

THE COMMUNICATOR

SUMMER 2017



NAPE Says “Be Proud. Buy Local”

details on page 7

NAPE

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MESSAGE FROM THE PRESIDENT



Jerry Earle, NAPE President

Sisters and brothers,

Two years ago, I was honoured to be elected president of NAPE. Since that time it has truly been a privilege to serve you. Together with NAPE Secretary-Treasurer Bert Blundon, your Board of Directors, our dedicated staff, and the front-line Local Officers and Shop Stewards who are the backbone of our union, we have made tremendous strides.

Since my election, NAPE has successfully negotiated 54 contracts - without any labour disputes.

And we have had success with many of the arbitrations and grievances we have undertaken on behalf of members.

When you elected me, I promised to improve communications within our union. I believe we have made great progress on this front.

NAPE has launched campaigns explaining the value of our members' work in both the public and private sectors.

We also aired an education campaign about the downside of privatizing public services.

And we ran a pushback campaign against the Liberal government's long list of broken promises and last year's devastating provincial budget.

We've launched a popular Facebook page with more than 6000 followers as well as a separate page just for home care workers.

And we've created a comprehensive membership handbook for new members.

Another commitment I made to you was to get out of the office and visit as many workplaces as I could to meet members in their home communities and hear from them directly.

I have done my utmost to stay true to my word – travelling from Clarendville to Corner Brook and from Grand Bank to Labrador City – and points in between. I have made site and community visits a priority because I firmly believe it's important to stay connected to members and to hear from you directly about the issues you face every day.

I will continue to travel and meet with you in the weeks and months ahead.

Unfortunately, I'll never get to visit every workplace or meet every one of NAPE's 25,000 members. In fact, thousands of NAPE members – like those who work in home care – don't have public worksites.

That's why one of the first things I did after I was elected was have a survey sent to every member so each of you would have an opportunity to provide valuable feedback and input on your union. Your responses to that survey help shape your union every day.

One issue I have heard consistently throughout my travels and discussions with members is that there's a lack of educational opportunities for our members. That's why we've launched a series of videos answering some of the most common questions members have. You can find them on NAPE's website — <http://www.nape.ca/education/educational-videos/>

Another thing I'm hearing from members is how hard it is to make ends meet with increased taxes and the rising cost of living. That's why I thought it was important to launch a discount program for our members. The NAPE Advantage program is still in the early stages, but already there are some very good deals for members. Check them out here — <http://www.nape.ca/member-services/advantage/>

We have a busy year ahead – Finalizing contracts for our public sector members. Coming together for our Biennial Convention to set our course for the next two years. Entering negotiations for our home care members – to name just a few of the larger items on our agenda.

Our best chance for success is to continue to stand together in unity. We must maintain our defense of public services and those who deliver them – for ourselves, for our seniors, for our children, for our communities.



It is an honour to represent more than 25,000 working people, to be the president of your union. When I enter your workplaces, when I stand in front of groups to speak, I am humbled to have been entrusted with this tremendous responsibility. I don't take it lightly. And I won't let you down.

As always, I welcome your questions, comments, concerns, and suggestions.

Your union is only as strong as its weakest link. That's true at the bargaining table, and it's true when we fight to protect jobs and communities.

Now more than ever it's important for us stand together – to protect our families, our communities, our province, and the crucial public services we provide.

United, we cannot be defeated.

In solidarity,

MESSAGE FROM THE SECRETARY-TREASURER



Bert Blundon, Secretary-Treasurer

At our last Biennial Convention, I indicated my expectations were that revenue for our General Fund would remain constant or decrease slightly. Our total revenue did decrease by \$45,000 from \$12.471 million in 2015-16 to \$12.426 million for the fiscal year

ending March 31, 2017. Our total expenditures, however, fell by \$752,000 from \$11.513 million in 2015-16 to \$10.748 million for the fiscal year ending March 31, 2017. For the fiscal year just ending, we have realized a surplus of \$1.664 million.

Our General Fund Balance Sheet also strengthened with total assets increasing by a further \$1.644 million bringing our total General Fund assets to \$14.762 million. Our significant cash assets totalling \$6.712 million grew by \$1.274 million from the prior fiscal year.

Our NAPE building in St. John's was built in the mid-1980s and was in desperate need of an upgrade. Work began in 2015 and we have almost completed phase I and II for a total expenditure of approximately \$3.3 million.

Phase III and IV are about to start, and we are projecting a further expenditure of \$2 million to revitalise our building. I am pleased to report we will not incur any borrowing to complete this project but have instead elected to fund this work from cash on our balance sheet. Surpluses from 2015-16 and 2016-17 have been used to fund the first three phases without affecting our total assets. In other words, our building is worth far more today than it was when we started this project. We have simply converted cash into a physical, hard asset.

I have stated many times that our ability to financially support job action is our greatest deterrent to a strike. Bargaining teams can approach bargaining from a financial position of strength instead of weakness.

More importantly, our Defence Fund has grown by another \$3 million and stands really to support all collective bargaining with total cash assets of \$32 million. I have stated many times that our ability to financially support job action is our greatest deterrent to a strike. Bargaining teams can approach bargaining from a financial position of strength instead of weakness.

