoing labour shortage in the health sector, and the Employer has resorted to utilizing private sector agency staff and members working double shifts. As a result, many members have not been approved for vacation, and their banks have grown beyond the limits of their collective agreement. The Employer informed the union they were going to pay out the balances; however, the union pushed

back and it appears the parties now have an agreement in principle for the members to gradually utilize their vacation time over the next couple of years prior to reverting to the collective agreement vacation carryover provision.

Your union is pleased to announce it has filled the labour relations officer vacancy. There was a shortfall last year because of issues outside the control of your union, but I am pleased to announce that the successful candidate, Shawn Alexander, has extensive labour relations experience to assist the members.

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:

Our Employers continue to have significant shortages of skilled professionals. The shortage of staff is complex, and many factors are contributing to this labour shortage. The result of this labour shortage is

affecting the safety and well-being of our members and our bargaining unit work. The Employer has resorted to utilizing agency staff (private sector) to address some of the shortages which are causing significant morale and culture issues. As noted by their acting Chief of Finance during budget estimates (2025) at the legislature, agency staff cost three (3) times as much as bargaining unit members. UPSE will continue to advocate for safe staffing levels and oppose the use of agency staff.

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.

Unfortunately, this remains a significant issue. Some Employers continue to disregard the duty to consult on significant issues and the union continues to be blindsided by significant impacts on the members. The Union is exploring what recourse may be available as the issue was arbitrated last February in Health but it still appears to be an ongoing problem.

In solidarity and unity we are strong, UPSE is a great and diverse Union in Prince Edward Island with members in both the private and public sectors. We are UPSE Proud! Again, thank you to our dedicated membership for your continued work in serving Islanders every day.

**Karen Jackson,
UPSE President**

UPSE Bursary Winners

Congratulations to UPSE's bursary/scholarship program winners for 2025! UPSE believes in the power of education to transform lives and help create a better society for all. The *UPSE Bursary and Scholarship Program* offers financial assistance to students who are attending a college or university. The program helps reduce some of the economic burden that students face. UPSE is proud to offer this support as part of its ongoing efforts to promote the importance of life-long learning and education.



L-R: Ashley Shaw (\$1000) and Karen Jackson.



L-R: Emily Waite (\$500, Julie MacKay Bursary) and Karen Jackson.



L-R: Karen Jackson and Emma Campbell (\$1000).



L-R: Karen Jackson and Katherine Green (\$500).



L-R: Karen Jackson and Kevin Nguyen (\$500).



L-R: Karen Jackson and Landon Murray (\$500).



L-R: Karen Jackson and Shahid Afridi (\$500).

Missing from photos are:

- Grace Morley (\$1,000, Laurie Jenkins Scholarship)
- Jenna Stewart (\$500)
- Olivia Mayhew (\$500)
- Thea Stewart (\$500)
- Jessi MacKinnon (\$500)
- Aizlyn Richard (\$500)
- Austin Mulligan (\$500)

UPSE's Second Vice President and Secretary Treasurer Elected

Mike Butler, parliamentarian and former UPSE President, called for nominations from the floor at Convention for UPSE's Executive positions of First and Third Vice President. Candidates nominated before the Convention were Carolyn Knox, First Vice President, and Jim Ryan, Third Vice President. Nominations were also opened at Convention for members to run from the floor, and Khitam Taha (Local 3) offered for First Vice President.

Carolyn Knox was re-elected as First Vice President, Jim Ryan was elected by acclamation as Third Vice President. Congratulations to all for participating in the democratic process.



Mike Butler, former UPSE President, calls for nominations from the floor at Convention.



Carolyn Knox, First Vice President



Jim Ryan, Third Vice President

Karen Jackson Addresses Convention

UPSE President, Karen Jackson, delivered a powerful and inspiring report at UPSE's 63rd Annual Convention. This past year has been one of big accomplishments and big challenges, and our union has met them head-on. From implementing a full Records & Information Management system to negotiating ten collective agreements to major wins at arbitration, UPSE has continued to show strength, accountability, and commitment to members. We also celebrated the incredible work of our committees, from PR to Women's, Young Workers, Constitution, Education, Finance, and more. Their efforts have helped grow engagement, build union pride, and support members across the Island.

Karen also spoke clearly about the ongoing issues. We are facing privatization of public services, staffing shortages, lack of consultation, and the ongoing need to increase member engagement. UPSE will continue to push back, advocate, and defend the rights of workers across PEI.

A special congratulations to the Group Homes Workplace Violence Prevention Committee for winning this year's Douglas MacMaster Award for their vital work confronting violence in the workplace. Huge thanks to our delegates, committees, activists, stewards, Board, Executive, and staff and to all UPSE members who serve Islanders every single day. United, we are strong. United, we are UPSE Proud.



