

THE ADVOCATE

Prince Edward Island Union of Public Sector Employees

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Dear Members,

Welcome to the summer edition of *The Advocate*. Your union is having a busy summer on a number of fronts. UPSE recently joined workers, unions and health care advocates outside the Council of the Federation meetings in



Karen Jackson
President, UPSE

Charlottetown to send a clear message to Canada's premiers: Protect public health care. Say no to two-tier health care. Alberta's Bill 11, the Health Statutes Amendment Act, 2025 (No. 2), is a serious warning. It establishes a "dual practice" model that allows physicians to work in the public system while also charging patients or private insurers for medically necessary care. The Canadian Health Coalition says this could allow physicians to bill the public system while charging patients or private insurers for the same procedures. This raises serious concerns under the Canada Health Act and shows how quickly the door can open to a two-tier system.

We also need to look at what is happening here in PEI. Privatization is growing across our health care system. Private home care has now grown to represent more than half of home care services on the Island, surpassing the public system, which has long been the gold standard of care for Islanders. The province is also moving ahead with two new private long-term care facilities in Summerside and Cornwall, with more private facilities expected to be announced. These announcements would mean that a majority of the province's long-term

care beds are in private facilities, with more private facilities expected to be announced.

In the last year, Health PEI spent more than \$40 million on private agency nursing and care staff, at more than twice the cost of equivalent provincial public staff. More than \$4.3 million has been spent on cataract procedures, with more than 90% performed at a private clinic, while Health PEI has also spent more than \$2.1 million on privately delivered MRI services, along with millions more on private consultants and contracted executive leadership services.

This is not simply about where care is delivered. It is about where our public health care dollars go. Every dollar directed to a private company is a dollar that cannot be used to strengthen the public system, recruit and retain permanent health care workers, or improve working conditions.

UPSE recently won an important arbitration case involving travel LPNs. The arbitrator issued a cease-and-desist order restricting Health PEI from using travel LPNs to perform bargaining unit work. We are currently in discussions with Health PEI about the implementation of this order to meet best the needs of our members and the healthcare system as a whole. There needs to be more investment in recruitment and retention. Staff shortages have become the justification for expensive private contracts. It's not in the best interests of the public for this cycle to continue. Health care should be based on need, not profit. UPSE will continue to fight to keep health care public and ensure public dollars strengthen the public system.

The UPSE health bargaining team has been preparing for negotiations and proposed bargaining dates to Health PEI in June but has not yet received a response. The UPSE team will meet in September to prioritize

members' demands and prepare for bargaining.

I want to thank the members of the UPSE PR and Recreation Committee for their hard work and dedication throughout the summer. The committee has organized BBQs for members across the Island, creating opportunities for members to come together, connect and enjoy some time with their coworkers. The committee has also done a great job representing UPSE in our communities, including attending parades across the Island. These events are an important way for UPSE to stay connected with our members and our communities. Thank you to everyone on the PR and Recreation Committee who gave their time and energy to make these events a success. Your work is greatly appreciated.

The energy was incredible at the Special Olympics PEI Team PEI Pep Rally on July 30 at the Delta Hotels by Marriott Prince Edward in Charlottetown. I was there to support Jerred Affleck, whom we proudly sponsored, as he joined the 72 athletes, coaches and staff representing PEI at the 2026 Special Olympics Canada Summer Games in Medicine Hat, Alberta. We were proud to cheer on Jerred and all of Team PEI as they headed to the Games!

I hope everyone is enjoying the rest of the summer and finding some time to relax, recharge and enjoy time with family and friends. Thank you to all our members for the work you do every day and for your continued commitment to our union and our communities. I look forward to seeing everyone in the months ahead as we continue to stand together and work to strengthen our union and our public services.

Karen Jackson, UPSE President

UPSE Summer Golf Tournament

This summer, UPSE held its annual golf tournament at the beautiful Brudenell Golf Course, one of PEI's premier public courses. This 18-hole championship course offers stunning views, well-maintained fairways and a great mix of challenges for golfers of all skill levels.

Located at the Brudenell River Resort, the course provides a fantastic setting for a day of fun, friendly competition and camaraderie. Golfers enjoyed the scenic surroundings and challenging layout while spending time with fellow UPSE members and friends.

We were especially proud to hold our tournament at Brudenell, where approximately 56 of our members work. Supporting our members and the communities where they work is an important part of who we are. Thanks to everyone who took part and helped make this year's tournament a success!





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**.