Many of you may recall that after first taking office as your Secretary-Treasurer in 2007, I was charged with the task of paying off

almost \$8 million in debt, increasing an almost depleted Defence Fund of \$1.2 million, and ensuring union dues did not increase. This year's numbers demonstrate that our collective work on those issues has paid off. Not only are we debt free with an impressive Defence Fund and General Fund Balance Sheets, NAPE members enjoy one of the lowest, if not the lowest union dues among any union in Canada. Remarkable accomplishments over such a short time frame.

Unlike the Liberals and the Tories before them, we have worked hard to place NAPE in a strong financial position during the good years, which will carry us financially through the current difficult years. I continue to believe, as I did when first elected that asking members to pay more is not an option. Costs will continue to increase, but we can now use our substantial financial resources to realize increased revenue from investments enabling us to freeze union dues for many more years to come. With 25,000 members and strong financial positioning, our strength is surely in our numbers!

Enjoy your summer!

Bert

PUBLIC SECTOR BARGAINING UPDATE

Minister Bennett hindering collective bargaining process, but NAPE presses on.

On May 15th, at a meeting of the Chartered Accountants Association, Minister Bennett made several unprovoked comments about public sector bargaining. More information on what she said can be found here:

vocm.com/news/no-progress-with-union-talks-says-government

Once again, Minister Bennett has brought issues pertaining to public sector collective bargaining to the media. Such actions do nothing to move things along at the table and only serve to sow distrust between the two parties.

The Minister continues to take a position that only serves to undermine the collective bargaining process, ignoring legislation designed to assist the parties in negotiating a new collective agreement. At this stage, we can only take it that such actions are part of an intentional effort to derail the bargaining process.

We are currently in the conciliation process, despite what the Minister is saying. We have had meetings, we have met jointly with conciliation officers, and we have asked for additional dates with conciliators.

The government was in a rush to enter the conciliation process – now they seem to be in a rush to exit. It really calls into question how committed government is to the process.

We are firmly committed to reaching a deal at the bargaining table, despite the best efforts of the Minister of Finance and this government to rush and disrupt the process.

Our largest group – Hospital Support Staff – did not commence bargaining until May 17. Correctional Officers have not yet met but are tentatively scheduled to do so in July.

What message does this send to these NAPE bargaining groups, our members, or the other public sector unions who are in various stages of the bargaining process?

The Labour Relations Agency has informed us the conciliation process is still ongoing despite what the Minister of Finance has said. We will continue to express our frustration with the contempt government is showing for the independent conciliation process.

At this stage, we are unsure if these are the actions of a minister who simply has no experience in collective bargaining or if she is intentionally trying to derail the bargaining process.

We are also exploring the possibility of taking further action.

Although we are in the early stages of the conciliation process, the Minister has unilaterally suggested we abandon conciliation, which is clearly outlined in the *Public Service Collective Bargaining Act*, and move to what she calls “a more focused process involving a combination of NAPE bargaining groups where the parties can jointly discuss and negotiate all outstanding priority issues at one main table comprised of two committees...”

The Minister of Finance has referred to this proposal in the House of Assembly and in the media as “Tier Two Bargaining.” Quite frankly, we are not sure what this is.

The process government is suggesting is not outlined in the *Public Service Collective Bargaining Act*. It is also clear from the employer’s letter on the subject and from multiple comments made by the Minister of Finance in the media and the House of Assembly that this process would focus on the employer’s issues / proposals only.

This is not bargaining. What government is suggesting is a process for considering a series of one-sided demands – the employer’s demands.

We have since responded to this request outlining NAPE’s willingness to work within the *Public Service Collective Bargaining Act* and continue the conciliation process, which is still in its early stages.

NAPE is firmly committed to reaching a deal at the table. While we do not believe conciliation services were needed at this stage in bargaining, we are doing everything in our power to work with the conciliation officers to move the process forward.

At this stage, we are obligated to wait and see how the conciliation process plays out.

At this stage, we will have to wait and see how the conciliation process plays out.

We will continue to update the members on bargaining to the extent that we are able, throughout the process. Updates will be sent to Local Officers and Shop Stewards for distribution, posted on the NAPE website, and on Facebook.

PROVINCIAL BUDGET

While there were no large-scale cuts or layoffs announced, our greatest concern with this year's budget is that it sets the provincial government up to make cuts and layoffs later in the year.

Prior to budget day, we were all bracing for the worst – living under a dark cloud fearing what was going to come next – layoffs, cuts, closures, etc. We have heard from so many of you about the stress and strain this has caused for you and your families. While most of us heaved a momentary sigh of relief when the budget was made public, unfortunately we aren't out of the woods yet.

Still Feeling Sting of 2016 Budget

While the 2017 budget was not as bad as the 2016 budget in terms of its immediate impact, there are many pitfalls and question marks about what the impact will be for our members and the services they provide.

The repercussions of last year's budget on our members, public services, and the local economy have been severe and are still being felt. This budget does little to nothing to undo that damage.

In fact, government's own budget documents show many key economic indicators will continue to spiral this year. GDP, oil production, housing starts, employment, population, and household income, to name a few, are all set to decline further in 2017-18.

Saved by Oil

Despite the damage caused by last year's budget, the government was mainly able to hit its targets this year thanks to the higher price of oil and other increased revenues (for example, the levy and gas tax).

'Wait and See' Budget

While there were no immediate layoffs announced in the April budget, the Minister would not commit to no layoffs in the coming months.

It is clear this government didn't want to suffer the political and economic consequences of the approach it took last year. Instead, it decided to be as elusive and short on details as possible.

