



PEI FEDERATION OF LABOUR NEWSLETTER OCTOBER 2004 ISSUE

CURRENT NEWS

- On Friday, October 22, 2004, The Canadian Labour Congress - Atlantic Region along with the Cape Breton, New Glasgow and Strait Area Labour Councils hosted a Farewell Dinner for Brother Everett Baker at the Claymore in Antigonish, N.S. The fed was represented by Vice President Blair Penny and Executive Council member Leo Cheverie who both gave short speeches thanking Everett for all the service and dedication he has given the fed over the years as our CLC representative and they presented Everett with a small token of the fed's appreciation. Blair also thanked Everett for the years of service he gave to IBEW Local 1432. Approximately 80 people attended the event. Everett will also be honoured at the fed's annual convention on November 5 and 6.
- On Monday, Oct 18, 2004, it was announced that Charlottetown's human resources committee is looking into making Gold Cup Day a full day holiday for all civic employees.
- On Saturday, Oct 16, 2004, it was announced that 55% of Nova Scotian voters have voted to remain the only province in Canada to ban shopping on Sundays. The results mean that large grocery stores, liquor outlets and big retailers will be required to stay closed.
- On Friday, October 15, 2004, CLC rep, JC Basque and Fed Vice President, Blair Penny met with the City of Charlottetown's Deputy Mayor Stuart MacFadyen to discuss the city providing upkeep and maintenance on the Day of Mourning Monument the fed is working on getting installed around Province House by next year's ceremony. The meeting was very positive but any commitment must come from a vote in council. The fed is also working with the provincial government to secure the land we need. It is planned that the monument itself will be completely funded by the fed and its affiliates.
- On October 14, and 15, 2004, the C.L.C. Atlantic Region and the P.E.I. Federation of Labour held a two day educational at the Howard Johnson, Charlottetown, PE. The courses offered were: the Steward as Educator - Steward Training: Level IV and

Dealing with Management Strategies in the New Millennium. The Fed's Vice President gave a short speech welcoming those in attendance on behalf of the fed. 23 members of various unions attended the educational.

- On Tuesday, October 12, 2004, Occupational Health and Safety held a workshop on the Occupational Health and Safety Act including its 2004 amendments. The workshop was part of the workshops that OH and S have been holding across the Island over the last month. Diana Clarke, OH and S Education Consultant ran the workshop.
- On Saturday, October 9, 2004, it was announced that the unemployment rate on PEI for September was 11.3% same as August. You currently need 490 hours to qualify for EI on PEI.
- On Friday, October 8, 2004, it was announced that a bill in Nova Scotia that would allow front-line emergency workers the right to demand a blood sample from the last person to use a dirty needle in case they are accidentally stuck by the needle has survived a second reading and could become legislation before month's end.
- On Friday, October 8, 2004, it was announced that the province will soon charge more for building permits to allow the government to hire a new fire inspector, a new electrical inspector and a new part-time plumbing inspector. The new fee structure will be approved later this fall, and is expected to generate \$120,000 in revenue.
- On Thursday, October 7, 2004, the emergency room at the Stewart Memorial Hospital in Tyne Valley was closed due to a recent accreditation report. Both UPSE and CUPE have condemned the provincial government for their handling of the issue.
- On Tuesday, October 5, 2004, it was announced that talks between CUPE Local 3260 and the Education Negotiating Agency broke off in late September after five days at the bargaining table. The more than 300 teacher assistants and youth service workers have been without a contract since June 30. Under the Labour Act, Island teacher assistants do not have the right to strike. A conciliator will be appointed in the coming weeks to try and hammer out a contract.
- On Tuesday, October 5, 2004, the fed released a press release calling on the provincial government to impose an immediate moratorium on the new Racino planned for the CDP until a study of the social and economic impacts of the Racino on the population of PEI could be conducted with a plebiscite to be

conducted after the study is made public.

-On Wednesday, September 29, 2004, the fed held its Fall Luncheon For Labour Representatives and Journalists. Fed President Carl Pursey welcomed the 14 Labour Representatives and Executive Council members that attended and Vaughn Davies of PSAC Local 90023 updated those in attendance on the contract negotiations that his local and other PSAC locals are going through with the federal government. Unfortunately, no reporters attended but otherwise the event went well.

UPDATE ON PSAC'S NEGOTIATIONS

-On Friday, October 15, 2004, it was announced that PSAC officials have told approximately 80,000 Table 1 administrative and clerical staff and nearly 10,000 Table 3 grain inspectors and technical support to go back to their jobs, but only in a work-to-rule capacity. Negotiators for PSAC have recommended their members reject what the federal government has called their final offer but will allow them to vote on the offer. The dates on which members will vote on the final offer are from December 6 - 17, 2004, and resume January 3 - 26, 2005.

