

President's Report for 2023

All members working the Yukon are in the Professional Institute of Public Servants of Canada (PIPSC) region of B.C./Yukon.

The Yukon Branch includes Treasury Branch members who work for the federal government as well as members who work for the Yukon Hospital Corporation (YHC).

Currently there are both a Branch executive as well as a Group executive. The Branch executive currently has been unable to meet due to the increased workload demands from the employer. The YHC group executive has met twice for the same reason of an increased workload demand.

Participation on the PIPSC National Advisory Council:

The Advisory Council is comprised of all the Branch Presidents across Canada. The Advisory council meets quarterly for full day meeting on Friday, with one 2-day meeting set for May 2024. The Advisory Council reports to the PIPSC Board of Directors. The Yukon Branch President or an alternate is expected to attend these meetings either virtually or in person. When I took over the role of president in May 2023 I began attending these meetings. I have attended 4 meetings virtually and I plan to attend the 2 day meeting in May in person.

Participation on the Separate Employers Groups Council:

The Separate Employers Group Council (SEG Council) is comprised of all the presidents of the separate employer groups within the PIPSC structure. The SEG Council reports to the Advisory Council. The SEG Council meets quarterly in conjunction with the Advisory Council. These meetings are full day meetings on the Saturday following the Advisory Council meetings. The YHC president or an alternate is expected to attend these meetings either virtually or in person. I began attending the meetings at the same time as Advisory Council and have attended 3 meetings virtually. I am still trying to figure out when I will be able to attend in person.

Yukon Federation of Labour

PIPSC Yukon Branch is a member of the Yukon Federation of Labour (YFL).

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Regional Training for Stewards

B.C./Yukon region held in person steward training for both Basic and Advanced this year. A huge thankyou goes out from myself as well as the other attendees to the Vancouver office for the organization and hard work that goes into the planning and delivery of this important part of stewardship. Thanks to the Basic Steward training session we now have another new steward Michael Burke for the YHC group.

Union Management Consultation Meetings (UMC)

These meetings occur monthly between the YHC group executives and YHC management to discuss issues impacting members. There had been a lot of challenges with regards to getting both sides together for various reasons. There is still an issue with have a clinical care manager present for the UMC. I suggested that possibly the time of the UMC was the issue as the clinical care managers are usually in their own weekly meeting at the same time.

In Person Corporate Orientation sessions:

PIPSC is provided with approximately 15 minutes at the end of the corporate orientation session for a representative to introduce the union to new YHC employees. This introduction goes over who the active stewards are, where to find contact information. A review is done of the sick leave bank, OT provisions, casual and term positions, as well as the pay levels amongst other details.

YHC Group and the Staffing/Scheduling guideline document:

The staffing/scheduling committee has been unable to meet due to issues with scheduling (pun intended). There has been a high turnover in the staffing department which has resulted in an increase in the need for an increase in training of the new staff constantly.

LOU #5 (Mandated to work in a community hospital etc.):

LOU #5 was not enacted in the last year. This has been due to a result of volunteers willing to go out to either Dawson or Watson prior to the need for LOU

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#5 to be enacted. Again the potential for needing enactment of LOU #5 would have been due to staffing shortages.

Bonus Agreement:

In October 2023, PIPSC was approached by YHC with regards to a wish to mirror the bonuses that had been given to Yukon Government nurses in 2022. Several meetings between YHC, the PIPSC negotiator, and the YHC group executive were held to figure out the details of how to proceed. The agreement was signed in November 2023 with the initial lump sum payment happening at the beginning of December 2023.

At the end of December 2023 some members began receiving overpayment letters which resulted in PIPSC stepping in to request a hold on the overpayment letters in order to properly sort of the concerns being raised.

In mid-January YHC confirmed with PIPSC that a full review of all nurses who had received the bonuses would be started. This would result in new overpayment letters that would be sent out to members at a later date. YHC committed to PIPSC to provide members with a new letter that would indicate the NET amount that would be required to be repaid as well as a print out of the hours used to calculate the overpayment.

In mid-February members began receiving the new overpayment letters via email with the amended amounts, in the letter there was a note that the print out of the hours would be mailed separately from the email. YHC also stated in the letter that an amended T4 would be released once the member had indicated how they would be repaying the net amount for the taxation year of 2023.

Collective Agreement Bargaining:

PIPSC has been bargaining with YHC since the expiration of the Collective Agreement (CA) on January 31, 2022. There have been approximately 25 days of meetings between YHC and PIPSC, 23 days of which were prior to the 2 day conciliation meetings. On February 26, 2024 a tentative collective agreement was reached between YHC and PIPSC.

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An information session was held on February 28, 2024 at the hospital to provide as many members as possible with information prior to a ratification vote.

The ratification vote had been scheduled to run February 15 to 22, 2024 via email voting. YHC agreed to allow PIPSC to send the voting key through members work emails as the email list was not accurate.

The ratification vote had to be placed in limbo due to the issue that came out from the Pension Plan Committee. At the time of my writing this report there was still no word on when the ratification vote key would be sent out to members.

Respectfully submitted by,

Kathleen Chapman

President for the PIPSC Branch Yukon

President for the PIPSC group Yukon Hospital Corporation