



LOCAL 942
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(902) 566-3255

2024 IUOE Executive Board Elections

July / Aug 2024

The 2024 IUOE Executive Board Elections will be held via ballot mailout. Ballots have been mailed to current members in good standing. Please read the letter included with the ballot(s) and be sure to have your vote(s) mailed to arrive before the deadline of August 30, 2024. Any votes received after that date will not be counted.

The Union has received two nominees for the position of President / Business Manager by the nomination deadline of July 17/24: Tracy L. Robertson and Chad McNeill

TRACY L. ROBERTSON
RE-OFFERING, IUOE 942 PRESIDENT



Greetings to all IUOE members,

2024 is an election year for IUOE 942, and I'm putting my name forward in hopes of again representing you. As a healthcare worker for over 25 years I understand the importance of having union representation in the workplace.

I bring to the position over 15 years of serving on the IUOE Board, three of those years as Vice President and the last five years in the position of President. As part of my work to be an effective president, I have earned a diploma in labour relations from Algonquin college. The courses needed for this diploma covered topics such as laws in a unionized environment, collective bargaining and labor relation trends and practices. I also took a weeklong intensive training course on collective bargaining from Queens university that has helped me improve my negotiating skills and learn new methods of collective bargaining that focus on interest rather than positions. These courses have been a great asset to my skills in labor relations, communications and negotiations.

During my time on the Board, I have gained extensive practical experience. I was the lead negotiator for over 10 contracts and participated in over 15 rounds of collective bargaining. I have attended many meetings with members and employers for topics ranging from disciplinary meetings to accommodations. I have been involved in meetings with ministers

including ministers of health, labour, and social development. I have met extensively with the leader of the opposition and other MLA's to talk about how to improve the future of Islanders and Island healthcare. I have addressed the Standing Committee on Health and Social Development as well as attending meetings with the Premier and federal ministers to work towards furthering the labour movement on Prince Edward Island and improve conditions for IUOE members. I have done TV, radio and newspaper interviews to bring to light the struggles of Health IUOE members and the issues they are dealing with in today's Healthcare system.

I have served on many committees created to address topics such as workplace safety and labour market adjustments. Additionally, I am the Co-chair of the Non-violence Prevention Committee that aims to decrease violence in the workplace and raise awareness that this is an issue that health care workers face every day. I am the treasurer for the PEI Health Coalition as well as being an employee representative on the Prince Edward Island Labour Board.

During my time on the Board and in this position, I have developed strong working relationships with the employers of IUOE members. Over my 15 years as a member of the executive board I have developed good relationships with government, HR representatives, and managers. I believe in maintaining open communication and cordial relationships with employers and I work hard to maintain those connections. I have also developed a good rapport with our union partners in health to the point where we meet regularly to discuss issues. Some new benefits I have introduced include, yearly member gifts, family fun day and an expanded list of member discounts.

If re-elected I will continue my hard work for the good of the membership, using my skill, education, and experience with collective bargaining, membership meetings, and lobbying to further member rights on the Island.

If you have any questions, please feel free to contact me at tracy.robertson26@yahoo.ca.

Thank you,
Tracy L. Robertson

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CHAD W. MCNEILL
OFFERING FOR PRESIDENT



Chad McNeill was born and raised in Richmond, PEI and now resides with his wife and 2 sons in South Freetown, PEI. His family has worked in the construction and trucking industries on PEI for the past 3 generations.

Chad attended public school in Summerside, graduating from Three Oaks Senior High in 2007. He has completed Bachelor of Science in Kinesiology from the University of New Brunswick as well as a Bachelor of Science in Food and Nutrition from The University of Prince Edward Island.

Chad worked 1 year as a Registered Dietitian in Calgary, Alberta before returning home to PEI where he began work as a Food Service Supervisor at Prince County Hospital, where he supervises nutrition services support staff as well as overseeing food production and materials management duties within the department. In his role as supervisor at PCH Chad has gained valuable experience in overseeing staff, identifying departmental needs, and proactively finding solutions to problems in a fast-paced environment. In his 8 years at health PEI, Chad has experienced first-hand the working conditions and management decisions that make being a union member so important.