-On Friday, October 15, 2004, it was announced that PSAC negotiators have reached a tentative agreement with The Canadian Food Inspection Agency on behalf of some 3,600 members. The agreement reached at the Conciliation Board stage of negotiations averts a strike by PSAC CFIA members. The tentative agreement contains the following wage increases: 2.5% retroactive to January 1, 2003, 2.25% for 2004, 2.4% for 2005 and 2.5% for 2006. The agreement also includes a reduction of pay zones, partial payment of professional fees, two new days of leave, a captive time clause, and an increment for Part Time employees after 12 months. The dates on which members will vote on the tentative deal are from December 6 - 17, 2004, and resume January 3 - 26, 2005

-On Wednesday, October 13, 2004, PSAC members who work with the Canada Revenue Agency have come to a tentative agreement with the government. PSAC represents about 700 CRA employees on P.E.I. The dates on which members will vote on the tentative deal are from November 19 - December 8, 2004.

-On Tuesday, October 12, 2004, it was announced a tentative deal has been struck, between the more than 4,800 PSAC members who work at Parks Canada and their employer. The tentative deal, which expires Aug. 4, 2007, includes annual wage increases across the board of 2.5 per cent, retroactive to Aug. 3, 2003,

2.25 per cent for 2004, 2.4 per cent for 2005 and 2.5 per cent for 2006. It also includes salary adjustments ranging from 2.6 per cent to 19 per cent, that will help close wage disparities identified by a Treasury Board-PSAC pay study. The deal, if ratified by the membership, will end a two month long strike. The dates for the ratification vote are from November 19 - December 15, 2004.

-On Wednesday, September 29, 2004, the fed released a press release in support of PSAC Local 90023 asking that all our affiliated members and the public in general to boycott the Festival of the Fathers of which the Government of Canada and Parks Canada are major sponsors.

-On Tuesday, September 21, 2004, approximately 200 striking PSAC members who are on strike against the Canadian Revenue Agency marched through Summerside before representatives met with Mayor Basil Stewart to discuss the strike issues and to ask for his support.

LETTER THE FED RECENTLY RECEIVED ON WCB APPOINTMENTS

Dear Mr. Pursey:

-Effective December 31, 2004, three appointments to the Workers Compensation Board of Directors will expire. These are:

-Charlene McInnis, worker representative; Joyce McCardle, worker representative; Jim Lee, Chair of the Board.

-Board members may be appointed for a term not exceeding three years and are eligible for reappointment. In accordance with Section 19(3) of the *Workers Compensation Act*, I am writing to request that your organization submit names of individuals to be considered for appointment. The Board is comprised equally of representatives from employers and workers with an independent chairperson (three worker representatives, three employer representatives, and a chair.)

-Persons interested, in the above noted appointment, should have time available, as well as interest and experience in workers compensation and health and safety issues. The mission of the Workers Compensation Board is to promote safe workplaces and to protect employers and workers through a sustainable accident insurance program.

-Please indicate with your submissions why you believe these individuals would be good candidates as Board members. Please

forward your written submissions to my office prior to **November 15, 2004**.

-Thank you for your consideration in this matter. I look forward to your submissions.

Sincerely yours,
Elmer MacFadyen Minister

-If you have names to submit please send them and their WCB and OH and S experience to Marjorie at our office at 368-3068; fax at 368-3192 or e-mail at: peifed@pei.aibn.com.. Deadline is November 14, 2004.

UPDATE ON THE FED'S 40TH ANNUAL CONVENTION

-On November 5 and 6, the PEI Federation of Labour will hold its 40th annual convention at the Howard Johnson's Dutch Inn in North River. The guest speakers this year will include: CLC Vice President, Barb Byers; NDP Leader, Gary Robichaud; current IBEW International VP and former PEIFL President Phil Flemming, and Minister responsible for Labour Elmer Macfadyen.

-There will be 29 regular resolutions and 1 constitutional resolution up for debate on Saturday at the convention with 12 regular resolutions and the constitutional resolution being submitted by the Fed's Executive Council, 16 resolutions by CUPW, and 1 resolutions by IBEW 1432 on wide variety of issues.

-On the election front, The Treasurer, Secretary, and VP of women positions will all be up for election at this year's convention.

-Also on the agenda, there will be a special farewell presentation to CLC rep Everett Baker.

-Lastly, the fed invites all delegates to stick around after events on Friday for our social.

ELMER MACFADYEN'S RESPONSE TO OUR RECENT MEETING

-On Wednesday, September 8, 2004, the P.E.I. Federation of Labour had a meeting with Elmer MacFayden, Minister of Community and Cultural Affairs. Attending for the fed were President Carl Pursey(CUPW), Vice President, Blair Penny (IBEW); Treasurer Daryl Coles (Carpenters); Executive Council members, Vimy Gregory (UFCW)and Leo Cheverie (CUPE); and Paul Beauregard business rep(IUOE).