Through all the smoke and mirrors, however, it is clear this government is tying a lot of its "savings" to collective bargaining – plain and simple.

From the budget speech:

As we proceed, it is important to manage government benefits and salaries as they are a significant expenditure of the Provincial Government totaling \$3.3 billion.

In recognition of our challenging fiscal situation, our government will propose legislative changes to implement a wage freeze for management and all non-union employees for the current fiscal year. This includes core government and agencies, boards and commissions.

As we have said all along – NAPE will bargain fairly, respectfully, and collaboratively. But the benefits and rights we've fought for decades to obtain are not for the taking.

We will have to wait and see how the conciliation process plays out. NAPE's leadership, our bargaining teams, and our negotiators are fully

Axe Has Already Fallen

In fact, the axe fell on May 5, when College of the North Atlantic announced it will be suspending seven programs in September. Eleven permanent positions are gone, and thirty-four contractual faculty will also lose their jobs. Most of those affected are NAPE members. This happened just days after the College released its modernization plan, which Gerry Byrne, minister of Advanced Studies, Skills and Labour, had indicated would not result in job losses.

As NAPE President Jerry Earle has told the media, most of these cuts are in rural communities, which can't afford to lose decently paid jobs and quality post-secondary programs. Earle blames college leaders for failing to do more to educate the public about the programs, and to recruit potential students.

Just five days later, five positions at the Marine Institute's Offshore Safety and Survival Centre were also cut.



NAPE President Jerry Earle conducts media interviews in reaction to the provincial budget in the lobby of Confederation Building.

committed to reaching a deal at the bargaining table. We hope the government has the same goal.

Devil in the Details

Agencies, Boards, and Commissions (for example, the NLC) – excluding the regional health authorities and education boards – are expected to find \$42 MILLION in savings this year.

Healthcare funding has increased by 1%. This is essentially a freeze / reduction when you factor in the rate of inflation at 3% plus. It will be up to the healthcare authorities to try to do more with less.

The government has also budgeted for savings of approximately \$100 MILLION in salaries and benefits for this coming year. At this stage we have no information about how they plan to hit that target.

Whatever this government has planned down the road, let's be clear — NAPE will stand up and fight for every single job and for every service.

There is strength in the union — in our solidarity. We will not sit back and watch jobs and services suffer death by a thousand cuts.

Other Highlights

The budget did contain some good news. As we all know with these announcements, we'll have to wait to see if they are acted on. Some examples include:

- \$500,000 to begin planning for the construction of a new court complex in St. John's

- \$450,000 to address the increasing demand on the Supreme Court of Newfoundland and Labrador, Family Division in St. John's

- Approximately \$370,000 to strengthen the court system in Labrador, which includes creation of four permanent positions (three sheriffs and one court manager) in Happy Valley-Goose Bay

- \$100,000 to move planning for the replacement of Her Majesty's Penitentiary forward

- An increase of \$500,000 to provide additional student assistant hours to further support the Inclusive Education Initiative

- \$7.5 million to advance replacement of the Waterford Hospital

NAPE Continues to Monitor

This is by no means a comprehensive review of the provincial budget. We will be monitoring the fallout going forward. With that said, we will not sit idly by and watch this government make decisions that negatively affect the public services of this province and the dedicated and hardworking members of our union who deliver them.

Communications

NAPE Says “Be Proud. Buy Local”

In December of 2016, NAPE launched an advertising campaign encouraging the people of the province to support local businesses and the workers who make them tick. The ads ran province-wide on television, radio, and Facebook.

NAPE President Jerry Earle explained the campaign this way: “We have all seen some distressing stories in the media about local businesses closing their doors. Local businesses are the engine of our economy. We wanted to do something to encourage people to support them and the workers in their communities who create world-class goods and services. While this campaign focusses on NAPE members and the businesses that employ them, the broader goal is to support our local economy by encouraging people to buy local.”

Unlike money spent online or on businesses that don’t operate directly in our province, every time someone chooses to spend their dollars on

The people of this province have a strong tradition of standing up for one another when times are tough. The Be Proud. Buy Local campaign is NAPE’s way of pitching in to help support the local economy.



goods and services made right here in the province, that money stays and circulates in the local economy. It is money that goes toward supporting local workers and their families – members of our community. From small ‘mom and pop’ shops to national companies that produce goods and services here in the province, buying local is good for our economy.

This campaign also shines a light on NAPE members who work in the private sector. Many people may not realize NAPE unites and represents over 5000 workers in the private sector across the province. These are people in our communities who proudly produce union-made goods and services for an array of businesses, including Purity Factories, Browning Harvey (Pepsi), Safety NL, Comfort Inn Airport and Clancy’s Kitchen, Country Ribbon, and Labatt.

Stay informed! Check in with the **NAPE** website regularly for updates, and sign up for email updates from www.nape.ca.



Comfort Inn Airport and Clancy's Kitchen & Bar are locally owned and operated. From airport shuttle service to events with a local flair — and everything in between, Comfort Inn Airport takes care of the million little things.

Safety NL has been keeping people safe at home, at work, and on the road for over 60 years. Safety NL provides driver education, occupational health and safety training, and community safety programs. As a not-for-profit, when you choose Safety NL your support goes back into safety-related services and community programs throughout Newfoundland & Labrador.



