

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:



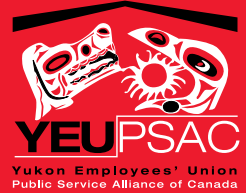
2285-2nd Ave.
Whitehorse, YT Y1A 1C9

CANADA		POSTES
POST		CANADA
Postage paid		Port payé
Publications Mail		Poste-publications
40014844		

YEU NEWS

All About YEU – Your Union

Sep 2007



Posted on www.yeu.ca Sept 17

Changes to reporting relationships will cost office its independence Workers' Advocate office threatened

YEU President Laurie Butterworth has written to Yukon Minister of Justice Marian Horne, to protest the Yukon government's decision to reorganize the office of the Workers' Advocate.

The government has distributed a job posting for a new position called Manager, Workers' Advocate Office – a position with many of the same duties as the current Workers' Advocate.

The plan creates an unnecessary level of bureaucracy, and removes

the current direct relationship between between the Workers' Advocate and Deputy Minister.

The position of Workers' Advocate was created and filled in 1997. A panel of Union representatives and non-unionized workers participated in the hiring process.

Several times since 1999, the performance of the office and employees have been thoroughly evaluated. In 2000, the position of Workers' Advocate was entrenched in legislation.

College CA ratified

The Board of Governors of Yukon College and the Public Service Alliance of Canada (PSAC), on behalf of the Yukon College Employees Union (YEU Local Y011), have each ratified the tentative Collective Agreement reached on August 15, 2007.

The new three year agreement (July 1, 2007 to June 30, 2010) contains a wage adjustment consistent with the contracts negotiated between the Yukon government and Yukon teachers, and with YTG employees.

The negotiating process itself was noteworthy. For the first time at the College, the parties engaged in "pre-bargaining" sessions, which represented an attempt to reach agreement on a number of important non-monetary matters.

The negotiations leading to the Agreement were positive and productive. They helped establish a

continued on page 3



A bench bearing a commemorative plaque honouring the late John Irving, beloved YEU member and union activist, now overlooks the Yukon River on the Millennium Trail.

The impact of depression on the workplace

More than 15% of adults experience depression at some time in their lives. Stress and conflict in the workplace can contribute to depression – making it difficult for people to perform their jobs.

When employers and Unions can help employees deal with or even prevent workplace depression in the first place, everyone benefits.

Yukon Mental Health has arranged for a specialist, Dr. Merv Gilbert, to present a 3.5 hour workshop. It will deal with how to work with individuals who may be experiencing depression, and how to support individuals so they can remain in the workplace, or return to work.

Dr. Gilbert, Ph.D., is a principal partner of Gilbert Action Ltd. Consulting Psychologists.

This training session, which will be delivered in Whitehorse, is directed towards Human Resource

people, managers, supervisors and worker representatives.

Three 1.5 hour sessions for employees in general will be delivered in Whitehorse, and to individuals in communities served by TeleHealth.

The shorter sessions will focus on recognizing signs and symptoms of depression, understanding its impact on the workplace, and working with HR professionals.

YEU will support Shop Stewards and Union Executive members who attend these sessions by providing paid union leave (Article 11.10(a)).

Please forward your request to attend to gwain@yeu.ca. Locations and times will be confirmed following registration.

These sessions replace October's Shop Steward Round Table.

Times and dates:

3.5 hour session - *The Impact of Depression on the Workplace* – for HR managers, supervisors and worker representatives.

Friday, October 5, 2007, 8:30 a.m. until noon. Location to be announced.

1.5 hour sessions - *The Impact of Depression on the Workplace* – for employees.

Thursday October 4, and Friday October 5, 2007. Locations: Hellaby Hall, Yukon College; Telehealth room at Whitehorse General Hospital; and Telehealth community locations. Times to be announced.

Another session for the general public will be held on Monday, October 1, from 7:30 - 9 p.m. It will be presented by Dr. Randy Paterson, psychologist from the Changeways Clinic.

YEU office training opportunity

Application Deadline - Sept. 30

Stronger skills equal stronger representation. Every workplace needs someone who members can approach if they have a question or a concern over their rights or benefits – someone who is concerned about *them* first.

This person is often the Shop Steward, but doesn't need to be.

If you are interested in learning more about your rights, the collective agreement, and how to solve

workplace problems for yourself and your co-workers, here is an opportunity.

The Union office, from time to time, brings in members to work beside experienced union staff. We pay your salary while you are here. You spend your time listening to member inquiries, learning how to answer their concerns and questions, and shadowing Union Advisors as they provide representation to our members.

To take advantage of this opportunity, you need a strong belief in fairness and rights in the workplace, good people skills, and a willingness to learn and practice what you learn in your workplace.

If you would like to enhance your skills and work with us to improve your workplace, please forward a letter or brief résumé to Denise L. Norman, YEU Executive Director, on or before September 30, 2007.

YEU from the President



I was delighted to see that the negotiations toward a Collective Agreement at Yukon

College were completed in such an efficient and timely way.

Due to the success of the pre-bargaining process, the monetary discussions and resolution of outstanding issues took only one and one-half days. Good will and commitment always succeed where animosity and confrontation fail.