Chad has long held strong pro-labour and pro-union beliefs. Without fair treatment, fair compensation, and a safe and welcoming work environment, no company, public or private, will have success. Unions help bring workers together and give them the power to fight for improvements in all of those areas. Chad wants to be a strong voice for IUOE at the center of that fight in Prince Edward Island. Chad joined the executive board of IUOE Local 942 in June of 2022. In his 2 years on the executive board he has had a strong voice at the table and has been a staunch advocate for IUOE members, particularly in Healthcare, as evidenced by his role on the negotiating team for the latest contract with Health PEI, his presence in front of the Standing Committee on Health and Wellness in September of 2023 as well as at meetings of the PEI Federation of Labour and at several rallies organized by labour groups on Prince Edward Island.

If elected, Chad would like to accomplish many objectives during his term as President and Business Manager.

- Chad would like to get back to the basics, setting norms and policies for the union to follow on a more consistent basis. This would include immediately convening a committee for the review of IUOE 942 policies and bylaws, modernizing them and bringing them in line with expectations from IUOE International that we are obligated to follow.
- Chad would like to continue his work in pushing to improve communications within the union. Through better communications he hopes to spur more involvement in the union across the entire membership. A more involved membership makes a stronger union, it is on leadership

to provide members with more opportunity to be actively involved. Drawing on the varied strengths and experiences of our membership will help push our union forward into the future and give us a louder voice in important policy decisions concerning our members.

- Chad would like to position the union to play a more active role in the recruitment and retention of health care professionals practicing under our union's classifications. Firstly, and most importantly, this involves making sure our members are adequately compensated for the work that they do according to current market value. Secondly, we will play an active role in identifying staffing needs both now and into the future to take a proactive approach to recruitment, having candidates to fill positions before they are vacant for months or years at a time. Lastly, lobbying government to enter more return in service agreements with post-secondary institutions to bring young professionals to PEI.

- Chad would like to implement a more evidence and data driven approach to dealing with employers in negotiations for collective agreements and any agreements made outside of those contracts. He would also focus on pushing to include articles within collective agreements that will permanently address issues that are continuously being dealt with through patchwork solutions.

- Growing the membership, primarily in Hoisting and Portable side of our union will help give us the numbers and resources to have a stronger voice. With the projected growth of our province there are many infrastructure projects that will be needed to support that growth. Growing our membership in the construction and heavy equipment operator sectors will give us more leverage to get our members properly trained, and properly compensated, on safe worksites.

Membership in a strong provides many benefits. It has been shown to provide substantial improvements in quality of life both at work and at home. It is Chad's hope that members of IUOE Local 942 will choose his voice to be the voice of strength for its membership over the next 3 years.

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The Union has received four nominees for the three available positions of Unit Representative – East Prince by the nomination deadline of July 17/24: Megan Doucette, Janice Fenner, Vickie Jones and Chelsey Walker

**JANICE FENNER
RE-OFFERING, EAST PRINCE UNION REPRESENTATIVE
PRINCE COUNTY HOSPITAL**



Dear Fellow IUOE 942 Members,

August 2, 2024

This letter is regarding my interest in wishing to serve on the IUOE 942 Executive Board as your Union Rep for PCH. I have recently retired after 25 years of service with Health PEI, but I am going to continue working as a causal employee at PCH. I will have more time now to support fellow members and will always be accessible through email, cell phone and in the workplace.

I have over 15 years of experience with IUOE 942. Most of the years have been as a PCH Union Rep but I also have experience with being Vice President for some time. During these years, I have become well acquainted with the roles and responsibilities of a Union Representative and have attended many meetings with members and the employer, members in my office, and have had the pleasure of working alongside many wonderful IUOE 942 staff.

