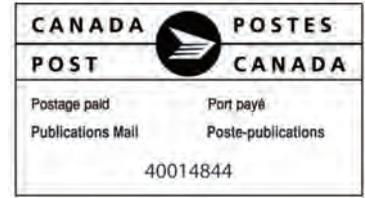


RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:

Yukon Employees' Union
2285-2nd Ave.
Whitehorse, Yukon
Y1A 1C9



Breaking new trail for workers' rights & social justice.

Dec. 2015

Yukon Employees' Union NEWS



Our 2015 Human Rights Speaker Series was a great time to hear new ideas, learn something new and be part of some very meaningful discussions. Thank you to all our speakers and all those who came out each day in support of social justice and positive change.



Happy Holidays, Merry Christmas, Joyous Festivus, Happy Kwanzaa, Happy Hannukah, Joyful EVERYTHING to all of you from all of us at YEU! We were able to gather MOST of the staff together for our 2nd annual Family Christmas Photo... young Josh wasn't available... we had to improvise.

Be happy & please drive safely!

See you in 2016!
The staff of Yukon



Yukon College & Hospital Corp Pension Solvency Deficiency Issues: An Update from YEU/PSAC Pension Committee Meetings



On Wednesday December 9th 2015, members of both the Yukon College (YC) and Yukon Hospital Corporation's (YHC) Pension Committees met with management and governing Board Representatives from both institutions to discuss our ongoing solvency deficiency issue.

All pension plans are regulated by the Pension Benefits Standards Act. One of the requirements of the Act stipulates that a Pension Plan must have sufficient funds to ensure that, in the event that the Plan terminates, all of the Members must have their pension benefits paid to them. This requirement is termed solvency.

The YHC and YC Plans have been operating in solvency *deficiency* positions for a considerable time. Despite having an affordable normal cost of benefits and surpluses when measured on a going concern basis, the Plans will continue to require (under the funding rules of the Federal PBSA), additional funds each year to cover the solvency deficiencies.

At the December meeting we learned that a letter was being drafted by the Canadian Labour Congress (CLC) to Federal

Finance Minister Mr. William Morneau to be submitted by Friday December 11th, 2015. One of the issues the letter addressed is the proposal of a permanent exemption from solvency funding requirements for all public service plans governed under the PBSA. Our group also learned that Mr. Morneau has called a meeting of Canada's Finance Ministers scheduled for December 20th and 21st, 2015.

The group assembled felt we needed to capitalize on these developments and agreed to prepare a letter for Yukon Premier Darrell Pasloski, informing him of our solvency issues, the upcoming letter from the CLC and the opportunity to bring this issue forward on our behalf at the upcoming Finance Ministers' Meeting. The group has committed to finalizing this letter and will send it to the Premier's office by December 15th, 2015.

Members of the joint meeting held a brain storming session to discuss other options for solvency relief if the option of permanent relief from solvency does not materialize. We have committed to meet again in the New Year, this time including representatives from the Yukon Government (YG), to discuss these options further. Your Pension Committee Union representatives have committed to keeping all members apprised of these developments as they occur.

If you have any questions about these Pension developments, please contact your YHC or YC Pension Committee reps or call the YEU Hall and they can direct your questions to us.

This article was written and submitted by Becky Nash, YEU/PSAC Representative on the Yukon Hospital Corporation (YHC) Pension Committee.

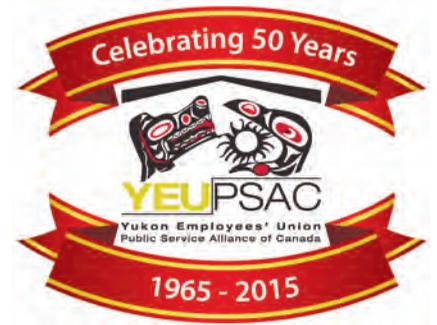
Remember YEU/PSAC members get great discounts on home heating fuel. Call Douma at (867) 633-3322
info@heatyukon.com

A black tanker truck is shown from a side profile. The side of the tank has the text 'HEAT YUKON.COM' and the phone number '633-3322'. There is a circular logo on the tank with a 'Y' inside. Above the truck, there is a logo for 'HEAT YUKON HEATING FUELS' which consists of a 'Y' in a circle and the text 'HEAT YUKON HEATING FUELS'.

