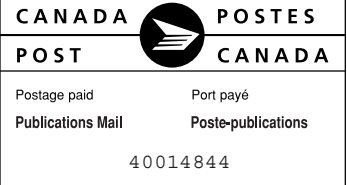


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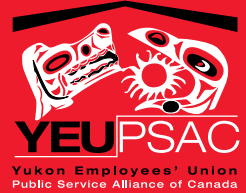
2285-2nd Ave.
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YEU NEWS

All About YEU – Your Union

June 2007



Posted on www.yeu.ca June 28

Task force announced

CRH workers face violence, danger. See page 3.

Hospital problems deepen; board seeks ideas

Yukon Hospital Corporation Chair Craig Tuton addressed the employees of the Whitehorse General Hospital in June to discuss the ongoing problems at the facility. A week later he held a press conference to address the same issue.

Former Chair Marny Ryder and Yukon Medical Association President Dr. Rao Tadepalli have spoken publicly in recent weeks about their concerns. According to media reports, a group of doctors even wrote CEO Michael Aeberhardt requesting his resignation.

Tuton was unwilling to confront specific concerns. He stated only that there are “always issues in any hospital”. His only direct acknowledgement of a problem was his statement that the board of directors “recognize that there is a shortage is nurses”.

Tuton offered unequivocal support for CEO Aeberhardt. He also took pains to separate the board’s mandate from daily operational concerns, noting that the board is only

responsible for ‘governance’, not ‘administration’. From our perspective, the width and breadth of the problems at WGH challenge the usefulness of drawing such a black and white distinction.

Tuton announced the formation of a task force to confront the problems. As well, he noted that the corporation is developing a new vision for the institution and a five year plan. They are seeking advice from all concerned.

PSAC Regional Representative Jim Brohman asked if labour would be represented on the task force. Tuton agreed to bring forward that request. We have subsequently learned that a seat on the

committee will be offered to a Local Y025 member selected by the Union.

It is tempting to dismiss the creation of a ‘task force’ as a glossy institutional response to a systemic failure. Nevertheless, YEU remains optimistic that it can achieve some success. It is, however, essential that this work be carried out expeditiously.

In the midst of the declining morale and employee dissatisfaction, the process of negotiating a new collective agreement for WGH workers (Local Y025) is beginning. The current agreement expires August 31.



Yukon Hospital Corporation Chair Craig Tuton addresses employees at WGH.

Young YTG workers – *disposable employees?*

A **CASUAL EMPLOYEE** as per the *Public Service Act* means a person engaged on a casual or temporary basis

(a) whose employment, whether full or part-time, does not reoccur on a seasonal basis from year to year and is not intended to exceed six consecutive and continuous months; or (b) whose employment may reoccur on a seasonal basis from year to year and, if full time, is not intended to exceed three consecutive or continuous months or, if part time, is not intended to exceed 500 hours in any 12 month period.

An **AUXILIARY EMPLOYEE** as per the *Public Service Act* means an employee

a) who has one work assignment, whether full or part-time, that normally recurs, depending upon the call of the employer, on a seasonal basis each year for a continuous period of time of more than three (3) but less than ten (10) consecutive months; or b) who normally has one or more work assignments each year, whether full or part-time, determined from time-to-time on an hourly, daily or other periodic basis by the call of the employer.

by Kait Dinunzio, Yukon Regional PSAC Youth Committee Co-Chair

Does either definition in the box above describe your employment situation with the Yukon government? If you are a Casual or Auxiliary On-Call employee – one should. Too often they do not.

The Yukon Regional PSAC Youth Committee was established eight months ago to provide a voice to union members under 30 years of age. During our conversations with young workers, the biggest issue identified has been the inability to obtain long-term or permanent employment.

We have also learned that many young workers are employed by the Yukon government under conditions that ignore the Collective Agreement and the Government of Yukon's own Staffing Manual.

In many situations, young workers are being brought into organizations as *disposable casuals* for a period of 90 days to 6 months. They are then released for a day or two – which is considered a "break in service" – only to be brought back within a few days to the same

job that they were doing for the previous 90 days to 6 months.

Sure, it's not a bad deal if you're young, recently graduated high school or college, plan on traveling or don't know what it is you want to do in life. The problem is that you're missing out on the great benefits of being a union member – things like medical/dental coverage, paid leave (sick/special/vacation), and the opportunity to contribute to a pension plan.

The same thing is happening with Auxiliary On-Call (AOC) employees. Positions that should be classified as 'term' positions are being given to young people who work, 8:30 - 5:00, Monday to Friday. They perform the same term position function – one that is often essential to an office's ability to run smoothly.

The only real difference between a Casual employee and an AOC is that the AOC is considered a Bargaining Unit Member, with rights under the Collective Agreement between the Union and the Employer. This means that they have the right to appeal unsuccessful

job applications or have the help of the Union should a problem arise in their workplace. These are just two of many non-monetary benefits AOCs enjoy. Casuals don't have access to these negotiated benefits; they are, to the employer, truly disposable workers.