*I am passionate about being your Union Representative. I will work hard to represent you and I love all things union! Thank you for considering voting for me and please reach out if you have any questions or concerns!
In solidarity,*

*Janice Fenner
(902) 303-1509
eastprincerep1@iuoe942.com*

**CHELSEY WALKER
RE-OFFERING, EAST PRINCE UNION REPRESENTATIVE
PRINCE COUNTY HOSPITAL**



Dear IUOE Local 942 members,

My name is Chelsey Walker, and I am an Occupational Therapist at PCH. I was born and raised in Prince County but moved away for school and to gain some work experience early on in my career. I moved home in 2021 to work at my home hospital, PCH, as an acute care Occupational Therapist. I am passionate about providing the best care to all the patients I work with. I am also passionate about supporting my colleagues and advocating for improved working environments, recognition, and job opportunities.

I currently hold 1 of the 3 East Prince Representative positions with IUOE. I am hoping to continue to represent IUOE members in East Prince, therefore I am putting my name forward once again to fill this role. I feel it is incredibly important to have a variety of professional representation on the IUOE Board, and prior to joining the board, there were no representatives from Rehabilitation Services. I feel I have provided a valuable lens in our board meetings and have been able to provide a unique perspective on behalf of those in the allied health fields.

If I am re-elected, I promise to continue to advocate for the well-being of our IUOE members. I hope to continue to provide a voice not only on behalf of Rehabilitation Services, but also as an advocate for other fellow IUOE members that I am lucky to work alongside everyday on the frontlines.

Thank you for considering me as a re-elect for an East Prince Rep position!

Chesley Walker

MEGAN DOUCETTE
OFFERING, EAST PRINCE UNION REPRESENTATIVE

Dear fellow IUOE Local 942 Members,

My name is Megan Doucette, and I am running for 1 of 3 Unit Representative positions for East Prince. I am excited to have the opportunity to share how I would fulfill this role.

I have been a member of the IUOE Local 942 for 4 years where I have been working as a Rehabilitation Assistant at Prince County Hospital. I graduated from the Occupational Therapy and Physiotherapy Assistant program at Holland College in 2020.

If elected as Unit Representative for East Prince, I would be dedicated to ensuring fellow IUOE 942 Members feel updated, listened to, and recognized within our health care system. To achieve this goal, I will ensure that I am available by email and in person at PCH and promise to follow up with members in a timely manner.

During my career as a Rehabilitation Assistant at PCH I have not only grown to love what I do for a living, but I have developed a passion to represent fellow IUOE 942 members within our health care system.

I appreciate the consideration for the East Prince Unit Representative position. If I am a successful candidate, I look forward to advocating for my fellow IUOE Local 942 Members.

Sincerely, Megan Doucette

VICKIE JONES
OFFERING, EAST PRINCE UNION REPRESENTATIVE

My name is Vickie Jones and I am seeking the position of Unit Representative for East Prince. I grew up in Prince County so I feel that I know the area well. My family is from the Tignish area.

I am currently a physiotherapist who is working for Home Care. I cover all of Prince County, spending 2 days in West Prince every week and the other 3 days in East Prince. I graduated from the bilingual physiotherapy program from the University of Ottawa over 25 years ago.

I spent the majority of my working career in New Brunswick, working for the Extra Mural Program (N.B.'s version of Home Care). While I was in N.B., I became very involved in the New Brunswick Union (NBU). I first became an activist because there was no Union representation in my town for my component in the Union. I wanted to make sure that the Collective Agreement was being followed and that members' rights were being represented.

As the years passed, I attended activist training and advanced to the level of Level 3 activist. I attended week long labor school in Antigonish, N.S. on 2 separate occasions. There, Union members from the 4 Atlantic provinces met to support and learn from each other in how to promote Union interests.