YEU Activist Lisa Vollans-Leduc at our recent Human Rights Speaker Series. Lisa spoke from her experiences as a vicarious trauma & compassion fatigue educator.

50 Years of Memories to Celebrate!

YEU activists kicked up our heels Saturday November 21st at a celebration of our first 50 years! The Transportation Museum was a great venue for friends and colleagues to reconnect, reminisce and share a few laughs. Mayor Dan Curtis, MP Larry Bagnell, Opposition Leader Liz Hanson spoke, as did past President Dave Hobbis, PSAC REVP North Jack Bourassa and northern labour leaders. Special thanks to MC retired PSAC Negotiator Jim Brohman... long a fixture in Yukon's Labour movement, now living the dream in Ontario. *Happy Birthday, YEU!*



Greetings Brothers & Sisters, Friends & Colleagues.

It is a great honour for me to be able to write to you as the new President of Local Y010. I am humbled to have been nominated and trusted to continue the great work of our past President and Executive.

I would like to take this opportunity to thank Sister Tammi Sikorski for all her hard work, sacrifice and dedication to the local. This was greatly appreciated and I clearly have a high standard to meet in keeping up with Tammi's leadership over these past few years. Thank you Tammi, we owe you more than we can ever possibly convey.

I would also like to thank Brother Richard Wagner for his work and representation for the Local and YEU as a whole as our Chief Shop Steward. His knowledge, mentorship and representation were greatly appreciated.

We also say goodbye to Sisters Kat Traplin and Yoshiko Atkins, their voice, experience and dedication to the Local were greatly appreciated and will be missed. Thank you for your service. We wish you all the best in the future.

Please allow me to introduce your Local Y010 Executive:

- President: Rob Jones
- Vice president: Doug Bishop
- Chief Shop Steward: Paul Davis
- Assistant Chief Shop Steward: Laurie Tamminen
- Secretary / Treasurer: Denise Berken
- Directors: Duane Purych, Khusru Zaman, Aziz Mollah
Kathy Donnelly, Amber Harder and Danielle Swift.

We have two Director vacancies. If you are interested in being an active voice in your Local please contact me to discuss the roles and responsibilities of a Local Director.

Over the next year local Y010 has an ambitious agenda including:

Signing off all RAND members:

A RAND is a worker in the union environment who has not filled out a union card; presently Y010 has some RANDs. As a RAND your union dues are being deducted, however you do not have all the benefits of full membership. We will be working in the community and workplaces to ensure our members are converted from RAND to fully signed members to protect your rights.

Not sure of your membership status? Call YEU at 667 2331. They'll send you a card if you haven't signed yet.

Shop Steward training and recruitment:

Local Y010 has approximately 2500 members and is growing. At present we have 10 active Shop Stewards looking after your representation needs. These dedicated Brothers and Sisters are working to ensure your rights in the workplace. If you are interested in becoming a Shop Steward or have questions about the roles and responsibilities please contact the YEU office at 667-2331 or contact me and I will be happy to chat. Moving into 2016 there will be new resources and training initiatives for current and new Stewards.

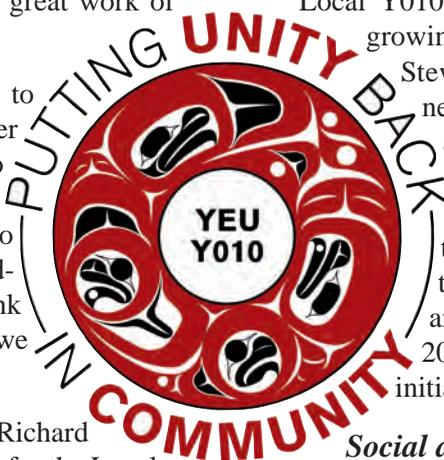
Social awareness:

We're working hard to ensure social awareness and initiatives in each community. We're always looking for members' ideas, input and comments on how to move our local forward. Our Local meets at 5:30pm the 2nd Tuesday of each month in the YEU Hall. Please attend a Local meeting; we need you!