Karen Jackson, UPSE President

Member of the Year!

2025 Recipient: Tim Yorke (Local 5, Assistant Probation Officer) is UPSE's 2025 Member of the Year! With over 20 years of active involvement and dedication to UPSE, Tim Yorke continues to be a strong advocate for all members through his helpful, compassionate, and steady support. He approaches every situation with integrity and humility. Whether at conventions and meetings or at events of service, Tim is steady, hardworking, and always professional.

Tim has taken on various union roles and is currently Chair of the Constitution and Legislative Committee. He has become not only current and informed, but also inclusive of everyone's opinions and ideas by co-chairing UPSE caucuses and attending educationals.

Tim is described by others as embodying fairness, inclusivity, loyalty, integrity, and compassion. He truly demonstrates what it means to be a loyal, longstanding, important, and hard-working member of the membership.



L-R: Kathlene Smallman (UPSE Director), Tim Yorke (Member of the Year), and Karen Jackson (UPSE President).

Guest speakers: Susie Proulx-Daigle (NBU President) and Sandra Mullen (NSGEU President)

Susie thanked members from NBU, UPSE, and NSGEU for their continued service and dedication, noting the difficult labour climate facing workers across the country. She emphasized that governments are increasingly failing to respect workers' rights and properly fund public services.

Susie highlighted the NBU's ongoing advocacy on behalf of members, including a major recent win that saw the pension age reduced from 65 to 62. She reaffirmed that while the NBU does not endorse political parties, it will always speak out to protect members, regardless of who is in power. Susie also announced the launch of the "We Save Lives Too" campaign to raise awareness of the critical work members do.

Sandra followed with a message of solidarity across the Maritimes, pointing to shared challenges such as staffing shortages in long-term care and growing threats to job security in the public service. She reaffirmed the importance of working together and building strong relationships to advocate effectively for members.

Delegates really enjoyed Susie's and Sandra's presentations on labour issues affecting their provinces. UPSE thanks both Presidents for sharing their insights with UPSE members.



L-R: Susie Proulx-Daigle (NBU President), and Sandra Mullen (NSGEU President).

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* **(Amended, Carried)**

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* **(Amended, Carried)**

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* **(Carried)**

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* **(Carried)**

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). **(Amended, Carried)**

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. **(Amended, Carried)**

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. **(Amended, Carried)**

8. **Submitted by the UPSE Board of Directors** *CONVENTION DELEGATE EXPECTATIONS* **(Amended, Carried)**

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. **(Amended, Carried)**

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. **(Carried)**

11. **Submitted by Local 6** *MENTAL HEALTH AND LONG TERM CARE* **(Amended, Carried)**

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.

Bargaining Update

Health PEI, Bargaining update

The collective agreement between the Prince Edward Island Union of Public Sector Employees (UPSE) and Health PEI is set to expire on March 31, 2026. UPSE Health members have taken the important first steps of submitting their demand forms and electing their negotiating team. The team will now review those demands and establish negotiating priorities before heading to the table. Negotiation dates will be announced in the coming weeks.

Stay informed — stay connected. Follow UPSE on Facebook at *Prince Edward Island Union of Public Sector Employees* or visit www.peiupse.ca for the latest updates throughout the negotiation process.

UPSE Welcomes Shawn Alexander (Labour Relations Officer)

The PEI Union of Public Sector Employees has a new Labour Relations Officer. Shawn Alexander's term commenced on January 5, 2026. He brings a wealth of experience and will be a valuable asset to our organization and to all our members. He has a strong background in Human Resources and extensive experience supporting union members, with approximately 20 years of HR experience. Before joining UPSE, Shawn served as the Director of HR & Employee Wellness with the PEI Liquor Control Commission (LCC) and the PEI Cannabis Management Corporation (CMC) from 2018 until recently. Before that, he was a Staffing Consultant with the PEI Public Service Commission from 2011–2018, and before that, a Classification Consultant with the same organization from 2006–2011. Shawn also brings Information Technology expertise, having worked in IT with the Department of Education starting in 1994, and later as an IT Supervisor from 2001 to 2006.

In his role as Director of HR & Employee Wellness, Shawn reported directly to the CEO of the P.E.I. LCC & CMC and provided strategic leadership in a wide range of areas, including:

- HR policy development and planning
- Labour relations and employee relations
- Staffing, classification, and performance management
- Policy development and organizational training

To avoid any conflict of interest, UPSE leadership has made the decision to recuse Shawn from working on CMC/LCC files. Shawn also has experience in the collective bargaining process for the UPSE civil group.