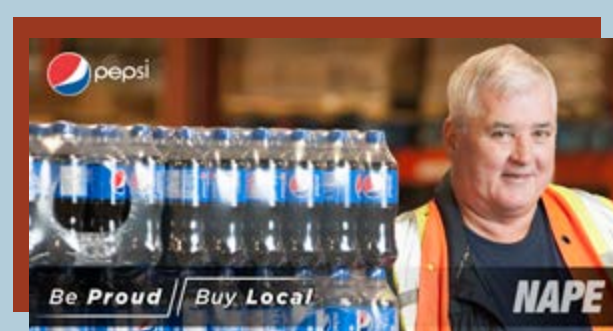
Country Ribbon produces quality products for every occasion. Everything from fresh chicken to flavored wings and nuggets. Freshest, 'cause it's raised right here.

Labatt is all about local people making your favorite beer — Bud Lite, Michelob Ultra, and Budweiser — along with traditional favorites like Blue Star and Jockey Club. Labatt — good things brewing in Newfoundland and Labrador since 1962.



Purity Factories creates quality biscuits, crackers, cookies, syrup, candy, and of course — hard bread. Purity — the flavour of our province since 1924.

Browning Harvey proudly produces Pepsi, Schweppes, and Crush flavours right here in Newfoundland and Labrador. Browning Harvey — the taste of home since 1931.



Step Up Awards

Every day, in communities across Newfoundland and Labrador, NAPE members provide vital public services and produce world-class goods and services. The work they do contributes greatly to the functioning and prosperity of our province. But, their contributions don't end there.

Thousands of NAPE members give freely of their time, effort, and energy to volunteer in their workplaces and their communities.

It is the volunteer members on the frontline of the union movement who are the first line of defence for working men and women across this province. They truly are the backbone of NAPE and are the key to our union's success.

Every day, NAPE members step up for their fellow union members. They step up for their communities. They step up for causes and organizations that depend on their time and energy to do the important work they are tasked with completing.

NAPE wants to recognize the indelible mark our members are making through their volunteer work. So, two years ago, we created the Step Up Awards.

The Awards are broken up into two categories for each region. The NAPE Activist Step Up Awards are given to NAPE members who embody and exemplify the spirit and goals of the union through their union volunteerism. The NAPE Community Volunteer Step-Up Awards recognize the exceptional contributions NAPE members make through their volunteer work in the community.

Each year a maximum of 10 awards are presented — one for a NAPE activist and one for a community volunteer — in each of the following five geographic regions: St. John's Metro, Eastern, Central, Western, and Labrador.

On April 23, a ceremony was held to hand out the 2017 Step Up Volunteer Awards to this year's recipients. The event coincided with National Volunteer Week.

I would like to congratulate these amazing volunteers for their efforts. They truly are an example of the incredible impact volunteers have in our communities and our workplaces.

– NAPE President Jerry Earle





The awards were presented at a special event evening in St. John's. The winners' names will be displayed at NAPE's head office on a plaque. Winners received a plaque and a distinctive lapel pin. NAPE also made a donation to an organization or charity of each winner's choosing.

The recipients of this year's Step-Up Awards are:

Labrador

Union — Trina Reynolds, Local 2102
Community — John 'Craig' Porter, Local 2103

Western

Union — Keith Kean, Local 1804
Community — Finton Gaudette, Local 1404

Central

Union — David Dillon, Local 4102
Community — Wayde Thompson, Local 3301

Eastern

Union — Glenys Beesley, Local 5205
Community — Victor Lundrigan, Local 9102

St. John's

Union — Lisa Williams, Local 7104
Community — Jerry (Jerome) Dunphy, Local 7104



Recipients of the 2017 NAPE Step Up Awards



Know a NAPE member who's an incredible community volunteer or union activist? Consider nominating them in 2018!

Law Firm That Billed Government Almost \$200,000 Donated to Liberal Party in 2016

Records released to NAPE under the *Access to Information and Protection of Privacy Act* (ATIPPA) show the provincial government paid out over \$50,000 to McInnes Cooper law firm during the fall of 2016. That brings the total for services rendered thus far to \$195,002.53. And there will be more billings to come as bargaining continues.

Last year, the government hired McInnes Cooper, as well as a crisis management and communications specialist with strong ties to the Liberal Party, to deal with public sector negotiations. The contract means the province is spending \$350 or more per hour on public sector negotiations.

This arrangement is further complicated by the fact that McInnes Cooper has donated to the Liberal Party of Newfoundland and Labrador as recently as fall 2016.

McInnes Cooper bought a table at the \$500-per-plate Liberal fundraiser in September. It is truly disconcerting to know some of the taxpayer funds being wasted by this government for outside legal counsel are being funneled back to the Liberal Party via political contributions.

All of this raises serious red flags about who is getting these lucrative government contracts — without tenders From library reviews to Muskrat Falls to P3s to public sector bargaining and everything in between, this sort of ‘pay-to-play’ arrangement casts a shadow over the entire political process.

Province Must Reinstate 24-Hour Snow Clearing

All winter, the government has insisted there was no reduction in highway snow clearing services compared to last year. This is categorically incorrect, and the people of the province have seen through this falsehood.

In fact, 24-hour snow clearing was eliminated from 13 routes across the province — from Pitts Memorial Drive and the Outer Ring Road, St. John's to Clarendville, Notre Dame to Grand Falls-Windsor, Deer Lake to Corner Brook, and Corner Brook to Stephenville. This is essentially the main artery of the island portion of the province. We have heard from countless people across the province, including from our own members, that the level of service provided this year is less than previous years. This posed a serious risk to the motoring public that depends on adequately cleared and salted roads to get to work and during emergency situations.