Lastly, this is a bargaining year and our collective agreement is on the table. Your Bargaining Team will be working hard to ensure your rights & make sure you are informed. Ratification meetings will be announced and held after bargaining; be informed and be engaged. Sign up for regular bargaining update emails at www.yeu.ca.

Your local executive is working hard for you, we welcome your comments, concerns, and ideas. Please contact me at rgjones@northwestel.net or call me at 867 334 4331.

In Solidarity,
Rob Jones, President- Local Y010



Greetings from YEU Local Y010 President Rob Jones

Happy Holidays from YEU President Steve Geick



Steve Geick & Kathleen Hare of Yukon Association for Community Living at YEU's Human Rights Speaker Series.

As we head in to 2016 you will continue to see positive changes coming out of YEU.

We have spent a lot of time meeting with Local leaders, your elected executive members from all YEU Locals over the past year and we've really listened to what they've told us they want and need to build strength and improve their ability to connect with their members. More training, communications and assistance from YEU in building capacity within all Locals were at the top of the list. We're working with Locals to help build strength in those areas and we think you'll notice a difference over the coming year.

I want to thank the many dedicated members, activists and Local Executive officers; volunteers who put in countless hours of their own time. Without their solidarity and vision, this organization would not be able to serve its members or continue working toward our shared goals.

Thanks to YEU Vice President Sister Sue Christianson's dedication to grass roots organizing and her love for education, we are building a strong foundation for the membership. We are again sending a large contingent to the Canadian Labour Congress Winter School at Harrison Hot Springs. Each member will be immersed in an intensive training program, getting to know other union activists and building a strong network.

YEU Vice-President, Communities - Brother Tony Thomas's continued trips to the communities have resulted in stronger executives, more shop stewards and higher visibility in both public and work sectors. It will be great to see a significant increase in the number of community members at our next tri-

ennial convention thanks to Brother Thomas's outreach.

At our last convention the membership made some solid choices when you elected the present YEU executive. It is a pleasure to work with such a dedicated and diverse group of individuals. Each works to their strengths on our board, and we are stronger for it. There are a couple of articles in this newsletter which reflect the dedication of this group of volunteers.

I've saved the biggest THANKS for last! Many thanks to the AMAZING staff of YEU! Thanks to Executive Director Laura Hureau, Executive Assistant Josh Cuppage, Communications Officer Deborah Turner-Davis and Intake Advisor Beckie Huston. Thanks also to new staff member Roseanne Elias in Membership services, Finance Officer Tammy Olsen and our intrepid Union Advisors - Christie Harper, Sharleen Patterson and Susan Koser. These hard working individuals are responsible for keeping the doors of YEU open and the business of the Union moving forward.

Please have a safe and happy holiday season!
From our YEU family to yours.



Building Strong & Diverse Communities

Yukon Association for Community Living

Ready, Willing and Able is a new national employment program aimed at increasing the labour force participation rate of people with disabilities. This federally-funded initiative has been launched in 20 communities across Canada and seen some great successes, and Whitehorse is no exception. The Yukon Association for Community Living is moving into our second year of working with the program.

YACL's employment team is made up of a Labour Market Facilitator and several job coaches. Together we have worked to support more than 20 new employment opportunities for Yukoners experiencing various disabilities. As part of our role, we've engaged with dozens of employers to identify employment opportunities and we've provided on-the-job support to workers with disabilities and to their co-workers and supervisors. Support comes in the form of ongoing job coaching and other job-specific accommodations.