Please join us in welcoming Shawn to our team!



Shawn Alexander, UPSE Labour Relations Officer

UPSE Donates \$16,700 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 \$16,700 through the campaign.

Karen Jackson, President of UPSE, said "The UPSE Has a Heart campaign is dedicated to supporting community organizations that make a difference in the lives of Islanders - organizations like the PEI Air Cadets, Santa's Angels, Kits of Kindness, and the PEI Special Olympics." Jackson 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 emphasized that Unions play a vital role in helping others and strengthening our communities in PEI.

UPSE supported over thirty organizations in this year's campaign. "These caring organizations do remarkable work, ask for very little, and are often driven by volunteers who include our members. UPSE is proud to assist these outstanding groups that provide essential support to Islanders," Jackson added.



Pic: Island Nature Trust, Melissa Cameron (Exec Director), and Karen Jackson, UPSE President) \$500

Pic: 60 Federation Squadron - Air Cadets, Jim McInnis and Karen Jackson, \$600

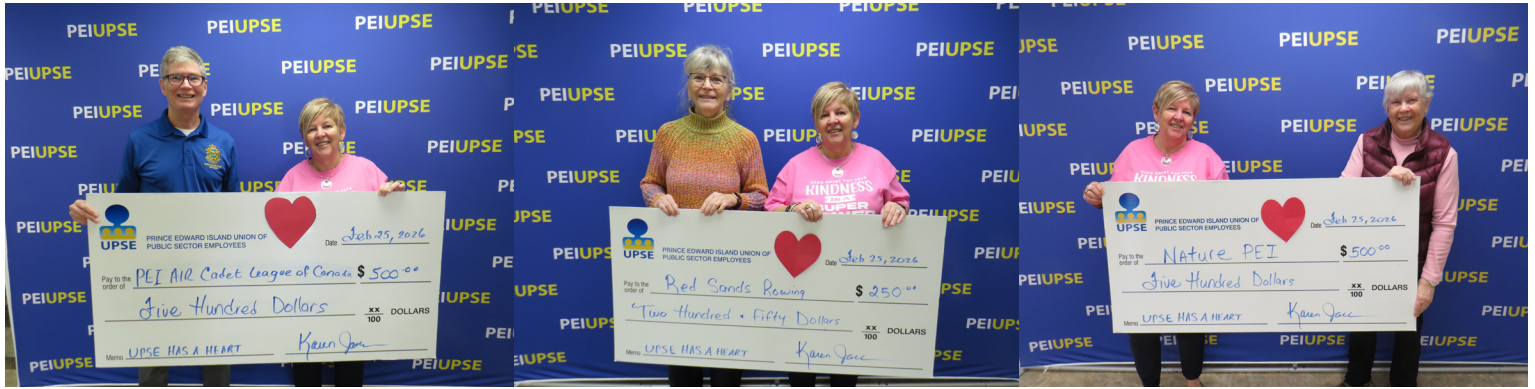
Pic: Coldest Night of the Year, Corey Somers (Exec Director), and Karen Jackson (UPSE President), \$1,250



Pic: Faithworks Centre, Denise Gormley (Organizer, Free Seniors Meals, Homecare), and Karen Jackson (UPSE President), \$1,250

Pic: First Baptist Church, Hazel Robinson (Outreach Board, First Baptist), and Karen Jackson, \$500

Pic: Lennon House, Sandra MacNevin (Exec Director), and Karen Jackson (UPSE President), \$400



Pic: PEI Air Cadet League of Canada, Howard Brassard (Honours and Awards Chair), and Karen Jackson (UPSE President), \$500

Pic: Red Sands Rowing, Mary MacLean (President), and Karen Jackson (UPSE President), \$250

Pic: Nature PEI, RoseMary Curley (Past President), and Karen Jackson (UPSE President), 500\$



Pic: Santa's Angels, Jennifer MacArthur (Project Volunteer), and Karen Jackson (UPSE President), 500\$

Pic: Autism Society, Nathalie Walsh-Annard (Exec Director), Karen Jackson (UPSE President), and Nick Diamond (Communications), \$300

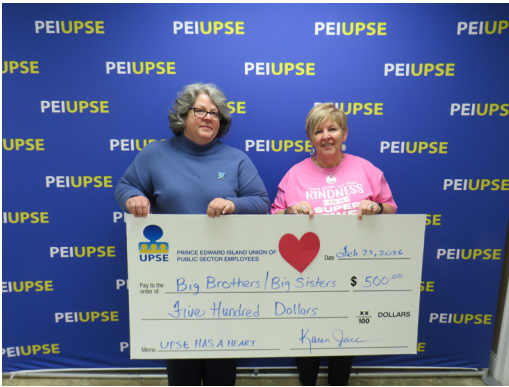
Pic: Cornerston Baptist Kits of Kindness, Cyndi Proude (Coordinator), and Karen Jackson (UPSE President), \$500