-In early October, we received his response:

Dear Mr. Pursey:

-I want to thank the PEI Federation of Labour and the leaders of the various unions for your presentation. As Minister Responsible for Labour, it is very important I keep abreast of the labour issues that are important to your members.

-As I indicated at our meeting, I am prepared to make my Cabinet colleagues aware of concerns that fall within their jurisdiction.

-I offer the following comments in addressing the issues in your presentation.

1. Anti Scab Legislation:

-My position has not changed on the issue. As indicated in my letter of July 14, 2004, I feel the *Labour Act*, section 9(3), provides sufficient protection to striking workers by guaranteeing them the right to return to work following a strike. I am not prepared to support anti-scab legislation at this time.

2. First Collective Agreement:

-As I indicated, Cabinet had directed the Industrial Relations Council to conduct further consultation on the three outstanding sections of Bill 64 which included "First Collective Agreements". I have recently received the Council's report and intend to meet with the Chair, Marlene Clark, to discuss their recommendations. Following this meeting, I will be asking Cabinet for their decision on the recommendations and get back to the Federation.

3. Pension Benefits Act.

-As indicated, I will inform the Attorney General of your concerns. However, I suggest you request a meeting with the Attorney General and his staff to outline the Federation's concerns.

4. Car Insurance:

-This issue falls under the jurisdiction of Attorney General's office. Likewise, I suggest the Federation meet and discuss this issue with the Attorney General and his staff.

5. Fair Wages for Construction Workers:

-I will discuss this issue with the Minister of Transportation and Public Works who is responsible for tendering all government projects

6. Day of Mourning "Monument":

-My Deputy Minister, Ron MacMillan, has scheduled a meeting with the Deputy Minister of Transportation and Public Works to discuss the availability of a suitable parcel of property. I have provided the Department of Transportation and Public Works (TPW) a diagram of the proposed monument and indicated the Federation is prepared to incur the costs of purchasing , and installing the monument with the proposal of the Federation being that the province would pay for the maintenance and upkeep. As I indicated, negotiating for property around Province House is very complex as the Fathers of Confederation Trust and the province would be part of any discussion on this issue. In addition, the City of Charlottetown may have to be consulted.

7. Overtime for Seasonal Workers:

-Further to your request that seasonal workers be subjected to the standard work week of 48 hours, I will ask the Employment Standards Board to review your request. As well, I will ask the Board to consider the situation with respect to home care workers and day care workers.

8. Completion Rates in the Trades:

-This issue falls under the jurisdiction of the Apprenticeship Branch of the Department of Education. I will brief the Minister on your concerns and suggest the Federation meet with the Minister and her staff on this issue.

9. Privacy Concerns for Companies Not Giving Names on Job Ads:

-I checked with the Attorney General's Office which is responsible for administering the Freedom of Information and Privacy Act. I am informed the Act only applies to government departments and agencies as it relates to the collection and use of information. As a result, there would be no jurisdiction under the legislation to deal with private sector ads.

-In regard to ads for positions in the Health sector, I suggest you contact the Minister of Health and Social Services to express your concerns.

10. Duty to Accommodate:

-As indicated, I have requested my departmental staff to contact the Director of Occupational Health and Safety to ask him to follow up on your concerns.

11. Harassment Legislation:

-I am aware of Quebec's recent legislation dealing with harassment in the workplace. I will be attending the Ministers Responsible for Labour conference in January where I will receive an update. I prefer to wait until there is some experience in the administration of such legislation before considering any changes in Prince Edward Island.

12. National Building Standards:

-I recognize your concerns, and I assure you that electrical, plumbing, fire, elevator, boiler and pressure vessel inspections are regularly conducted by the Planning and Inspection Services Division of the department. I am currently reviewing our staff complement in the various areas to determine if an increase is warranted. I will also be discussing your concerns regarding the national building standards with the Architect's Association of Prince Edward Island.

13. Residential OHS Inspection:

-This past summer, the Occupational Health and Safety Division hired a student who performed inspections throughout the summer on residential building starts. A report has been prepared and is presently being reviewed by the Workers Compensation Board, I have asked to be briefed on this report by the Board.

Sincerely yours,

Elmer MacFadyen Minister

FED'S RESPONSE TO THE POSSIBLE PRIVATIZATION OF FEDERAL BUILDINGS

-On Tuesday, September 21, 2004, it was announced that the federal government is considering selling billions of dollars worth of real estate and leasing back the space for tens of thousands of its employees. The 350 buildings that could be sold house about 250,000 public servants. Of the 350 federal buildings 10 buildings on PEI are being considered.