While I was an active member of the NBU, I also spent several years as President of the Specialized Health Care Professionals (SHCP) component. This component represented over 1000 members of health care workers throughout the province. While in my role as President, I was on the bargaining team for SHCP on 2 separate occasions.

I also had the opportunity to serve terms on a few committees representing all of NBU while I was in NB. These committees, representing over 8,000 members at the time, were a great learning experience in how things work in the background for a Union. The committees I was involved with were the Scholarship Committee, the Occupational Health and Safety Committee and the Finance Committee.

I feel that my past experience would serve me well as a more active member of IUOE. If elected, I hope to help serve and act as a resource for all members, but especially those in Prince County who may be in more of a minority situation. As a health care worker who has spent the majority of my career working in a rural setting, I know that often, smaller offices can feel under-represented. Because my position involves travelling throughout all of Prince County, I am in a position to be able to travel to meet Union members as needed at their place of business. I would like to finish off by wishing luck to the other nominees and to thank you all for your consideration.


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The Union has received six nominees for the three available positions of Unit Representative – Queens by the nomination deadline of July 17/24: Brent Barbrick (Bio TBA), Lacy Costain, Tammy Harper (Bio TBA), Matthew Holwell (Bio TBA), Alicia Madore (Bio TBA), and Paul Oulton

**LACY COSTAIN**  
**RE-OFFERING, IUOE 942 QUEENS REGION REPRESENTATIVE**  
**QUEEN ELIZABETH HOSPITAL**



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*Dear Fellow IUOE 942 Members,*

*August 2, 2024*

*My name is Lacy Costain and I am a Medical Radiation Technologist at the Queen Elizabeth Hospital. I am running for the position of Unit Representative Queens Region of the executive board for the local 942 of the IUOE. I have been an active executive board member for the IUOE for almost 10 years. During my time on the board, I have sat on the bargaining / negotiation committee, am currently on the education fund committee and helped members throughout with any issues or concerns they have had. Early in my career I worked in Nova Scotia and was a board member of the Nova Scotia Government and General Employees Union.*

*I believe in a healthy and safe work environment and take pride in helping people to make sure they are being treated fairly.*

*I also feel it is very important for our voices to be heard and that as Allied Health professionals, clerical staff, storekeepers etc. we all play a vital role in the health care setting.*

*I hope to be able to continue to assist members and be a sound voice for concerns that need to be brought forward.*

*Lacy Costain*

**PAUL OULTON**  
**OFFERING, IUOE 942 QUEENS REGION REPRESENTATIVE**

*Dear IUOE Local 942 Members,*

*I'm Paul Oulton, and I'm running for unit representative. I'm eager to serve and support our members, and I'd like to explain why I believe I'm the right choice for this role.*

***Who I Am***

*I've been a member of IUOE Local 942 for three years and currently work as a rehab assistant at the Queen Elizabeth Hospital. Previous to this I was a chef for 10 years with Red Isle Hospitality Group in Charlottetown. I am passionate about advocating for our members and ensuring that our collective needs are addressed with fairness and respect.*

***What I Stand For***

*My core values are fairness, transparency, and strong advocacy for workers' rights. As your representative, I aim to foster an environment where IUOE Local 942 thrives, ensuring that our concerns are addressed. I am dedicated to negotiating fair contracts and increasing member engagement. My vision is for a united, empowered union that meets the needs of all its members.*

***How I Will Achieve These Goals***

*To achieve these goals, I will focus on clear communication and collaboration. I plan to engage with members regularly to understand our concerns and priorities. Working closely with our leadership team, I will strive to ensure that our bargaining agreements reflect our collective needs. I am committed to transparency and accountability. You will be kept informed about developments and decisions, and your feedback will guide my actions and strategies.*

***Conclusion***

*I ask for your support in this election because I believe in the strength and potential of IUOE local 942. With your vote, I will work tirelessly to represent your interests and drive positive change. Thank you for considering my candidacy.*

*Sincerely,*

*Paul Oulton*