Pic: St. Peter's Circle Club, Carol McGrath (President), and Karen Jackson (UPSE President), 250\$

Pic: St. Peter's Community Cupboard, Cathy Mackinnon, and Karen Jackson (UPSE President), \$1,000

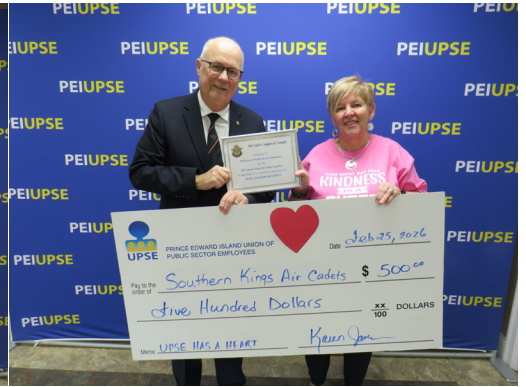
Pic: Special Olympics, Sarah Proffitt-Wagner and Karen Jackson (UPSE President), 1,000\$



Pic: Big Brothers / Big Sisters, Lisa Jenkins (Community Engagement Coordinator), and Karen Jackson (UPSE President), 500\$



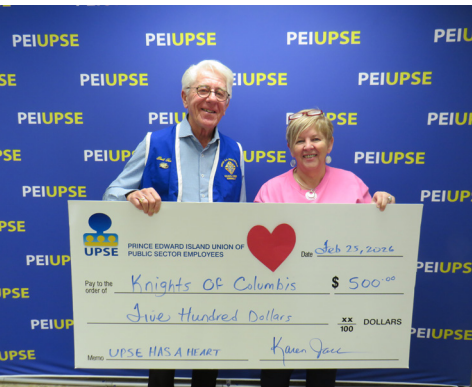
Pic: Young at Heart Theatre, Catherine OBrien (Artistic Producer), and Karen Jackson (UPSE President), 400\$



Pic: Southern Kings Air Cadets Squadron 327, Guy Albert (Chair), and Karen Jackson (UPSE President), 500\$



Pic: Transportation East Inc., Lisa Chaisson (Manager), Patrick Curley (VP), and Karen Jackson (UPSE President), \$500



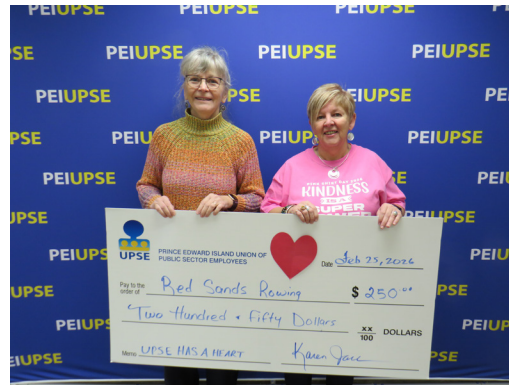
Pic: Knights of Columbus, Basil Favaro (Program Director, Cornwall Council), and Karen Jackson (UPSE President), \$500



Pic: Vietnamese Association, Anna Dao (Member), and Karen Jackson (UPSE President), \$250

Organizations not in the pictures include:

- Fox Aid PEI \$250
- International Children's Memorial Place \$500
- Cooper Institute \$500
- Hopehouse Inc. \$500
- Bonshaw Women's Institute \$500
- Trustees of the Legislative and Public Library \$600
- Gifts from the Heart \$500
- Ladies Auxiliary CNIB \$300
- Para Sport \$250
- Council of the Blind \$100
- Silver Threads Seniors Club \$250



Pic: Meals on Wheels, Mary MacLean and Karen Jackson (UPSE President), \$500

UPSE Members Profile / Hardy Strom (Regenerative Agriculture Specialist)

Hardy has been serving in the public sector for just over six years, building a varied and practical career at the Department of Agriculture. Over the years, Hardy has worn several hats: from shellfish and soil lab technician to Development and Research Coordinator for the Soil Health lab at PEI Analytical. That journey has taken an exciting turn into the Agricultural Climate Adaptation section, where Hardy now focuses on work that blends science with planning and policy.