Reducing 24-hour snow-clearing to an ‘on call’ basis has created a number of issues that are of immense concern to our union. Under the new system, snow plow operators need to be reached at home, head into the depots on unsafe roads to get to work, and then get the plow ready and out on the road. This not only poses health and safety concerns, it creates a lag in response time. We also have concerns for the snow plow operators who are being kept on from the day shift as they are on the road for extended periods of time. We have heard some operators understandably experienced burnout.

Despite what the government says, the crews that used to be on 24-hour snow clearing provided a vital service to the people of the province — ready and able at a moment's notice to clear snow, spread salt and gravel, perform maintenance, and spot check for problem areas.

The elimination of 24-hour snow-clearing is just one part of the equation. What we are seeing and experiencing now is the result of years of cuts to the Highways Division of Transportation and Works.

At the end of the day, the message from us is clear: reinstate 24-hour snow-clearing, and give our members the resources they need to do the job right — not just for their sakes, but for the sake of the people of the province who travel our province's highways.

NAPE Advantage Program

There are many advantages to being part of a union — the protection of having a collective agreement and solidarity with other union members are just two. Many of the benefits and standards won for our members are enjoyed by all workers today such as minimum wage, health and safety regulations, and paid overtime.

In 2016, unionized workers in Canada earned on average \$5.28 an hour more than non-union workers. Women with unions earned more too — an average of \$7.10 an hour — and got paid more fairly. Workers under age 25 earned an extra 27% if their jobs were covered by a union contract.

That's the power of negotiating as a group.

While NAPE's main goal is to negotiate better agreements and protect the rights of our members, we also strive to find ways to improve your lives outside of work.

To help achieve that goal, we created a discount program — the *NAPE Advantage Program* — for our members.

The *NAPE Advantage Program* is designed to be mutually beneficial: NAPE supports members by helping to reduce their daily expenses, while businesses increase their customer base. It's a win-win situation.

A listing of Advantage Program participants is included in this issue of *The Communicator* and on our website here.

<http://www.nape.ca/wp-content/uploads/2017/05/Advantage-Discounts.pdf>

This is the initial phase of the program launch. We are continuously looking to add businesses to the program. If you know of a business that would be interested in participating, please ask them to contact NAPE.

How do members get a discount?

The process is easy:

Step 1: Show your NAPE card

Step 2: Get a discount

We will continue to build upon and grow this discount program for members in the weeks and months ahead. We will post updates on our website and Facebook page.

Our goal is to help members keep more of their hard-earned dollars in their pockets.





Art and Framing

Art & Frame Shoppe

15% off framing and 10% off framed art
St. John's (Avalon Mall)
www.newfoundlandart.net
709-738-0360



Automotive

Hickman Automotive Group

Preferred pricing structure – Vehicles will be sold to NAPE members at 4% over cost or best available price – whichever is lower. Offer extends to family members living at the same address. Specialty and low-volume vehicles may not be included in offer. All Hickman's locations province-wide
www.hickmangroup.ca/DealerLocations
709-726-6990

Clothing

Gentleman B Lifestyle Apparel

Tax off all regularly priced items
43 Toulette Drive, Grand Falls-Windsor
709-726-6990

Sparckily Apparel

15% off regularly priced items
564 Water Street, St. John's
www.sparckily.ca
709-221-2920

Cellular

Eastcom

15% off regularly priced accessories
978 Topsail Road, St. John's
www.eastcom.ca
709-682-2355



Telus – Going Mobile Wireless

30% off your choice of phone plans. Up to \$400 off new phone pricing.
342 Freshwater Road, St. John's
[Click here for details](http://www.goingmobilewireless.ca)
www.goingmobilewireless.ca
709-576-4100



Computer

Micro-Tech

25% off all service, labour, and iPhone / iPad / laptop screen replacements
978 Topsail Road, Mount Pearl
www.micro-tech.ca
709-368-6608



Insurance

Johnson Insurance

Group home / auto rates including extra group benefits and no interest or service charges
10 Factory Lane, St. John's
www.johnson.ca
1-800-772-1545



Hair and Beauty

Hair Strand and Spa

10% off services on Friday
1306 Topsail Road, Paradise
709-782-2887



Home

Carpet Clinic

15% off domestic carpet and upholstery cleaning
St. John's
709-739-5533





Dulux Paint

25% off all regularly priced paint
All locations in Newfoundland & Labrador
www.dulux.ca/diy/store-locator/ca/newfoundland-and-labrador



Paint Shop

10% off regularly priced merchandise. Some exceptions may apply, such as surface flooring and net-priced products.
All locations in Newfoundland & Labrador
www.thepaintshop.ca/locator.asp



Services

Safety NL

10% off registration for driving or motorcycle courses
Driving school locations: Labrador West, Conception Bay North, Mount Pearl
Motorcycle course locations: Corner Brook, Grand Falls-Windsor, Mount Pearl
Must register by phone or in person. Offer extends to family living in the same household.
www.safetyservicesnl.ca
709-754-0210

Custom Dry Cleaners

13% off service fee
50 Mundy Pond Road, St. John's
709-722-4888
www.customdrycleanersnl.com

Travel and Accommodations

Dorset Country Inn

15% off
3 Hoskins Terrace, Baie Verte
709-532-8075



Choice Hotels

Up to 10% off published rack rates at each participating Choice Brand hotel on an available-room basis
www.choicehotels.ca
All participating locations worldwide
[Click here to book](#)
Includes NAPE employers Comfort Inn Airport and Quality Hotel Harbourview

E and B Travel Service

25% off service fee
www.eandbtravelservice.ca
709-728-8803

Uniforms & Work Clothes

Uniform Shop

10% off uniforms. 15% off when purchasing more than one uniform at a time.
230 Torbay Road, St. John's
www.uniformshopplus.com
709-576-2228

Work Authority

15% off all regularly priced merchandise
Village Shopping Centre, St. John's
www.workauthority.ca
709-747-9454

Wellness

Elements Yoga & Wellness Inc.

