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YEU pushes government to destroy all notices of discipline Letters of discipline due for removal

More than two years have passed since the peak of the Yukon government's McCarthyesque computer use investigation, which resulted in disciplinary action by the Public Service Commission against workers caught in its net.

Some government employees whose workplaces were disrupted, or whose reputations were sullied by the employer's actions may not welcome the reminder. However, for many an opportunity now exists to permanently expunge disciplinary records resulting from the affair.

An arbitrated settlement between the Yukon Employees' Union and the Public Service Commission came into force in January, 2004. This settlement set timeframes for removal of disciplinary letters from employee's personnel files.

All Letters of Reprimand were to be removed one year after the date of issue. Employees were not

required to request removal of these letters.

The agreement also stipulated that all Letters of Counsel were to be removed and destroyed at the time the settlement came into force.



Government workers rallied to protest the computer use investigation throughout the summer of 2003.

The Yukon's Public Service Commissioner has taken the position that Letters of Reprimand, unlike Letters of Counsel, need not be destroyed. The Commissioner maintained that these letters could be kept, sealed, indefinitely. It is unclear how the Commissioner believes they could be used, or if they could be considered during reference checks, or when opportunities for

advancement arise.

YEU challenged the Public Service Commissioner's position in an effort to permanently put an end to this affair. PSC acknowledged that disciplinary action in the form of written reprimands would be destroyed. Documentation that relates, in the opinion of PSC, to action greater than a written reprimand will remain on the employee's file. The union is following up on this issue.

Employees should ask to view their files

Employees disciplined during the computer use investigation are encouraged to contact the Public Service Commission and arrange to view their personnel files.

If a Letter of Counsel or Letter of Reprimand resulting from the computer use investigation remain on file, and there has been no subsequent disciplinary action, the employee has the right to insist on their removal.

Employees should note the time, date and results of their enquiry in case further action is required.

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Shop Stewards praise course, express optimism; but training is essential Grievance procedure in place

The new grievance procedure for Yukon government employees came into effect on July 1, 2005. Training sessions for employees, shop stewards, supervisors and managers have been under way for several weeks, and will continue throughout the summer and fall.

The new process, established in the YTG-PSAC collective agreement, changes both the philosophy and procedure for addressing workplace disagreements. The emphasis is on co-operation and constructive resolution in an informal setting.

Reviews of the course have been positive, with instructor Doug

Kerr's presentation and approach receiving wide praise. Steve



Geick, Local Y017 Shop Steward from Dawson, echoed the views of

many attendees. "The course was very good; interesting and a great learning experience", he said. "The new procedure will save time and money and the employees will find it helpful. But more training for Shop Stewards is needed, particularly in basic conflict resolution."

An information campaign featuring posters, handouts and a convenient wallet card will help get the word out. Step-by-step guides are available from your local Shop Steward, the YEU office or the Public Service Commission. They can also be found on both the YEU website at www.yeu.ca, and on the Yukon government site.

YEU letters to the editor

Editor:

Thank you for the article in the May 2005 edition that promoted the Yukon Workers' Compensation Health and Safety Board's consultation process, "Working Together on Prevention."

I am writing to clarify a point in the article, entitled "WCB Recognizes Multiple Health Sensitivities."

Our consultation has addressed three areas:

- Prevention
- Economic incentives

- Indoor air quality/environmental tobacco smoke

The YWCHSB recognizes that indoor air quality is a workplace issue. We have received information on multiple chemical sensitivities as part of the consultation process.

We want to be clear that because we have invited and received feedback, this should not be taken to mean the YWCHSB provides blanket recognition of multiple chemical sensitivity as a work-related illness or disability.

Multiple chemical sensitivity – or diopathic environmental intolerance – could be recognized for a claim for compensation only if the disability was found to have arisen out of the course of a worker's employment.

Thank you for allowing us to clarify this point. For further information on our consultation, please contact us at wcbconsultation@gov.yk.ca.

Yours truly,

Craig Tuton, Chair

YEU in the community

YEU supports PGI literacy initiative

Each year the Yukon Employees' Union contributes to a variety of worthy community projects and initiatives.

Again this year, YEU was pleased to support and participate in the Peter Gzowski Invitational Golf Tournament for Literacy (the PGI). Our Union purchased a \$1000.00 corporate sponsorship. A four-person team of YEU/PSAC members played in the charity event on Sunday, July 10 at the Mountain View Golf Course.

Team participants were selected by a draw from entries received from

YEU/PSAC members across the territory. This year our union was represented by Maureen Stephens, Tim Sellars, Susan Rubinoff and Chris Boughner.

Applications for bursaries now being accepted

YEU Educational Bursaries are an annual awards derived from union membership dues. They are presented to YEU members or their immediate family members enrolled full-time at a recognized university or college.

Adjudication of the awards considers such criteria as how the student's course of study will contribute to the Yukon , and how it

relates to the goals and objectives of the labour movement.

A committee of union members considers the applications and presents eight bursaries. No restrictions are placed on the expenditure of the awards beyond the expectation that the bursary will be used in support of the recipient's educational pursuits.

Application forms are available from the YEU office, or online on the YEU website at www.yeu.ca. For more information and guidelines, call 667-2331.

The deadline for submissions is September 30, 2005.

YEU convention 2005

From President Dave Hobbis

Reminder to our members – the YEU Triennial Convention will be held this year at the Yukon Inn on October 21-23.

If there are actions you wish your union to undertake on behalf of the membership, the convention presents an opportunity to provide direction to the new executive through resolutions.

Members who wish to have an issue addressed should contact their Local representatives or the YEU office for assistance in developing and submitting resolutions. The deadline for such submissions is August 19.



YEU's Executive elected at the 2002 Triennial Convention in Whitehorse. This year the convention will be held October 21-23 at the Yukon Inn. All members are encouraged to use this opportunity to express their views and support the candidate of their choice during elections of the new executive. It's your union ... make your views known.

Racially visible minority group forming

The PSAC Equal Opportunity Committee (EOC) is an advisory committee to PSAC National Board of Directors. Its mandate includes the promotion of equity issues.

The Racially Visible Minority group is a component of the EOC. This group normally includes workers of East Indian, African, Chinese, South-East Asian origins, etc.

Naresh Prasad is working to establish a YEU chapter of the Racially Visible Minority group. He has been a member of the Yukon Employees' Union Executive since the 1999 Triennial Convention,

and is an active member of the Equal Opportunity Committee.

Naresh is Vice President of PSAC's Racially Visible Minority group.

The primary aim of this chapter will be to draw the attention of YEU and PSAC North to the issues and concerns of racially visible minority workers in the

Yukon. Interested people should contact him at 667-3777.



L to R: Dennesha Ferguson, Ranbir Hundal, Sadaqat Ali and Janice Seto – all from Nunavut; Sajjev Thomas – NWT; and Naresh Prasad – Yukon.

YEU calendar

September 10-13

Alliance Facilitator Training Program
Yellowknife, NWT

October 21-23, 2005, Yukon Inn

YEU Triennial Convention

October 27-30, 2005, details TBA

Advanced Representation Training

December 2-3, 2005, High Country Inn

YFL Biennial Convention

2nd Thursday, 6:30 p.m., YEU Hall

Monthly YEU Executive Meeting

2nd Wednesday, 5:00 p.m., YEU Hall

Y010 Monthly Meeting

4th Thursday, 7:30 p.m., YEU Hall

Y017 Monthly Meeting

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Members are reminded to notify the YEU office
of any change of address or name changes. Call
Linda Bidrman – Membership Services, email
lbidrman@yeu.ca or fax the number above.