

Strength in Numbers!

NAPE represents over 4000 home care workers across Newfoundland and Labrador

**Questions or concerns?
Contact NAPE - YOUR union!**

(phone) 709.754.0700
(toll free) 1.800.563.4442
www.nape.ca

NAPE

NAPE Launches Facebook Page for Home Care Workers

The NAPE Facebook page, which was officially launched on June 17, can be found at: www.facebook.com/NAPEHomeCare.

“More and more of our members are depending on social media to receive and share information about their workplace,” said NAPE President Jerry Earle. “Having a home care specific Facebook page will provide another way for us to interact with our members. It will allow us to provide important information and updates about NAPE with our home care members.”

“It also means home care members from across the province can more easily communicate with one another and provide feedback to the union.”



Find us on:
facebook®

Have you filled out your membership card?

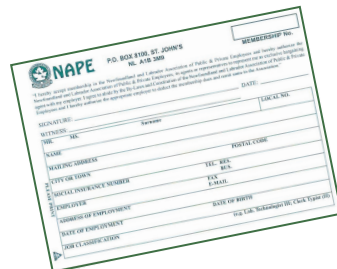
It is important that you fill out and submit your NAPE Membership Card. The card is your proof of membership, entitles you to vote in NAPE elections, and ensures that your union has your most up to date contact and employment information.

To receive a NAPE membership card, or to update your contact information, please contact our Membership Department at:

709.754.0700,

toll free at 1.800.563.4442

email: ebrowne@nape.ca



Questions about bargaining?

Please contact the following NAPE Employee Relations Officers (EROs):

David Healey
(709) 570-2475
dhealey@nape.ca

Trevor King
(709) 570-2472
tking@nape.ca

SPRING 2015

Home Care Worker NEGOTIATIONS UPDATE

“His life is better because of home care.”

Home Care.
It's Everyone's Concern.

NAPE

Letter from the President

Update on Negotiations

Dear brother / sister,

Over the past few years NAPE has been co-ordinating Home Care negotiations to have home care collective agreements expire at the same time to increase our bargaining strength for you.

Currently, NAPE represents over 4,000 Home Care and Youth Care workers (hereafter :Home Care workers) across Newfoundland and Labrador.

Your bargaining teams, with the help of our dedicated and experienced negotiators - NAPE Employee Relations Officers (ERO) Trevor King, David Healey, and Christina Kennedy – have been working hard to reach fair collective agreements for home care workers. This process has been long and difficult. We understand that you may be confused or frustrated by the process, but we are doing everything in our power to reach the best collective agreements possible.

Part of the bargaining process is ensuring that what is discussed at the bargaining table is not made public so both sides can focus on reaching a deal at the table and not on battling each other in public. This is why neither the Union nor the members of the bargaining teams can share information about what is happening at the table. It is an essential part of negotiating in good faith.

As you are probably aware, there were no additional funds provided for home care salaries in the recent provincial budget. The home care agencies rely on government funding to provide their home care service and pay wages and benefits. This has meant that many of the negotiations have reached a standstill. As a result, NAPE has applied for conciliation to help move the process forward in hopes that we can reach collective agreements that will be acceptable to you.

Conciliation is the process of intervention in collective bargaining by a neutral third party knowledgeable in effective negotiation procedures. This third party is called a "Conciliator." This person helps employers and trade unions reach a collective agreement, but has no authority to make decisions.

While the need for conciliation is not always necessary, it is a normal part of collective bargaining.

In the event that the parties are unsuccessful in conciliation, and the officer has determined that the parties are at a stalemate, the officer will write a report to the government. This report triggers a 15 day count down for the parties to be in position to take a strike vote or initiate a lock-out.

This does not mean there will be a strike or lock-out. It is a part of the process that is necessary when bargaining stalls. I can tell you personally, and on behalf of our bargaining teams and negotiators, that we are fully committed to reaching a deal at the bargaining table, if that is possible. However, it takes both the union and the employer to reach an agreement. While the employers have, by and large, been willing partners in the bargaining process, they will need to go that extra mile to reach an agreement. A strike is an absolute last resort and can only happen based on a majority vote of the individual home care members. We are not at that stage and we hope we never will be. I wanted to be transparent and clear with you on how this process works so you can have the information that you deserve as a NAPE member.

A schedule of when each home care group/agency met and where they are in terms of the collective bargaining process, including conciliation status, is outlined below this letter.

We are hopeful that an agreement can be reached.

I should also make it clear that government has a role to play in reaching collective agreements for home care workers since government funds the home care system. We have been meeting with government officials and putting pressure on them to increase funding for the home care system to ensure that home care workers get the compensation and benefits that they deserve.

Home care workers play a vital role in our province's health care system and they should be treated with the dignity and respect that comes with that role.

In the past month, I have met with the Premier, the Minister of Health and Community Services, the leader of the Official Opposition, and the leader of the NDP and discussed the importance of home care workers to our province and the need to reach fair collective agreements in the immediate future.

To date, we have not been able to get a commitment for additional funds for home care from this government.

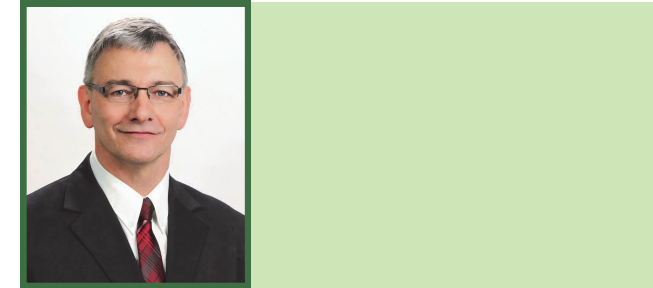
I will continue to lobby on your behalf for the respect and compensation that you truly deserve.

We very much appreciate your patience and support. As we move forward with negotiations, we will provide further updates.

In solidarity,



Jerry Earle
NAPE President



The **Group of 17** represents the following Home Care Agencies: A Better Living, Bettercare, Comfort Home Care, Compassion Home Care, Exploits Home Care, Helping Hands, Maximum Home Support, Notre Dame Compassionate, Provincial (Central), Provincial (Eastern), Quality Home Care, Rosemore Home Care, Total Nursing Care, Your Home Care Services, Loving Hands, Serenity Home Care, Horwoods Home care

Negotiations for the **Group of 17** took place on January 12-14, February 2-3, March 9-11, and May 26-28. The Group of 17 is currently referred to conciliation.

Caregivers represents the following: Blue Sky and Caregivers Inc.

Recent negotiations for this group took place on June 11 and 12. Currently referred to conciliation.

Tender Loving Care

Currently in conciliation.

South Coast Home Care

Negotiations took place on June 18 and 19. Currently referred to conciliation.

All Care Home Support

Negotiations took place on March 4. Currently referred to conciliation.

Best of Care

Negotiations took place on February 2 and 9. Currently referred to conciliation.

Angel's Touch Home Care

Negotiations took place on February 23. Currently referred to conciliation.

Caring Hands Home Care

Currently referred to conciliation for June 17.

Placentia Home Care and Home Sweet Home

Finalized Negotiating Team for both agencies, Have not met with employer, currently referred to conciliation

In Home Health Care

Negotiations took place on March 6. Currently referred to conciliation.