10% off all services
12 Gleneyre Street
info@stjohnsyoga.ca
www.elementsyogawellness.ca
709-325-5479



Rest In Peace: Rowena Best



It is with a heavy heart we inform you of the passing of Sister Rowena Best after a long and courageous fight with cancer.

Rowena passed away peacefully on March 9 surrounded by her loving family and friends.

Rowena was a long-time NAPE activist, serving as an Employee Relations Officer (ERO) since 2003.

Prior to that, Rowena served on NAPE's Board of Directors for a decade, rising to Eastern Vice President. Before joining NAPE's staff, Rowena was an LPN in Placentia.

Rowena was an incredibly kind soul whose smile and positive attitude would light up a room. Regardless of the toll her sickness took, she was always happy and quick with a smile. She was also a fierce advocate for working people in this province.

She is gone. but she will not be forgotten.

NAPE President Challenges Government to Reinstate Adult Basic Education (ABE) at College of the North Atlantic

On May 3, our President Jerry Earle issued a public challenge to the provincial government – reinstate Adult Basic Education (ABE) at College of the North Atlantic.

Earle was responding to a tweet from the Minister of Advanced Education, Skills, and Labour:



Gerry Byrne @Gerry_Byrne · May 2

Results of extensive review of CNA operations show removing Adult Basic Education were not based on sound financial evidence @CNA_News

When ABE was privatized in 2013, NAPE joined students in denouncing the move, saying it would cost more and deliver less. Ultimately, NAPE was proven right.

Government documents released through an Access to Information Request in 2016 showed the cost of operating Adult Basic Education has risen significantly, while enrolment in the program has plummeted since the program was privatized in 2013.

According to the data released, program costs increased by 31%, while enrolment declined by 30%. In some cases, tuition fees have more than quadrupled since privatization.

There are other negative outcomes from privatizing ABE. According to President Jerry Earle, "Cutting ABE from College of the North Atlantic has also had a negative impact on our public college system as a whole. We have heard from countless faculty members that the ABE program served as a 'feeder program' for the College. Students would move into other College programs after graduating from ABE."

The Minister was quick to respond to Earle's challenge. On May 10 the media reported Byrne as saying it was a mistake to cut the College of the North Atlantic's ABE program, and his department is seriously considering bringing it back.

NAPE will continue to keep the pressure on this Minister and this government to do the right thing and reinstate ABE at College of the North Atlantic.

NAPE Calling on Minister of Health, CEO of Eastern Health to Reduce Ambulance 'Red Alerts'

NAPE President Jerry Earle has publicly called on the Minister of Health and the CEO of Eastern Health to address the current and ongoing issues related to a concerning level of ambulance service Red Alerts in the St. John's Metro region.

A Red Alert happens when there are no ambulances available to respond to calls. A Level 1 Red Alert occurs when an ambulance is not available and a call comes in during that period. A Level 2 Red Alert occurs when an ambulance is not available and no calls come in during that time. Emergency calls are prioritized during a Red Alert, and some routine calls may be delayed until an ambulance becomes available.

According to information in our possession, there were an alarming 372 Red Alert incidents in the area serviced by the Health Sciences Metro Ambulance Service in 2016 alone. In other words, there were 372 times in the past year when an ambulance was not immediately available to respond to a call. Of those 372 Red Alerts, 196 were Level 1 for a combined 4303 minutes, which is approximately 71 hours. 96 of those Level 1 calls were emergency calls. In total, there were 124.5 hours of Red Alerts in 2016 – roughly 5 days total.

This is a service where every second counts. Every Red Alert is a situation that could mean life or death. The goal must be zero Red Alerts. The government and Eastern Health must provide the resources to allow our members to make that goal a reality.

In 2015, the provincial government and Eastern Health released the results of an external review by Pomax Consulting Inc. (the Pomax Report). The Pomax Report was a comprehensive review of Eastern Health's paramedicine services. The Report made a number of key recommendations and identified timelines for implementation that would improve paramedicine and medical transport issues, including reducing Red Alerts. Clearly Eastern Health and the provincial government still have work to do

The number of Red Alert incidents must be addressed immediately. Anything short of that is unacceptable.

– NAPE President Jerry Earle

Day Of Mourning



On April 28th more than 100 countries mark the Day of Mourning for workers injured or killed on the job. And it all started in Canada in 1991 when the federal government passed the *Workers' Mourning Day Act*, in response to lobbying by the Canadian labour movement.

On April 28th, we remember, we mourn, and we commit to making our workplaces safer for everyone.

In the last five years alone, three NAPE members have tragically lost their lives as a result of workplace accidents.

Across the province, NAPE members attend Day of Mourning ceremonies, laying wreaths to pay tribute to these workers and to all who have lost their lives or been injured on the job.