It kind of stinks once you find out what you're missing, doesn't it?

If you'd like to ask questions or discuss examples around the use of Casual or AOC employees at your worksite, we welcome you to contact the Union Office. You can provide us with all of the information you like, and stay completely anonymous because we understand how delicate this topic can be.

Our intention is to raise the profile of Casual and AOC employee use. We hope to encourage people to begin talking about it with the Union, their managers, their colleagues and most importantly, their employer to ensure the proper use of Casuals and AOCs.

AOC and Casual employees are important; therefore, these positions should be used the way they were intended.

Workers face violence, danger, occupational health concerns Children's receiving home issues remain

Despite extensive media coverage and opposition questions in the Yukon Legislature, the government continues to ignore the problems at the Children's Receiving Home.

Reports of assaults, inadequate staffing, mould and structural design inadequacies, and inappropriate placements surface weekly. Yet the government refuses to even acknowledge the problem.

The number of calls to the RCMP in the first six months of this year is already more than seven times higher than the total number of calls in all of 2006.

The structure itself is inadequate. Blind corners, small rooms and narrow hallways place staff in constant danger of unexpected confrontations and assaults. Management discourages our members from filing assault charges.

Four types of mould have been identified in the building, causing allergy and asthma symptoms. The issue forced two staff members to take medical leave.

YEU has learned that a study by Theodor Sterling Associates was commissioned by the Yukon government to investigate the mould issue. The report was delivered in early June. YEU has requested a copy.

Management misinformation can delay claims WCB claim submission procedures

The YEU continues to receive complaints from Yukon government worksites about the employer's workers' compensation claim filing procedures.

Management has been advising members who sustained injuries on the job to submit their claim forms to the employer after notifying them of the issue. These completed forms do not always find their way to the Yukon Workers' Compensation, Health & Safety Board (WCB) office for processing.

This can result in delays and missed deadlines.

Rules for reporting workplace injuries are clear – they are not optional and the employer may not deviate from them.

If you are injured at work, be sure to follow these steps – regardless

of conflicting instructions provided by management.

Deadlines

A worker must report of work-related injury or disease to their employer as soon as possible after it occurs. Employers have 3 days from the worker's notification to file a report to the YWCHSB.

Workers must file for compensation with WCB within one year.

Information Required

Before the WCB can determine whether a disabled worker is entitled to compensation, it must have complete details of the accident. The following three forms, when properly completed, provide the necessary information.

• Worker's Report of Injury/Illness (submitted directly to WCB by

the worker). Do not leave this form with the employer to file.

- Employer's Report of Injury/Illness (submitted by the worker's employer).
- Doctor's First Report (submitted by authorized health care provider).

Workers should report their work-related injuries or illnesses even if they have not missed time from work because the YWCHSB pays all medical costs for work-related injuries. Reporting the disability can also protect workers in case further complications arise.

It is illegal for employers and workers to form an agreement not to report a work-related disability or not to apply for compensation.

NDP Caucus organizes

The Public Service Alliance of Canada, representing employees of the New Democratic Caucus, successfully negotiated a collective agreement with the NDP Caucus employer.

YEU President Laurie Butterworth and PSAC Regional Representative Jim Brohman, joined legislative session worker Drew Whittaker at a press conference on June 14 to announce the agreement. Also in attendance were NDP Caucus members Todd Hardy and Steve Cardiff, and NDP special assistant Ken Bolton.

The three-year contract runs until March 31, 2010. It provides for a

3% per year wage increase plus \$1.50 per hour in lieu of benefits.

The agreement also contains strong workplace harassment and violence language, allows transfer of Compassionate Leave, and provides for a Classification Review which commenced just after the June 13 ratification vote.

Golfing for Literacy

The Yukon Employees' Union supported Yukon Learn again this year by sponsoring a team in the Peter Gzowski Golf Tournament for Literacy. Each year this event raises money in support of literacy programs within the Yukon.

Congratulations to team members

John Sembsmoen, Al Baranyk, Albert Rogers and Tom Amson who took second place in the event.

Bursary applications available

Application forms for YEU Bursaries are now available for our members and their families. Eight awards of \$1000 each will be presented to successful applicants.

Forms can be downloaded from the YEU website at www.yeu.ca, and are also available at the Union office. The deadline for submission is September 30, 2007.

For more information, please contact Gwen Wain at 667-2331.



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Fridays 8:30 am – 12:00 pm

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YEU calendar

Contact YEU for more information

Workers' Compensation Courses

Presented by the Yukon Federation of Labour. Three courses will again be offered beginning in September. Contact YFL for more information: 667-6676.

Shop Steward Round Tables

Monthly, Every first Thursday. 9:00 a.m. until noon, YEU Hall.

YEU Monthly Executive Meeting

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

Local Y010 Monthly Meeting

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

Local Y017 Monthly Meeting

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

Local Y025 Monthly Meeting

2nd Tues., 4:30 p.m., YEU Hall