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# YEU

# NEWS



All About YEU – Your Union January 2011

Posted on [www.yeu.ca](http://www.yeu.ca) Jan. 24

## Landmark agreement supports FN self-government goals and program transfers PSAC reaches agreement with First Nations

A ground-breaking agreement has been reached between the Public Service Alliance of Canada (bargaining agent for the Yukon Employees' Union) and two Yukon First Nations—Na-cho Nyak Dun and Tr'ondëk Hwëch'in.

The agreement will be formalized on Monday, January 24, when PSAC and both First Nations sign a Memorandum of Understanding (MOU) specifying the terms.

Within the agreement, PSAC recognizes the rights and aspirations of First Nations' people in their pursuit of self-government and the transfer of government programs. The labour organization further agrees to support the Na-cho Nyak Dun and Tr'ondëk Hwëch'in in their efforts to achieve this goal.

For their part, the First Nations agree to protect Union employees' jobs and benefits when assuming sole or joint responsibility for programs and services currently delivered by the federal and territorial governments. They further agree to respect the collective agreements and bargaining rights of the Union, and acknowledge the application of the *Canada Labour Code* to First Nation employees.

The signing of the *Umbrella Final Agreement* recognized the historic rights of Yukon First Nations and their desire for self-government. In this context, PSAC was approached by the First Nations, who were seeking to establish a mutually beneficial dialogue with the Union.

PSAC recognized that such transfers could affect the bargaining rights of its members. The MOU will form the basis

for ongoing consultations and discussions directly between the Union and the First Nations about self-government transfer proposals.

The Union sees this developing relationship as beneficial to both the First Nations and our members. As self-government transfers become more common, we will be better able to protect those Union members potentially affected by the transfers.

### *Developing strategies to employ people with disabilities*

## “Six Steps to Success” conference

From May 26-28, 2011, more than 300 delegates and speakers from all over the world will gather in Whitehorse for a first-of-its-kind meeting. The “Six Steps to Success” conference will examine how public and private sector employers in North America and Europe have achieved success with the hiring and retention of people with disabilities. It will then evaluate these practices to determine how best to apply them in rural and northern regions.

The conference is hosted by the Yukon government and the Yukon Council on Disability. The Yukon Employees' Union contributed \$5,000 to the event. YEU's contribution complements the Public Service Alliance of Canada's *Employment Equity Program*, which promotes equal employment opportunities within unions and member-workplaces.

Although Canada's *Employment Equity Act* passed in 1986, it has taken years of work to make the theoretical goal of employment equity for people with disabilities a practical reality. Within the Yukon government workforce, the last

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# YEU issues in the workplace

## “Six Steps to Success”

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five years have been a period of positive advancement. The number of people with disabilities working for the Yukon government has increased from less than five percent to almost eleven percent today. This employment percentage approaches parity with the rate of disability among Yukoners.

This success is not mirrored elsewhere within the public sector. Conference delegates will have the opportunity to learn from the gains achieved, so they can apply successful practices in their respective employment environments. Particular focus will be directed towards territorial, federal, First Nations and municipal governments. These organizations employ nearly sixty percent of all Northerners.

The conference will focus on six critical areas:

- **Perception**

Misunderstandings or assumptions that lead to stereotypes have a significant negative impact on disabled people's chance of success.

- **Recruitment**

The Workplace Diversity Employment Office is a model for success in the recruitment of persons with disabilities. But in the Canadian public service, considerable work is yet to be done.

- **Training**

Training models for people with disabilities throughout North America and elsewhere will be highlighted, including home-grown Yukon programs, .

- **Accommodation**

Meeting the needs of workers with disabilities in a manner that is viable for the employer and acceptable to fellow employees is often challenging. New and effective approaches will be shared.

- **Partnership building**

Resolving issues of disability and employment requires a multidimensional approach. The organization of this conference, which provides a useful model, will be reviewed.

- **Communicating**

Conference speakers will share how communications can be improved at

all steps in the process leading to a more inclusive and representative workforce.

Each day will have its own theme:

**Day 1** *Acquired disabilities*

**Day 2** *Recruitment, perceptions and accommodation*

**Day 3** *Taking action.*

In summary, the conference will allow for an exchange of information between the public and private sectors as a way to gain insight into successes, wherever they may be found.

In many employment sectors, efforts have not yet resulted in substantial increases in representation levels of employees with disabilities.

The conference is one more step in the process of bringing about change by learning from those who have been successful.

For more information and to register, call **1-877-550-9263**, visit the conference website at [www.SixSteps.ca](http://www.SixSteps.ca), or email [sixsteps@northwestel.net](mailto:sixsteps@northwestel.net).

## YEU training opportunities

### Free online training for YEU members

#### PSAC offering courses online

The Public Service Alliance of Canada is offering new online courses on economics, grievances and representation.

Check out the latest additions to PSAC's online learning program at <http://vubiz.com/ChAccess/PSAC>.

With all the talk about the economic downturn, *Understanding Economics*

might shed some light on this discussion and the choices governments can make for the future.

Not really sure how the grievance process works?

The *Grievances and Representation Primer* will give you a basic understanding of how we defend the gains we've made in our collective agreements. This introduction might inspire you for more training on the subject.