2026 Douglas MacMaster Memorial Occupational Health and Safety Award

The Douglas MacMaster Memorial Occupational Health and Safety Award is designed to celebrate individual or team achievements that promote and enhance health and safety across government. The award honours the work of Doug MacMaster, a long serving employee of the Provincial Forestry program. Doug was a Forest Safety Supervisor who taught safety courses and made great strides to improve worker safety in our forest industry. Sadly, Doug passed away in 2004, and in his memory, we honour others who also make significant contributions to develop safer workplaces in PEI.

Beginning in 2006, this is the 20th year of honouring Doug through the award and celebrating those who are dedicated to fostering a safer workplace. We are pleased to present this year's award to the Department of Transportation, Infrastructure and Energy's (TIE) Joint Occupational Health and Safety Committee (JOHSC) at the Prince County Highway Maintenance Depot in Slemon Park.

The members of the JOHSC, along with Amy MacQuarrie, Health and Safety Advisor with TIE, have made significant contributions to improving safety at the Depot through targeted and effective initiatives. Ongoing efforts to reduce workplace hazards have resulted in noticeable safety improvements.

One notable achievement is the enhancement of mandatory high visibility safety wear for all personnel entering the yard, greatly improving visibility and significantly reducing the risk of collisions and injuries. The JOHSC played a key role in improving safety by introducing regular audits, ensuring speed limits were followed, upgrading signage, and adding safety barriers in higher-risk areas. A strengthened hazard reporting system now empowers employees to raise concerns promptly, allowing issues to be addressed quickly and effectively. These measures have increased employee confidence and continue to reinforce a strong safety culture at the Slemon Park Depot.

Congratulations to the JOHSC members!

This message has been authorized by Tanya Rowell, CEO, Public Service Commission



Pic Top L-R: Jack MacMaster, Madeline MacMaster, Angela Court, Premier Rob Lantz, Lynda MacMaster, Wendell MacMaster, and Jonathan Pollard

Public Service Week, 2026

UPSE members gathered in June at the PAB Courtyard in Charlottetown, celebrating National Public Service Week. UPSE proudly recognizes and thanks our members and all public service workers across Prince Edward Island. Your dedication, professionalism, and hard work help deliver the services Islanders rely on every day. UPSE is proud to stand with you, advocate for you, and celebrate your contributions. Thank you for all that you do.



Pride Parade, 2026

A huge thank you to all the UPSE members, families, friends, and allies who joined us for this year's Pride Parade! It was wonderful to celebrate alongside so many people who believe that everyone deserves to be treated with dignity, respect, and equality. Your presence sent a strong message that UPSE stands for inclusive workplaces and communities where everyone is welcomed, valued, and free to be themselves.

Today, we also celebrate our UPSE members who are part of the 2SLGBTQIA+ community. Your courage, your leadership, and your contributions make our union stronger. Pride is a celebration of who you are, and a reminder that the work toward equality and inclusion continues.

Thank you to everyone who marched, volunteered, and cheered from the sidelines. Together, we helped make this year's Pride Parade a vibrant celebration of diversity, acceptance, and solidarity.



*Everyone deserves to
be treated with
dignity, respect,
and equality.*



Bargaining Update

Health PEI

Bargaining update

The collective agreement between the Prince Edward Island Union of Public Sector Employees (UPSE) and Health PEI expired on March 31, 2026. UPSE Health members have submitted their demand forms and elected their bargaining team. The team met most recently on June 11 to prepare for bargaining and proposed dates to Health PEI for negotiations later this fall. We have not yet received a response from the employer.

The UPSE bargaining team will meet again on September 24 to continue reviewing and prioritizing members' demands in preparation for bargaining. Once our priorities are finalized, UPSE will work with Health PEI to confirm dates for bargaining between the UPSE and Health PEI bargaining teams later this fall. We will keep members informed as the bargaining process moves forward.



Congratulations to our Steve Mollins Young Worker Bursary Recipients

UPSE is proud to congratulate Makara Barlow, Kayla Strongman, Brett Montgomery, and Charlotte Dirani on receiving a Steve Mollins Young Workers Bursary worth \$500! These bursaries honour the memory of Steve Mollins, a longtime UPSE Board member, knowledgeable union activist, and strong advocate for youth and young workers. Steve believed in the importance of supporting the next generation of union members and leaders.

Established by the UPSE Young Workers Committee in Steve's memory, these bursaries recognize young UPSE members who are continuing their education while working in an UPSE bargaining unit workplace. Congratulations, Makara, Kayla, Brett and Charlotte! We are proud to support your educational goals and wish you every success in your studies and future careers.



Pic: Jason Rendell (UPSE Executive Director), and Kayla Strongman.



