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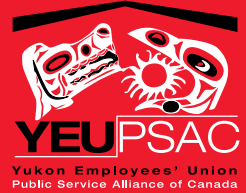


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YEU NEWS

All About YEU – Your Union October 2010



Posted on www.yeu.ca Oct. 11

Shop Steward's Conference planned

YEU Shop Stewards and local representatives will meet on November 19 and 20 for comprehensive representation training sessions at the 2010 YEU/PSAC Shop Steward's Conference. The theme of the two day event is *Building Strength from the Roots*.

It is designed to help our union representatives become more effective communicators, improve their skills and gain confidence for dealing with management, learn to navigate the

grievance process, and effectively answer questions from members.

Union representatives will take part in comprehensive discussions about key workplace issues, participate in hands-on, practical skill development workshops, and see presentations by representation experts.

Overlapping sessions will allow members to select the sessions that meet their individual training needs.

All members and the public are invited to join conference attendees at the MacBride Museum on Friday evening for a meet-and-greet and a screening of films from this year's Canadian Labour International Film Festival (CLiFF).

The full agenda and registration forms are available on the YEU website. Shop Stewards and Local representatives who wish to attend should submit their applications as soon as possible. Conference space is limited.

Collective bargaining progress report

Members of **Yukon College Local Y011** ratified a new collective agreement on August 24. The Board of Governors of Yukon College subsequently ratified the agreement at their September 10 meeting.

New contract highlights include:

- a 3-year term
- wage increase as per YTG (2%, 2.25%, 2.25%)
- increase in Community Allowance as per YTG increases
- transfer of vacation leave to other employees on compassionate grounds

- a joint committee to develop a policy on interest-free loans for advanced degrees
- special leave pilot project as per YTG agreement

Congratulations to Negotiating Team members Marcia Jordan, Jennifer Moorlag, Shannon Willems and Christina Thomas, and to PSAC negotiator Jim Brohman.

The process of collective bargaining continues for several other YEU Locals:

City of Whitehorse Transit Workers Local Y022 & City of Whitehorse

Local Y023—conciliation meetings resume October 5-7.

Yukon Energy Corporation Local Y024—negotiations scheduled to commence on October 8.

Dawson City municipal workers—negotiations toward the establishment of a first collective agreement resume October 18-20.

Town of Watson Lake Local Y029—bargaining committee meets October 1.

Whitehorse General Hospital Local Y025—essential services agreement negotiations are taking place.

CLiFF is coming November 19 — See page 4 for details

“History is a guide to navigation in perilous times. History is who we are and why we are the way we are.” – David C. McCullough

On a Sunday afternoon in late 1965, a group of Yukon civil servants gathered in the Whitehorse Legion Hall. They met to adopt the constitution of an association meant to represent the collective interests of all Yukon territorial government employees.

Territorial government workers had long been treated as second-class compared to those employed by the federal public service who worked alongside them, often in the same jobs. It was time for a change.

Living standards were in decline. Salaries lagged behind the cost of living, frequently falling victim to inflation. With the difference in food prices between Whitehorse and Edmonton sitting at well over 40%, the payscale inequity between federal and territorial workers, especially outside Whitehorse, was painfully obvious.

Poor morale wreaked havoc on the territory’s public service, causing an enormous turnover rate. Dedicated to

improving the lives of Yukon government employees and their families, the Yukon Territorial Public Service Association (YTPSA) was born.

The immediate goal of the YTPSA was to establish pay equity with federal counterparts by acquiring a pay increase of 10%. Although lacking collective bargaining rights, YTPSA representatives sought through direct negotiations with the employer to provide a higher standard of living for their members.

In a letter addressed to the Commissioner of the day, G.R. Cameron, YTPSA President Bob Smith wrote that it was time “for an imaginative, courageous, and positive approach to salaries, [and] working conditions.” By April, 1966, they were successful in achieving their wage recommendation.

For the next twenty-five years, the YTPSA (renamed the Yukon Government Employees Union in 1983)

fought an ongoing battle to ensure the safety, security and well-being of Yukon government workers.

The history of the new union was not a smooth one. It struggled through union raids, financial hardships, internal and external politics and controversial personality disputes.

Nonetheless, this bumpy road led directly to the union’s reorganization in 1990 as a distinct component of the Public Service Alliance of Canada. It’s new name was the Yukon Employees’ Union.

Through the determination of the membership, developments such as the Yukon Bonus, and at one point, a wage increase of 34.5% were achieved.

If we continue to embrace the passions that drove a small group of workers decades ago—a spirit of amity, unity, loyalty, and efficiency—then the future for the Yukon Employees’ Union will continue to shine brightly.

YEU issues in the workplace

Pay equity? Canadian women lag behind other OECD member countries

Wages for Canadian women lag far behind their male counterparts in the workforce. This disparity exists in spite of the fact that women best men in all levels of educational performance.

The disparity appears far worse when pay equity in Canada is compared to 30 other countries in the Organization for Economic Co-operation and Development (OECD). These findings are presented in *Education Indicators in Canada*, a report released by the Council of Ministers of Education, Canada.

It is true that some of the disparity can be accounted for because women often choose less lucrative occupations than men. However, it is unclear how this reality would place Canadian women at the back of the line in terms of other countries’ pay equity performance.

Even though women graduate from high school at a rate 8 per cent higher than men (11 per cent for college and 18 for university), postsecondary educated women earn 63 per cent less salary than men with similar education.

Another factor may be that Canadian women shoulder the bulk of responsibility for childcare. As a result, more than twice as many women work part-time jobs as men. Nevertheless, Canadian women in full-time jobs still earn only 73 per cent of what men earn.