With an Honours Bachelor of Science in Environmental Science from UPEI, Hardy currently works as a Regenerative Agriculture Specialist, supporting farmers through meaningful transitions that boost both environmental and economic outcomes. Whether it's helping integrate agro-forestry features into landscapes or showing how adaptive grazing strategies can improve pasture and animal health, Hardy's work centers on practical climate adaptation solutions that benefit Island agriculture.

Hardy believes the best part of the job is the variety: no two days are the same. Delivering clear, relevant information to busy farmers means keeping things concise and accessible, and always grounded in the realities of farming on PEI. Hardy didn't grow up on a farm, so he's continually learning about the hands-on challenges producers face. That ongoing learning, and the complexity of climate adaptation work, is exactly what makes the role so engaging.

Hardy enjoys learning new things and spending time outdoors, ideally both together! When Hardy isn't at the office or out on the farm, you'll likely find him at home or in the garden with his wife, Lyndsay, and their two beloved pets: Momo the cat and King the dog.



Pic: Hardy Strom (Local 14), Regenerative Agriculture Specialist

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 ensure you receive the most recent UPSE communication materials, please update your contact information with the union to ensure your current contact information is up-to-date, or to make changes.

Call Norma Jarvis at **902-892-5335** or email her (njarvis@peiupse.ca).

You can also visit the UPSE website and go to the [update your contact information \(https://www.pei-upse.ca/members/update/\)](https://www.pei-upse.ca/members/update/) link under the **Members** tab on the homepage where you can update your information on-line.

Sleigh Rides

What a wonderful day with our incredible UPSE members at the Potts farm sleigh rides in Bonshaw! There's nothing quite like gliding through the winter countryside together, smiles all around! A huge thank you to everyone who came out and made it such a great day. This is what solidarity and community look like!

Thanks to ADL for their contributions to the event! A special thanks to Craig Walsh for his assistance with the event also.

UPSE Proud!



National Healthcare Campaign: Heartbeat of Care

Dear UPSE Health PEI member

One of the findings of our 2025 national survey — Spotlight on NUPGE Healthcare Members — is that many of you feel overlooked in your work, even as you face significant workplace challenges such as staffing shortages, heavy workloads, and working with more complex patients.

See the full findings of the survey here:

<https://nupge.ca/nupge-abacus-survey-new-data-reveals.../>

As the Spotlight on NUPGE Healthcare Members campaign continues, we want to ensure more people know about the important work you do every day. Islanders rely on you to bring your expertise, your dedication, and your compassion to work.

Our National Union (NUPGE) has started a Paid Ad campaign to bring more recognition and more understanding about the vital role you play in caring for people. You may have seen the Heartbeat of Care website, where you can sign up to join the campaign for updates (<https://www.heartbeatofcare.ca/>) or our social media ads.

We are building a base of supporters who understand how critical you and your co-workers are to the health of families and communities.

We appreciate you and all you do. Thank you.



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**.

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



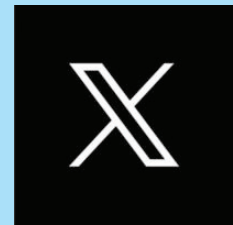
Prince Edward Island Union of Public Sector Employees

PEI UPSE is on Facebook!

Search for the “**Prince Edward Island Union of Public Sector Employees**” 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!

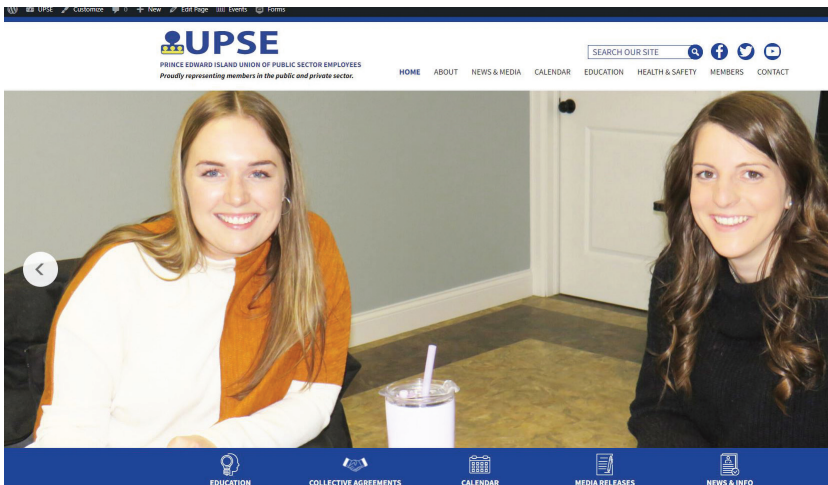
Check it out at www.peiupse.ca

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