- On Thursday, October 14, 2004, the fed sent a letter to the 4 Island MP's in response to this issue:
- The PEI Federation of Labour is very concerned that the Federal Government is even considering selling billions of dollars worth of public buildings and leasing back the space from private interests.
- It constantly amazes us that even while the list of privatization failures grows that governments still does not realize that the core goal differences between the private and public sector makes privatization of public assets and services disastrous for Canadians.
- The recent privatization failures of P3 schools in Nova Scotia and water and wastewater treatment plants in Hamilton should be a realization to your government that the main goal of public services and assets is to provide reliable service to Canadians not to provide profits for the private sector. Even our own provincial government toyed with the idea of having the new Prince County Hospital built privately and then leasing it back but thankfully they came to their senses and decided to go with it as a publically built and owned project.
- While the selling off of these public assets could possibly provide short-term gains, we feel the long-term losses and uncertainty that this will create will definitely outweigh any short-term gains to government coffers.
- Therefore, the PEI Federation of Labour, urges you to do what you can to remind the rest of your Liberal colleagues that Canadians expect Public services and assets to represent what is best for Canadians not what is best for the profitability of some private interest.

RECENT CHANGES TO THE PROVINCIAL GOVERNMENT

- On Monday, October 4, 2004, Premier Pat Binns announced a major shakeup of his most senior staff. The premier brought four new people into the provincial government's senior management team, reassigned five others and stripped two ministers of part of their responsibilities.
- Education Minister Mildred Dover will add Jamie Ballem's Attorney General responsibilities. While Ballem will add Forestry from Kevin MacAdam's department to the newly expanded Department of Energy, Environment and Forestry.

-The four new faces are: Kent Scales becomes deputy minister of Tourism; Wayne Hooper becomes deputy minister of Agriculture, Fisheries and Aquaculture; Jim Ferguson becomes CEO of the Public Service Commission; and Sandy Stewart becomes the clerk of executive council.

-Other changes include: Paul Jelley, becoming deputy Provincial Treasurer; Mike O'Brien becoming deputy minister of Development and Technology; John MacQuarrie becoming deputy minister of Energy, Environment and Forestry; Frank Butler will be seconded to the Council of Maritime Premiers; and Elaine Noonan, has been assigned to manage the P.E.I. Population Strategy through the Department of Development and Technology. All the changes become effective Oct. 12, 2004.

IMPORTANT DATES

FALL LUNCHEON FOR LABOUR REPRESENTATIVES AND JOURNALISTS	WEDNESDAY, SEPTEMBER 29, 2004	NOON AT THE BEST WESTERN CHARLOTTETOWN HOTEL
PINK, BREEN, AND LARKIN LABOUR LAW WORKSHOP	TUESDAY, OCTOBER 12, 2004	WESTIN NOVA SCOTIAN HOTEL, HALIFAX DEADLINE FOR NAME SUBMISSION SEPTEMBER 27, 2004
P.E.I. FEDERATION OF LABOUR EDUCATIONAL	OCTOBER 14-15, 2004	AT THE HOWARD JOHNSON, CHARLOTTETOWN, PE ON OCTOBER 14, (7:00 P.M. TO 9:00 P.M.) AND 15, 2004 (9:00 A.M. TO 4:30 P.M.) DEADLINE SEPTEMBER 24, 2004
CLC NATIONAL PENSION CONFERENCE	OCTOBER 17-19, 2004	FAIRMONT WINNIPEG HOTEL, MANITOBA
FAREWELL DINNER FOR EVERETT BAKER	FRIDAY, OCTOBER 22, 2004	AT THE CLAYMORE, ANTIGONISH, N.S. DEADLINE FOR TICKETS AND ROOMS SEPTEMBER 22, 2004

ADVISORY COUNCIL ON STATUS OF WOMEN ANNUAL PURPLE RIBBON PINNING BEE	WEDNESDAY, NOVEMBER 3, 2004	AT THE COLES BUILDING FROM 7PM TO 10PM
2004 PEIFL ANNUAL CONVENTION	FRIDAY AND SATURDAY NOVEMBER 5 AND 6, 2004	AT THE HOWARD JOHNSON, CHARLOTTETOWN
CLC NATIONAL DISABILITY RIGHTS CONFERENCE	NOVEMBER 11-14, 2004	FAIRMOUNT QUEEN ELIZABETH HOTEL, MONTREAL, QUEBEC DEADLINE OCTOBER 12, 2004
UPSE CONVENTION	NOVEMBER 12-13, 2004	DELTA PRINCE EDWARD HOTEL IN CHARLOTTETOWN
NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN	MONDAY, DECEMBER 6, 2004	AT NOON AT THE CONFEDERATION CENTRE OF THE ARTS MEMORIAL HALL