We hear so many success stories both nationally and locally as employers access a pool of hard working, long term and dedicated employees who love their jobs. These workers are gaining independence and building a social circle and meaningful ways to participate and actively contribute to their community. We start with the employer's need and work to find the right match of skills and interest in an employment candidate. YACL is working to foster long lasting and successful working relationships between businesses and employees who are hardworking, positive and capable additions to the workplace team.

The types of jobs found and supported through Ready, Willing and Able range

from less than part-time to full-time, in small businesses to large, and across a variety of skill sets.

A key component of Ready, Willing and Able is helping businesses realize the value in hiring a person with a disability when the right match is made

between job position and individual. In these cases, businesses across the country are seeing extremely low turnover rates, high levels of accuracy and dedication and an overall positive and motivating shift in workplace culture.

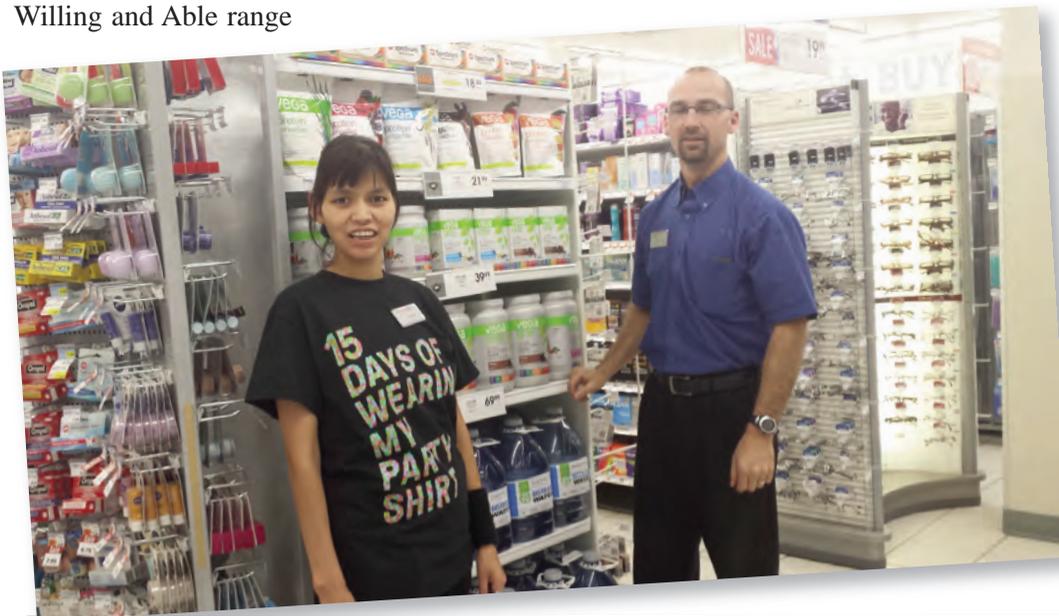
YACL has also initiated and coordinates an Odd Job Squad; a group of people who have interest and ability in labour and trades work, offering short term services to businesses and community members. They mobilize for odd jobs like small construction projects, snow shovelling, yard work, stacking wood and more. By supporting a good quality and dependable on-demand labour force we help workers gain skills and make connections, developing opportunities for longer-term future employment.

YACL has partnered with YuWIN and other disability organizations, developing new campaigns to further engage the business community and other potential employers. This includes web-based marketing but also provides opportunities to recognize success. We thank businesses that have

been key players in inclusive hiring. We plan to develop training and education opportunities for businesses who may be interested in becoming involved but want to learn more.

If you're interested in the Odd Job Squad or in becoming a supporter of our programs please contact Kathleen Hare at rwa@ycommunityliving.com or 667-4606.