Whitehorse Hospital

Local Y025 is preparing for negotiations toward a new Collective Agreement. The current agreement expired on August 31. The many outstanding issues at the hospital remain unresolved.

As were many Yukoners, I was surprised by the sudden resigna-

Workers' Advocate office

continued from page 1

This change destroys the independence of the office, and damages workers' ability to find the help and support when needed with the Yukon Workers' Compensation, Health and Safety Board.

YEU believes that the proposed change violates Workers' Compensation legislation. Support for this view can be found in a report commissioned by the Department of Justice in December, 2006. The report notes that any changes to the reporting

tion of CEO Michael Aeberhardt. Only two months ago, Mr. Tuton was offering unequivocal support for the embattled CEO.

Yukon Energy Corporation

The bargaining team for Local Y024 have met to review proposals from members. Negotiator Jim Brohman is now working on language for the proposal package.

Health & Safety

A recent order from the Workers' Compensation Health and Safety Board required the government to conduct an audit of all departmental health and safety programs.

I will be representing YEU on the new *Government Health and Safety Leadership Committee* beginning this month.

Member Training

Few training opportunities offer better insight into the operation of your Union than the in-office training program (*article on page 2*).

relationships at the Workers' Advocate Office would probably require a statutory amendment.

The importance of the office's independence is also underlined in the report. It notes that independence is vital so that the Workers' Advocate can provide, and to be seen as providing, expert advice to injured workers – without outside influence.

YEU considers the creation of this new position to be political interference. The current Workers' Advocate has worked throughout

I encourage members to contact our office for more information..

College CA ratified

continued from page 1

healthy working relationship between the College and the Union as the new contract comes into force.

A variety of major issues were resolved during the negotiations:

- copyright ownership;
- recognition of previous casual employment upon term or permanent employment status;
- creation of a Code of Ethics; statement concerning academic freedoms and responsibilities; and
- qualification for permanent employment where funding is provided by a third party.

The parties also reached agreement on enhanced provisions relating to staff training and development and a number of employee leave entitlements.

his tenure to support and protect Yukon workers, at times to the considerable consternation of government.

Mr. Butterworth maintains that this decision is a personal attack against the current Workers' Advocate, as well as an attempt to hamstring a strong and effective Workers' Advocate office.

The Minister's office committed to a written response within 10 days. That period has passed, but at the time this newsletter went to press, no response has been received.



2007 Labour Day BBQ a great success

Sunny skies welcomed friends of the Yukon labour movement to Rotary Peace Park for the 2007 Labour Day *Feed the People* bar-becue on September 3.

Each year Local Y010 and YEU serve a free lunch in the park to honour Yukon working people.

This year Union members served hamburgers, hot-dogs, corn-on-the-cob and cold drinks to all who came out to the event.

Music added to the festive atmosphere at the event which ran from 11:00 a.m. until 2:00 p.m.

This year working Canadians celebrated the recent landmark decision of Canada's Supreme Court affirming that the right to collective bargaining is protected by the *Charter of Rights and Freedoms*.

John Irving Honoured

A park bench with a plaque honouring long-time YEU member

and activist John Irving has been installed along the Millennium Trail. The bench is located just south of the Robert Service Campground.

An enthusiastic and energetic worker for the Yukon's trade union movement, John was beloved and respected for his dedication and commitment. He lost his battle with cancer on September 27, 2006.

A bursary in John's name has also been established. The award is available to Union members and their families for studies that further their academic knowledge.

YEU calendar



YEU News is published by the Yukon Employees' Union.

201-2285 – 2nd Avenue, Whitehorse, Yukon Territory, Y1A 1C9

Tel: 867-667-2331 Fax: 867-667-6521

email: contact@yeu.ca; Web: www.yeu.ca

Office Hours:

Mon-Thurs 8:30 am – 5:00 pm

Fridays 8:30 am – 12:00 pm

1:00 pm – 5:00 pm

Please notify YEU about address and name changes. Call or fax Linda Bidrman – or email lbidrman@yeu.ca.

Contacts:

Staff (867) 667-2331

Linda Bidrman, Admin Assistant, Membership Services; lbidrman@yeu.ca

Rebecca Anderson, Union Advisor - contact for members and Shop Stewards; randerson@yeu.ca

Kathy Hanifan, Union Advisor - contact for members and Shop Stewards; Khanifan@yeu.ca

Carolyn (Toody) Boland, Admin Assistant, Financial; tboland@yeu.ca

Gwen Wain, Admin Assistant, Secretarial; gwain@yeu.ca

Bob Nardi, Communications Officer - contact for Newsletter and Website; bnardi@yeu.ca

Denise L. Norman, Executive Director - contact for YEU and Local Executive Members; dnorman@yeu.ca

CLC Courses (offered in Whitehorse)

Shop Steward Training Level I, Shop Steward Training Level II, Leadership, Assertiveness & Problem Solving. Presented by the Yukon Federation of Labour. For details, call 667-6676.

Workers' Compensation Courses

Presented by the Yukon Federation of Labour. Three courses are being offered. Contact YFL for more information: 667-6676.

Shop Steward Round Tables

Monthly, every first Wednesday. 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 Wed., 7:30 p.m., YEU Hall

Local Y025 Monthly Meeting

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