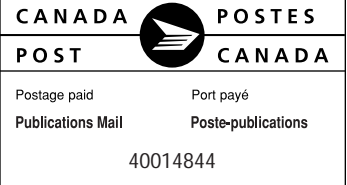


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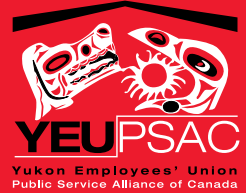


2285-2nd Ave.
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YEU NEWS

All About YEU – Your Union Feb-Mar 2011



Posted on www.yeu.ca Mar 31

Rural locals strengthening representation

The last six years have seen steady growth in the number of YEU Locals in communities outside Whitehorse. Members residing in rural Yukon had made it clear that they wanted a stronger voice within YEU, to bring forward their unique needs and concerns.

YEU committed itself to a process of rural outreach at the 2008 Triennial Convention. Over the last few years, with strong executive support, our Union embarked on a plan to fulfill this commitment. The initiative was supported by training opportunities offered by YEU and PSAC in the rural members' communities.

The rural outreach program provides a strong, direct voice to union members living and working outside the capital. It improves communication, and enhances representation and leadership opportunities for rural members.

The development of rural Locals raised the profile of the union and increased the opportunity for local decision-making and control of affairs. It gave rural members a more direct voice into union policies and provided an opportunity for them to send more representatives to the Triennial Conventions.

YEU's triennial conventions elect our Executive, which then serves as the

decision-making body between conventions. The status of 'Local' entitles members to send delegates to the convention.

The number of Locals formed as part of YEU's rural development plan is a testament to its success. But the growth was not confined to communities outside Whitehorse. It included Locals working throughout the territory and in Whitehorse.

The following is a list of new Locals formed in the last few years:

- Local Y026 Klondike
- Local Y027 Yukon Legislative Assembly (NDP Caucus)
- Local Y028 Watson Lake & Tutchitua
- Local Y029 Town of Watson Lake
- Local Y030 Northern Safety Network
- Local Y031 Many Rivers Counselling & Support Services Network
- Local Y032 Watson Lake Hospital
- Local Y033 Gold Rush

Racially Visible Committee celebrates diversity

PSAC members who identify themselves as racially visible may join the Racially Visible Committee.

Members of this PSAC-recognized democratic forum meet to identify and discuss issues of importance to their community. They develop strategies for action to bring about positive change within the Union, the workplace and the territory.

Working with allies such as the Filipino, Japanese and African/Caribbean Associations, the committee works on a consensus decision-making model of shared responsibilities.

Please see the "Members" section of the YEU website to download an information brochure and learn how to participate in this vibrant and effective activist organization.



The Racially Visible Committee gathers for their monthly meeting.

The CLC United Way Union Counselling Program

The Canadian Labour Congress (CLC) and the United Way forged a partnership over 30 years ago to create the *Union Counselling Program*.

Built upon the concept of peer support, the program offers a way for union members to help co-workers in times of need.

Union members in the workplace, known as “Union Counsellors”, offer a link between co-workers and community support resources. All dealings are strictly confidential, and referrals to community resources are voluntary.

Union Counsellors provide peer support to fellow employees coping with workplace, personal or family challenges. They help clarify the issue, explain resource options, and follow up on progress.

The counsellors work with union officers to address the underlying causes of workplace problems. They co-operate with Shop Stewards, health and safety representatives, and other union

officers to tackle conditions that may be a source of problems

Union Counsellors sometimes sit on community boards and committees, where they focus attention on critical social problems and help identify underlying causes. They then work to ensure community support services are accessible to all workers.

Through their training and experience, the counsellors themselves develop life-long skills and relationships that can benefit their personal lives.

Some counsellors organize and take part in union events and initiatives throughout the year. This allows them to take advantage of networking opportunities, share experiences and success stories with other members, and reinforce their ability to contribute to the union’s collective strength.

The *CLC–United Way Union Counsellor Program* provides specialized training in communications and interviewing techniques, and provide infor-

mation about the services and facilities available in the trainee’s community. Several YEU members have already taken this training, and can answer specific questions about it.

Most Union Counsellors are trained at the CLC Winter School at courses facilitated by CLC and United Way staff and volunteers. YEU is considering Yukon-based training in the near future.

Four courses are offered:

- *Union Counselling Levels 1 & 2*,
- *Unions in the Community*, and
- *Critical Incident Stress training*.

Union Counsellors can volunteer for the position, or accept an appointment from the union. Approximately 100 union members attend counsellor training each year.

Labour’s partnership with United Way in the *Union Counselling Program* helps build a healthy, caring and inclusive community for union members and their families.

YEU training opportunities

Shop Steward training through YFL

The Yukon Federation of Labour (YFL) is offering the following courses to help Stewards effectively represent the members they serve.

The courses are:

- *Steward Training – Basics*
- *Steward Training – Advanced*
- *Prevention of Violence*
- *Prevention of Stress*
- *Conflict Resolution*

These courses are designed for Shop Stewards, Local executives and other activists in the labour movement. The skills acquired ensure that YEU representatives can skillfully and confidently work to protect the interests of our members.