We must all work together every day to ensure our workplaces are safe, because one life lost is one too many.

Fight for the living. Mourn for the dead.



Solidarity for striking Unifor 597 workers

On January 12, NAPE President Jerry Earle and Secretary-Treasurer Bert Blundon attended and spoke at a rally in support of locked out Unifor Local 597 aerospace workers at D-J Composites in Gander. There was a great show of support from NAPE members in the area as well.

Along with messages of support and solidarity, Brothers Earle and Blundon presented the locked-out workers with a donation of \$2,500 on behalf of NAPE's membership.

NAPE hopes our support and donation will help strengthen the resolve of the workers in the face of such unfair treatment by their employer.

We know when these workers stand up to employers like D-J Composites, they're not only standing up for themselves or their families – they're standing up for their community, for fairness and respect in the workplace, and for all workers.



Moving Crown Lands to Corner Brook Makes No Sense

As a result of government's announced reorganization of government departments, the Agriculture and Lands Branch has been made part of the Department of Fisheries and Land Resources. Consequently, the Crown Lands office and staff — approximately 40 people — are being moved to Corner Brook. This move makes no sense from a service delivery or cost perspective.

NAPE has spoken to our members on the ground in the Lands Branch, particularly in Crown Land. And according to them, this move makes no sense. At a time when government says it is trying to save every penny, moving this service to Corner Brook will come at a big cost.

A significant portion of real estate transactions in the province requires some interaction with this office. This move will make it more difficult for professions that rely on the services provided by this office, particularly lawyers, real estate agents, title searchers, and surveyors. This has the potential to lead to increased costs and delays for the public. We are still trying to figure out the rationale behind this move and what the full scope of impact will be. To be honest, we think the government is in the same boat. We really don't believe they thought this one through.



Our president, Jerry Earle, has expressed concern for the 40 families who will have to uproot and move to the other side of the province. According to Earle, "These workers have been given little to no information since the announcement was made. We are pressing the employer for answers to these workers' questions but have had little luck at this stage. This entire situation and how it has been handled has created a significant amount of stress and strain on our members and their families."

NAPE has publicly called on the government to reverse this decision as we firmly believe it will not be cost effective and may lead to a degradation of the level of service currently relied upon by professionals and the public alike.



BARGAINING UPDATE

Since the last *Communicator*, the following bargaining units have successfully negotiated new collective agreements. Thank you to the bargaining teams for their efforts, and congratulations on your success!

- Grand Bank Recreation Commission
- Karwood Retirement Retreat
- Postville Inuit Community Government
- Pouch Cove Town Council
- Public Service Credit Union
- Stephenville Town Council

GOVERNMENT SHOULDN'T PUT A PRICE ON CHILDREN'S SAFETY

Mechanics falsifying safety inspections for school buses. Employers failing to ensure bus drivers complete safety courses. Buses failing inspections by Service NL

Highway Enforcement Officers — NAPE members who should be commended for their vital role in ensuring children's safety.

Maybe it's time to make school busing a public service across the entire province.

We don't seem to have any of these problems in areas where the school bus service is publicly run.

When profit enters the equation — something has to give. Our children's safety is not worth the risk.



HAVE YOU SIGNED YOUR MEMBERSHIP CARD?

It is important you fill out and submit your application for a NAPE Membership Card. The card is your proof of membership, which entitles you to vote on your contract, vote in NAPE elections, and ensures 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 by calling **709-754-0700** or **1-800-563-4442**, or by emailing ebrowne@nape.ca.



KIDS EAT SMART RECOGNIZES NAPE'S CONTRIBUTIONS WITH SILVER PARTNER AWARD



On June 8, NAPE President Jerry Earle and Secretary-Treasurer Bert Blundon proudly accepted the Silver Partner Award from Kids Eat Smart on behalf of NAPE members.

Twenty-five years ago, when the idea to create a foundation to support the nutrition of school-aged children our province was first conceived, everyone involved knew it would be an expensive undertaking. NAPE members stepped up with a \$100,000 donation. That seed money was used to start Newfoundland and Labrador's school-based nutrition program and what is now known as the Kids Eat Smart Foundation.



NAPE was there at the beginning, and we're still here. NAPE and its members have continued their support as Kids Eat Smart has grown.

In 2016 alone, NAPE donated \$10,000. To add perspective, that single donation covered the cost of 10,000 breakfasts for children across Newfoundland and Labrador.

2017 is NAPE's 25th anniversary of partnering with this initiative. Stay tuned for more exciting news!



Long-Time NAPE Accountant Beulah Evans Retires



On January 20, 2017, after an astonishing forty years of service, NAPE accountant Beulah Evans retired. Well known to many NAPE activists, Beulah was respected for her helpfulness and professionalism. We wish her well in this next exciting chapter of her life.

Do you have a high school student graduating in 2017?



High school students graduating in 2017 who are dependents of NAPE members can apply for one of twenty-two \$500 NAPE scholarships. Students must be registered to attend a post-secondary institution full-time in 2017. All that's involved is filling out a short application form and completing a True or False quiz about unions. **The July 15th deadline is fast approaching!**

You can apply here:

<http://www.nape.ca/education/scholarships/scholarship-application/>

EDUCATION AND TRAINING

Union activists are the foundation of a union.

Education is a key component to providing activists with the tools they need to better serve members in the workplace.