Article submitted by Yukon Association for Community Living
www.ycommunityliving.com



Can Work be Safe *when HOME ISN'T?*

I attended PSAC's "Women's Forum on Domestic Violence at Work" from Dec 11-13, 2015 in Ottawa and have returned ready to get to work on this very important issue. About 100 PSAC women from across Canada attended this forum, including the National President, REVP's, equity and committee reps, regional reps, negotiators, educators, politicians and others – members and staff coming together to learn more about domestic violence and how it affects victims and workers. The statistics were shocking - one third of those surveyed reported experiencing domestic violence from an intimate partner.



Human rights leaders, labour leaders, aboriginal leaders, and women from various women's movement groups from across Canada and U.S.A. shared information and their experiences with us. They inspired us to look at options on how to support victims at work and deal with the risk of domestic violence in the workplace. The Canadian Labour Congress survey shows that in 53.5% of cases, domestic violence follows its victims at work ranging from abusive phone calls to physical abuse, some victims have been tragically killed while at work.

When victims are abused, it's hard for them to concentrate at work and sometimes prevents them from getting to work at all. We need to improve workplace safety for victims and co-workers. PSAC will be working with other labour groups, women's organizations and community groups to support victims and will also be working on an education program on domestic violence for our members. We will work with these groups and employers and politicians to make domestic violence unacceptable.

I will report further on this initiative early in 2016.



*Sue Christianson,
YEU Vice-President*



Congratulations to YEU Local Y043 *Going where No Local has gone before!*

For a quiet small town, the residents of Dawson are remarkably busy. That means it's not always easy to get a full Executive elected or to get the necessary turnout at Union Local meetings.

The recent amalgamation of Locals Y033 (City of Dawson Municipal Workers) and Y026 (Klondike, YG) will help spread the work and make it easier for people to get involved. Though they represent workers from two entirely different bargaining units & employers, these two locals have merged to create a bigger, stronger, more unified Local. Stewards will represent workers in their own Bargaining Unit.

We spoke recently with Anton Berger, President of the newly formed Klondike Collective, Local Y043. The new Executive is looking forward to developing the Local through recruitment and training of new Shop Stewards.

Anton tells us that a strong incentive to forming the new Local was the desire to keep Union dues in Dawson. Had Klondike YG Local Y026 been resorbed into the Local Y010, all dues previously returned to the region would have flown instead to the much larger Local Y010. While some of those funds would undoubtedly make their way to Dawson in the form of Y010 initiatives & special projects, control would largely return to Whitehorse.

Union dues returned to the Local are spent in the community on projects decided upon by the Executive; it's a very important component of the work they do. If you're interested in helping guide those decisions, make sure you attend the next Local meeting. Dawson is a different kind of town, there is no disputing that. Often at the vanguard, always forging its own path and not really like any place else... union activity in Dawson is no different.

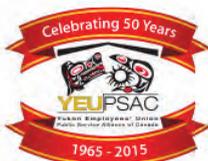
Dawson union activists have just done something that's never been done... they've merged two Locals from different employers into one super-Local, and we're excited to see the Local grow. Local meetings take place monthly; email klondikeanton@gmail.com for details.



BE EF?
NEED RELIEF?

GRIEF?

CALL THE UNION HALL!
CALL YEU AT 667-2331 OR EMAIL CONTACT@YEU.CA



Moving? Name Change? Leave of Absence?

Planning to be off work for maternity or parental leave?
Away on deferred or education leave?

You've moved or changed your name?

Let us know. We'll update your info and help you make sure your membership isn't affected while you're off work.

**Have YOU signed a union card?
Visit yeu.ca or call 667-2331 & be sure!**



Meetings & Events

Y010 Monthly Meeting: 2nd Tues., 5:30-7:30 p.m., YEU Hall

Y017 Monthly Meeting: 4th Wed., 7:30 p.m., YEU Hall

Shop Steward Round Table: February 17, 9am - noon, YEU

YEU Monthly Exec Meeting: 2nd Thurs., 6:30-9:00 pm, YEU Hall

Staff

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Visit www.yeu.ca, follow us on Facebook & Twitter or visit our blog; www.theunionbillboard.com

Office Hours: Monday through Friday, 8:30 am - 5:00 pm.