The cost of each module is \$99. YEU members may apply for tuition and reimbursement of lost wages to attend.

An *Education Application* must be submitted. This form can be found under the Members/Training Events tab on the YEU website at www.yeu.ca.

Courses are offered throughout the year. For more information on individual modules, please visit YFL’s website at www.yukonfed.com.

YEUE from the President



YEU President
Laurie Butterworth

Preparations are now underway for the 2011 Triennial Convention, even though the event itself does not take place until October (see right panel).

Over the next three months, Locals across the territory will hold Special General Meetings to elect convention delegates.

Members should check with their Local Executive to learn details about the process and delegate entitlements. I encourage all our members to turn out for these meetings.

AOC issues

We have been meeting with the Yukon government employer about how Auxiliary-On-Call (AOC) workers are used within individual departments. The issue relates to hours-of-work.

We met with groups of AOCs to listen to their concerns and answer questions about their issues. The feedback from these meetings was subsequently brought forward to the employer.

Our AOC members were also encouraged to develop detailed proposals to resolve the ongoing problems during the next round of collective bargaining.

Nominations to executive

YEU is seeking nominations to fill two vacancies on the Executive Committee. Two positions are currently vacant –Secretary and Director. The positions are open to delegates from the last Triennial Convention held in 2008.

This year we are seeking nominations by email for the first time. Information on the process and requirements have been forwarded to all eligible members.

Unions under assault

Recent events in Wisconsin and elsewhere in the United States have shown that many Republicans will not hesitate to use their electoral majorities to attack hard-won rights and to eliminate collective bargaining wherever possible.

As Canadians enter another election cycle, I encourage our members to question candidates about their views on public sector bargain rights, to ensure that a similar attack on workers does not occur in Canada.

Convention 2011

Planning for the next Yukon Employees' Union Triennial Convention is now in full swing. In the coming months, YEU members will begin to receive detailed information about the convention process and how they can get involved.

The YEU Triennial Convention is the Union's most important democratic decision-making forum. The decisions taken at this convention will guide YEU's activities over the next three years.

At the convention, delegates elected by each Local vote on resolutions, approve a three-year budget, and elect a new Executive.

President Laurie Butterworth will not be seeking re-election. Laurie is only the second person to serve as YEU president, so the selection of a new Executive at this year's meeting will be both an interesting and pivotal event.

The convention takes place on October 28 through 30.

Union and First Nations MOU helps preserve union jobs

Some of our members have requested additional information about the intent and impact of the Memorandum of Understanding (MOU) signed by the Union and two First Nations. The following summary is intended to answer those questions..

The MOU was negotiated to protect our members' jobs. The *Umbrella Final Agreement* between the Yukon government and First Nations created the possibility that certain services now delivered by government may at some point be transferred to First Nations control.

If the Union waited until the transfer occurred, the negotiated rights and benefits of the Union members affected might not be retained .

The Memorandum of Understanding means that if a Union member's job is ever transferred to these First Nations for delivery, then collective agreement rights and protections will follow them, as will the protection offered by the *Canada Labour Code*, which the agreement specifically references.

In addition to fulfilling YEU's mandate to protect members, the MOU helps the

First Nations in their quest to see the *Umbrella Final Agreement* fully implemented.

The MOU is a realistic response to the fact that certain programs will eventually be delivered by First Nations. It has nothing to do with "privatization" nor "contracting out".

The entire MOU is available for viewing on the YEU website. We encourage our members and the general public to take the time to read it, and gain a full understanding of its provisions and intent.

YEU collective bargaining

YEC workers reject settlement agreement

Yukon Employees' Union members of Yukon Energy Corporation Local Y024 have rejected a *Memorandum of Settlement* reached between the Union and the employer.

"The Union recommended ratification of the settlement agreement", said YEU President Laurie Butterworth. "However, the members were not satisfied with the agreement's provisions relating to wages and other monetary conditions."

President Butterworth explained that the next step in the collective bargaining process will be binding arbitration. "If the Union and the energy corporation cannot agree upon an individual to arbitrate the dispute", he said, "the Federal Minister of Labour will appoint one."



YEU News is published by the Yukon Employees' Union.

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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

Watson Lake bargaining reaches impasse

Negotiations between PSAC/YEU and the Town of Watson Lake on behalf of Local Y029 reached an impasse on the very first day of bargaining.

The Union has filed an unfair labour practices complaint against the municipality with the Canada Industrial Relations Board. A conciliator has been appointed by the Minister of Labour to assist the parties. No dates for a return to the bargaining table were scheduled at the time of newsletter publication.

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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Resumption of bargaining in Dawson City

Negotiations between the City of Dawson and its municipal workers are set to resume on March 28, and continue through March 31.

YEU calendar

Basic Shop Steward Training

April 8, 9 a.m.-5 p.m., Whitehorse
Yukon Federation of Labour

Advanced Shop Steward Training

April 9, 9 a.m.-5 p.m., Whitehorse
Yukon Federation of Labour

Women in Leadership

April 27-30, 9 a.m.-5 p.m. (4 days),
Whitehorse
Yukon Federation of Labour

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.

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