These numbers are profoundly disappointing.

Canadians may prefer to *think* our country is a world leader in pay equity, but the sad reality is less complimentary.

YEU from the President



On November 19 & 20, YEU and PSAC will present the 2010 Shop Steward's Conference. This event was created in response to requests by our Shop Stewards for intensive representation training.

I encourage all Shop Stewards to attend, as well as Local executive members. A complete conference agenda is available on the YEU website.

October—United Way month

PSAC National is working in partnership with the United Way during the month of October to encourage donations.

YEU encourages our members to donate to United Way either through workplace payroll deduction or directly through the United Way of Yukon website—www.yukon.unitedway.ca.

It's worth mentioning again that 100% of donations to the United Way of Yukon are spent here in the territory. As such, it is very much a local initiative worthy of your support.

Collective Bargaining

It is a busy fall indeed for many of our Locals engaged in the process of collective bargaining. Negotiations for several Locals are challenging, to say the least.

We continue to work to achieve the best possible result for our members. Toward that end we have kept a low public profile about the status of negotiations, particularly those where the employer's willingness to work collectively and constructively is in doubt.

That said, we will update all Locals as the process continues, particularly if it

appears that labour action is necessary to achieve a fair and equitable result.

Leave Without Pay at YTG

In recent months new issues relating to the Yukon government's administration of Leave Without Pay (LWOP) have surfaced.

Rather than try to address the varied issues specifically—members with concerns can contact a YEU Union Advisor—a few notes about such leave may be helpful.

In most cases, the decision whether or not to grant Leave Without Pay is made at the employer's discretion. However, there are a few special circumstances where compassionate or medical reasons may require the approval of such leave. Those circumstances are outlined in the collective agreement.

Employees who have requested LWOP for more than 3 months are required to sign an agreement with the employer that outlines the terms and conditions of their leave. Even in cases where the leave is less than 3 months, the employer may require a written agreement.

All employees should read the agreement carefully, and consider reviewing its terms with a YEU Union Advisor before signing. The related policy stipulations governing return to work can have serious repercussions on your future employment and your benefit package.

The General Administration Manual (GAM) contains a list of conditions that can be imposed by the employer. It is available for viewing online at: www.psc.gov.yk.ca/pdf/gam_3_1.pdf

There may also be a departmental LWOP policy that further defines the terms and conditions.



**United Way
of Yukon**

**Working in partnership
with PSAC to
help you help them
make a difference**



October is United Way month

Did you know that **100%** of workplace campaign donations to United Way of Yukon provide services and programs for **Yukon** people in need?

Your donation is directed towards building healthy Yukon communities with innovative projects that:

- *enrich the lives of children, youth and families;*
- *assist people living with disabilities;*
- *combat poverty; and*
- *combat drug and alcohol abuse.*

Please donate at work or through the United Way of Yukon website at www.yukon.unitedway.ca

PSAC North 5th Triennial Convention

Experience springtime in Iqaluit next June (spring comes late in Nunavut).

The 5th Triennial Convention of PSAC North, the body that represents all members of the Public Service Alliance of Canada working or residing in the North, will be held in Iqaluit, Nunavut, June 17 – 19, 2011.

The PSAC North Regional Health and Safety Conference will be held in conjunction with the PSAC North Convention. YEU delegates will be participating in both events.

Details about the Health and Safety Regional Conference will be distributed separately, but PSAC North will work with the organizing committee of that conference to the extent possible to facilitate the participation of PSAC members in both events.



YEU News is published by the Yukon Employees' Union.

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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 Miller – or email lmiller@yeu.ca.

Your Local will be holding delegate selection meetings between now and December 16.

Please contact your Local executive and check the Union bulletin boards for up-to-date information about the delegate selection process.

Additional information about delegate entitlements can be found on the PSAC North website (www.psanorth.com), or by contacting YEU.

facebook

Join us on Facebook!

It's a great way for YEU members to discuss issues, learn about coming events, or just stay in touch.

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YEU hosting CLiFF

The Yukon Employees' Union will host the second annual Canadian Labour International Film Festival (CLiFF) on Friday, November 19, at 7:00 p.m. at the MacBride Museum.

IMAGINE A WORLD where thousands of films are made about workers and the conditions under which they live, work, fight, and succeed in their daily lives.

CLiFF was created to show those films, and to encourage the making of films to show at this and other festivals. YEU has partnered with the national organization to help tell the stories of workers through film.

YEU calendar

Y026 Annual General Meeting

October 21, 7:00 p.m., Y00P Hall, Dawson City

YEU Monthly Executive Meeting

2nd Thurs., 6:30-9:00 p.m., YEU Hall

Local Y010 Monthly Meeting

2nd Wed., 5:00-7:00 p.m., YEU Hall

Local Y017 Monthly Meeting

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

Local Y023 Monthly Meeting

1st Thurs., Noon

Local Y025 Monthly Meeting

3rd Wed., 7:30 p.m., YEU Hall

Local Y026 Monthly Meeting

3rd Thurs., 7:00 p.m., Dawson City

PSAC Regional Access Committee

3rd Thurs., 5:15 p.m., YEU Hall

PSAC Aboriginal Peoples Committee

1st Tues., 5:15 p.m. on Oct. 5, then alternating between noon and 5:15 thereafter

PSAC Racially Visible Committee

1st Wed., 5:00 p.m.

PSAC Regional Women's Committee

2nd Tues., 5:15 p.m.

PSAC Health & Safety Committee

1st Thurs., 6:00 p.m.

Dawson Regional Women's Committee

1st Wed., 5:15 p.m., Legion Hall