Check your regional education curriculum for live class scheduling. Visit [www.yeu.ca](http://www.yeu.ca) for information on upcoming training opportunities, or call 667-2331 to learn more!

Information is power. Workers need more of that!



# YEU from the President



The signing of a Memorandum of Understanding between PSAC and two Yukon First Nations (*highlighted on the front page*) is a positive step toward protecting the rights of our members.

In the future, responsibility for certain services now delivered by the Yukon government will be transferred to First Nations under terms of the *Umbrella Final Agreement*. Members of our union affected by such transfers must have their collective agreements and bargaining rights protected.

The Memorandum of Understanding (MOU) between the Na-cho Nyak Dun, the Tr'ondëk Hwëch'in and PSAC is a positive step toward protecting those rights. It also provides a template for co-operative advancement of the goals of both Yukon First Nations and the Public Service Alliance of Canada.

## Six Steps to Success

YEU continues to fulfill its public interest advocacy mandate by assisting worthwhile events such as the *Six Steps to Success* Conference planned for May.

Our \$5,000 contribution will help support this educational initiative and encourage the hiring and retention of people with disabilities.

## Collective Bargaining

I'm pleased to report that negotiations between the bargaining team for the City of Whitehorse municipal and transit workers, and negotiators for the employer, achieved a tentative agreement on January 9.

The negotiations involved bargaining teams from both the City of Whitehorse Local Y023 and Municipal Transit Workers Local Y022.

Many difficult issues were on the table. I'm proud of the bargaining team for their hard work and dedication throughout this long and demanding process.

Ratification meetings to discuss the details of the tentative agreement and to vote on its terms are under way. The results were not available in time for this newsletter, but they will be posted on the YEU website and detailed in our next publication.

## YEU Triennial Convention

The next YEU Triennial Convention will be held this October. We are already beginning work in preparation for this event.

YEU's Triennial Convention is the primary decision-making forum that will guide and direct our union's activities over the next 3 years.

Delegates will elect a new Executive and consider resolutions that can fundamentally affect operations over the long term.

I encourage our members to take the opportunity to become directly involved in the process, and to seek to become delegates to the convention.

Details of the delegate selection process will be distributed in the next few months.

## Ambulance Services

I was very disappointed to read the public comments by the new Director of Emergency Measures with the Yukon government. His ill-considered remarks were an attack on all our members within the public service, and failed to recognize that the responsibility for overtime hours rests entirely with the employer.

It is my belief that the changes now being implemented within EMS will ultimately cost Yukon taxpayers far more than the previous arrangement. The move is extremely disappointing.

Regarding the Director's comments, we were promised a written apology, but to date no letter of apology has been received.

## Employment Opportunity

### Union Advisor

Yukon Employees' Union (YEU)

#### Full Time Position

37.5 hours per week

\$68,875 to \$80,574 per annum

A YEU Union Advisor, either directly or by assisting Local Shop Stewards, provides education and representation for union members in a variety of ways to ensure they receive full protection of employment terms, conditions and rights as negotiated with collective agreements and as contained in a variety of legislation.

The ideal candidate will be a team player with a strong understanding of the principles of adult education, labour relations, grievance procedures, mediation processes, excellent interpersonal skills and the ability to understand and interpret policy, legislation and collective agreements.

Closing Date: **February 9, 2011**

Please forward your resume under confidential cover or by email to:

Denise L. Norman, Executive Director  
Yukon Employees' Union  
2285 Second Ave., Whitehorse, Yukon, Y1A 1C9  
or to [dnorman@yeu.ca](mailto:dnorman@yeu.ca)

## Talking Union Basics (TUB course) planned

Talking Union Basics (TUB) is the Union's key introductory course. However, all members are welcome to attend and become better informed. Our Union can only be strengthened by the knowledge of our members.

Members will learn about their rights in the workplace and in the Union, and the role our unions play in our communities. They will also gain a deeper understanding of the various collective agreements and the procedure for resolving grievances.

The course will be held on Friday and Saturday, February 18 and 19 in the Lucy Jackson Training Room at the YEU Hall. It runs from 9 a.m. until 5 p.m. The deadline for registration is February 7. The number of seats is limited,

so please book early. This course is a prerequisite for all PSAC in-residence courses.

PSAC encourages members for all equity groups to apply. Please advise the PSAC office of any special needs in advance so that arrangements can be made to accommodate your needs.

Call the PSAC Regional Office to register or to obtain further information regarding the course, reimbursement of

loss of salary, travel expenses or family care.

Contact information:

867-667-2331; 1-888-YEU-2331

Email: debrecn@psac.com, or fayantb@psac.com

## YEU calendar

### Shop Steward Round Table

January 19, 9:00 a.m. til Noon, Dave Hobbis Board Room, YEU Hall

### PSAC-YEU Press Conference

Monday, January 24, 10:00 a.m., Lucy Jackson Training Room YEU Hall

### Talking Union Basics (TUB Course)

Friday & Saturday, February 19-20, 9:00 a.m. - 5:00 p.m., YEU Hall

### Six Steps to Success Conference

May 26-28, Whitehorse, Yukon

### 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

## Join us on Facebook!

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

## Contacts:

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**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.**