Shop Steward Training

The Shop Steward is NAPE's visible presence in the workplace as they are the union officers who work with and interact with members in the workplace and represent them in a specific work area.

Shop Stewards enforce the collective agreement and protect the rights members have acquired through negotiations and other union actions. Shop Stewards are your first line of defense, responsible for enforcing the contract and handling grievances, and for proactively ensuring worksite safety, mobilizing members for the union's political campaigns, orienting new members to the worksite and the union, and more.

NAPE offers training for Shop Stewards on a regular basis. If you're a Shop Steward who hasn't received training, be sure to check out upcoming seminars here.

<http://www.nape.ca/education/shop-steward-training/>

In the past 6 months, NAPE has delivered six Shop Steward Training Seminars to over 150 members.



NAPE Annual Labour School

NAPE consistently offers educational and training opportunities to its members. The annual NAPE Labour School is a large part of that effort.

The Labour School is an opportunity to bring activists together from across the province to share their experiences in the workplace, hear from guest speakers, and participate in educational workshops. The ultimate goal of the School is to provide NAPE activists with the tools they need to effectively represent you.

The 2017 NAPE Labour School was held from June 15th-18th at the Terra Nova Golf Resort, Port Blandford.

Approximately 100 activists from across the province participated in the school, which included sessions on pensions, mental health first aid for adults who interact with youth, advanced shop steward, and collective bargaining.

NAPE LAUNCHES EDUCATION AT WORK VIDEOS

As part of NAPE's commitment to increase educational opportunities for its members, we have launched the Education at Work video series.

These videos feature NAPE activists and staff, explaining a wide range of topics.



Welcome to NAPE

New to NAPE, or have some questions. Join NAPE President Jerry Earle and Secretary-Treasurer Bert Blundon for a quick overview of how your union works.



Women in the Union

Over 60% of NAPE members are women. Eastern Area Board Member Jacqueline Bursey explains what unions mean to women, and how NAPE helps women get involved with their union.



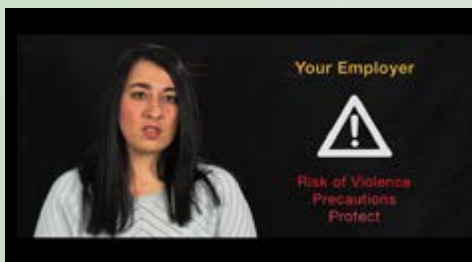
Respect

Everyone deserves a respectful workplace. It's the law. NAPE President Jerry Earle provides an overview of this important issue.



Union Finances

NAPE Secretary-Treasurer Bert Blundon tells you everything you need to know about union finances.



Violence in the Workplace

No one deserves to be the victim of violence at work. Member Natasha Juneja talks about your rights.



The Right to Refuse Unsafe Work

You have a legal right to refuse unsafe work. Health Professional Board Member Daniel Reid explains the dos and don'ts.

EDUCATION AT WORK VIDEOS CONTINUED...



Workplace Harassment

You have legal protection against workplace harassment. General Vice President Arlene Sedlickas explains how that works.



The Grievance Process

So you think your employer is breaking your collective agreement, and you're not sure what to do about it. Employee Relations Officer Trevor King answers your questions.



What to do if You're Injured on the Job

Ever wondered what to do if you or a co-worker are injured? Employee Relations Officer Vina Gould walks you through the process.



The Union Advantage

What are the advantages of union membership? Eastern Vice President Jimmy Lacey walks you through the list. Some might be surprising!



Young Workers

Young workers have it tough, and your union can help. NAPE Young Workers' Committee member Mark Hancock reviews the issues.



Mental Health in the Workplace

Employers need to see mental health as part of occupational health and safety. Member Peggy Newman explores this issue.

Individual videos will be launched on Facebook.

They will also be available at nape.ca/education/videos.

NAPE'S ANNUAL WOMEN'S CONFERENCE



From May 26-28, almost 100 NAPE members representing all regions and components gathered at the Terra Nova Golf Resort in Port Blandford to participate in NAPE's 2017 women's conference, A Woman's Place is in Her Union.

For many of those attending, this was their first women's conference. It provides a great opportunity for those who are active in NAPE to share their experience and knowledge with those who are newly involved, helping them acquire the tools needed to advocate for women and girls.

This year the Women's Committee presented our Athena Award, which is given to an activist who has worked tirelessly on behalf of women, to Sister Sheila Greene.

This conference brings women labour activists together to educate and share experiences about the wide range of issues they face in the workplace and our communities," said NAPE President Jerry Earle. "Every year, the NAPE Women's Committee organizes and puts off this important conference with the goal of building political capacity and activism in the union and the community.

Sheila Greene, QC is NAPE's General Counsel. She is the President of the Canadian Association of

Labour Lawyers (CALL) and a Past President of the Law Society of Newfoundland and Labrador. Sheila was appointed a council member by the Law Society of Newfoundland and Labrador in 2016 and was appointed Queen's Counsel in 2007. Sheila has served as a Bencher of the Law Society since 2000.

She holds a BA from Memorial University, an LL.B. from the University of Toronto, and an MA from York University. She was admitted to the Law Society of Upper Canada in 1989 and the Law Society of Newfoundland in 1990.

Congrats to Sheila on receiving this prestigious award and for her tireless efforts to advance the cause of equality and respect over the years.



Athena Award Recipient, Sheila Greene, QC

Newfoundland and Labrador
Association of Public and Private Employees

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