Pic L-R: Tim Yorke (UPSE BOD), Kathlene Smallman (Chair, UPSE Young Workers Committee), Charlotte Dirani, Karen Jackson (UPSE President), and Alex Gallison.

Rally to Protect Public Healthcare!

UPSE joined workers, unions, and health care advocates outside the Council of the Federation meetings in Charlottetown to send a clear message to Canada's premiers: **Protect public health care. Say no to two-tier health care.**

The push toward privatization is no longer a distant concern. Alberta's Bill 11 introduces a dual-practice model that allows physicians to work in both the public and private systems, raising serious concerns about access to timely, publicly funded health care. Legal experts commissioned by the Canadian Health Coalition have concluded that the legislation is inconsistent with the Canada Health Act.

Weakening Canada's public health care system also creates opportunities for for-profit interests. Large private health care corporations and U.S.-based insurance companies are watching closely, ready to expand into Canada if governments continue down the path of privatization. Public health care should be based on need, not on the ability to pay. Governments must protect and strengthen our universal health care system for everyone.

UPSE was proud to stand alongside our national union, NUPGE, union members from across Canada, the Canadian Health Coalition, and all those who came together to defend public health care.

[#ProtectPublicHealthCare](#) [#DefendMedicare](#) [#UPSE](#) [#NUPGE](#)



More BBQs Coming and Thanks to UPSE Members for Attending BBQs at Green's Shore Park, Brackley Commons and Shining Waters!

Hey UPSE Members! A massive THANK YOU to everyone who came out to our member BBQs. We were thrilled to welcome over 300 members, sharing great food, laughs, conversations, and some warm weather. Missed these BBQs? No worries, we're already cooking up more events and gatherings for this summer, and we can't wait to see everyone again!

Labour Day, September 7

Victoria Park, Charlottetown

1:00 - 3:00 pm

September 17

Waterfront, Montague

11:00 am - 1:00 pm

September 18

Bloomfield Provincial Park

11:00 am - 1:00 pm



NUPGE Panel on AI in Charlottetown

UPSE was proud to host the National Union of Public and General Employees (NUPGE) Executive Board in Charlottetown recently. NUPGE arranged an engaging public discussion on artificial intelligence and the future of work, bringing together labour leaders, premiers, researchers, and community members.

Thank you to B.C. Premier David Eby, New Brunswick Premier Susan Holt, researchers David Scott Krueger and Joanna Redden, and moderator Adrian Harewood for an insightful conversation about ensuring AI is developed and used in ways that protect workers and strengthen public services.



Stay Connected with Local 19 – Retirees

Retirement is a new chapter, but it doesn't mean you have to lose touch with your union family. Local 19 provides an opportunity for retired UPSE members to stay connected, catch up with former colleagues, share experiences and continue to be involved in the union community. Meetings are a great way to stay informed about issues affecting our members and public services, while enjoying some good conversation and fellowship. If you are a retired member of a UPSE bargaining unit, we encourage you to come out and take part. Meetings are held regularly at UPSE headquarters in Charlottetown.

Upcoming Meetings: September 8, 2026 – 2:00–4:00 p.m. and October 13, 2026 – 2:00–4:00 p.m.

And there's a little fun at every meeting! Bob Fitz makes beautiful cutting boards, and for just \$3, you can enter for a chance to win one. All proceeds from the draw go to charity. Whether you're a longtime Local 19 member or haven't attended in a while, come out, reconnect and see what's happening with your union family.

We hope to see you there!

PEI FEDERATION OF LABOUR'S 22nd ANNUAL LABOUR DAY PICNIC AND BARBECUE

When: MONDAY, SEPTEMBER 7, 2026 (1:00 p.m. - 3:00 p.m.)

Where: Victoria Park Pavilion, Charlottetown

Be sure to stop by and celebrate Labour Day 2026!

Bouncy Castle for Kids, Hot Dogs, Corn, French Fries and more will be served.

For further information contact our office at (902) 368-3068 or peifed@pei.aibn.com



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.peiupse.ca/members/update/) (<https://www.peiupse.ca/members/update/>) link under the **Members** tab on the homepage where you can update your information on-line.

**Are you missing
out on key
information
from UPSE?**

UPSE Civil Development and Training Fund (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.pei-upse.ca). For more information please contact Matt Barlow at (902) 368-6175, or email him at mbarlow@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.

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 is proud to represent over 5000 members in the public and private sectors.



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

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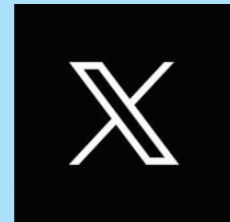
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events, labour and social
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UPSE Website!

Check it out at www.peiupse.ca
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new site as well.



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