

# 2021 ELECTION QUESTIONNAIRE

# PARTY RESPONSES



**PREPARED BY:**

**NEWFOUNDLAND AND LABRADOR  
ASSOCIATION OF PUBLIC AND  
PRIVATE EMPLOYEES (NAPE)**

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**NAPE**  
Newfoundland and Labrador Association of Public and Private Employees  
[www.nape.ca](http://www.nape.ca)

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# LETTER FROM THE PRESIDENT

Dear NAPE Member,

Once the writ was dropped for the provincial election, your union sent a questionnaire to all of the parties with a deadline of Monday, February 1.

We did this because we wanted to ensure your union and the members we unite and represent knew where the parties stand on the issues that matter to you, particularly as they relate to your work and working conditions.

The questions cover a range of issues. It was extremely difficult to whittle the list down to a manageable size given the depth and breadth of our membership and the goods and services you create and provide, but we feel that we struck a good balance.

In this package, for your information, we have provided a brief overarching analysis of each party's responses. However, we have also included the responses from each party in their unadulterated and unedited format so you can read them and form your own opinions and, possibly, inform your voting preference based on the responses provided.

We hope you are able to take some time to go through this package and see where the parties stand on a number of important issues.

**We encourage you to get active, get informed, and exercise your democratic right to vote in on February 6 (Advance Polls) or on February 13 (Election Day).**

Information regarding the election; how and where to vote, advanced ballots, candidate list, etc. can be found on the Elections Newfoundland and Labrador website at:

<https://www.elections.gov.nl.ca/elections/>

In solidarity,



Jerry Earle  
PRESIDENT

# QUESTIONNAIRE

## **PUBLIC SECTOR**

Public services and the people who provide them are the backbones of our province – economically and socially. This was apparent in our province's response to the COVID-19 pandemic. In many circumstances, our vital public services helped navigate our province through the pandemic while providing care, support and protection to our most vulnerable.

In recent months, there has been talk, particularly amongst employer and lobby groups, about the need to lay off public sector workers, cut pay, and close some operations.

Can you provide clarity on where your party stands on this matter? In particular, what is your party's position on the following:

1. Does your party commit to keeping all College of the North Atlantic Campuses open during your term?
2. Does your party commit to honouring the NAPE collective agreement 'no layoff' clause?
3. Does your party commit to keeping rural clinics/healthcare facilities open, funded, properly staffed and fully operational if elected?

## **PRIVATIZATION**

If your party forms the next government, will you commit to protecting the following public services from privatization?

- \_\_\_ Long-term care
- \_\_\_ Acute care services, including dietary, maintenance, housekeeping, and security currently provided by the public sector
- \_\_\_ Highway snow clearing and maintenance currently provided by the public sector
- \_\_\_ NLC
- \_\_\_ Motor vehicle registration currently provided by the public sector
- \_\_\_ Registry services (deeds, companies, and securities)
- \_\_\_ Laboratory Services

# QUESTIONNAIRE

\_\_\_ Group Homes currently operating in the public realm

\_\_\_ Air Services (including air ambulance)

In addition to providing a Yes or No answer on each service above, please provide a general overview of your party's position on the privatization of public services.

## HEALTHCARE

The healthcare system in Newfoundland and Labrador is under incredible strain due to a number of factors, including an aging population and poor health determinants. Often, front line workers in our health care system bear the brunt of this strain, mainly as a result of staffing shortages.

In the past year, NAPE has raised concern, conducted numerous interviews, and held several demonstrations across the province about understaffing, working short, vacancies not being posted, refusal of leave, being mandated to stay at work, unmanageable workloads, and related safety issues. These issues have been particularly pronounced in Long Term Care (though these issues are not limited to LTC). These issues have caused significant stress and strain on our members and are affecting the vital care and services they provide.

What concrete measures will your party implement to improve working conditions and outcomes in our public healthcare system?

Does your party commit to completing a staffing review for Long Term Care?

Aside from any general measures to address recruitment and retention issues in healthcare, what measures, specifically, will your party enact to deal with the issue of recruitment and retention of:

Licensed Practical Nurses (LPNs)

Personal Care Attendants (PCAs)

Laboratory Professionals (ie. Medical Laboratory Assistants (MLAs))

# QUESTIONNAIRE

## HOME CARE

Our province has the fastest ageing population in the country. Current demand for care is placing undue strain on the province's long-term and acute-care systems. Home care allows people to remain in their own homes and their own communities. It saves scarce healthcare dollars while providing better overall outcomes.

Despite the vital role home care workers play in supporting our province's seniors and most vulnerable, these workers lack many of the same supports and benefits as other healthcare workers (ie. Health, vision, dental plans, EFAP services, training and upskilling opportunities, etc.). These issues have created problems in recruiting and retaining home care workers.

If your party forms the next government, will you commit to providing additional funding to improve benefits and supports for home care workers?

- Yes
- No

Please provide an overview and specifics of your party's position on this issue.

## SOCIAL WORKERS

Social workers give so much of themselves in the face of overwhelming workloads, threats of violence, expanded responsibilities, and the stress and strain from the emotional and physical toll that their work has on them. Despite these obstacles, these workers continue to deliver the highest level of care, compassion, and support to their clients and their communities.

In a 2020 survey\* of Social Workers:

- 73% said that their workloads have increased by 'a lot' in the past five years.
- 71% said they find their jobs extremely (32%) or very stressful (39%)
- 77% said they do site or home visits alone
- 66% disagreed that their jobs allowed them to have a good work/life balance
- 67% experienced or witnessed violence in the job in the past year alone (2/3 of those were the victims of that violence)
- 55% said they were concerned about their safety at work
- 79% said that their concerns were not being heard or addressed by their employer
- 66% reported their work environment as being toxic
- 79% said that the overall situation for social workers is getting much worse (34%) or getting worse (45%) in recent years

# QUESTIONNAIRE

Social workers across this province struggle to deal with unbearable workloads, massive stress, and toxic workplace environments.

What concrete steps would your government take to improve the working conditions for Social Workers in our province?

## **LABOUR LAWS**

In recent years, the province has had several protracted labour disputes. These disputes have harmed overall labour relations as well as the province's economy. Aside from the labour disputes, this province has made it more difficult for workers to democratize their workplace.

If your party forms the next government, would it commit to introducing:

1. Card check for union certifications
2. Dispute resolution mechanisms for protracted labour disputes
3. A Labour standards/legislation Review
4. Anti-scab legislation

Please provide a clear Yes or No to each point above and provide any additional rationale for your choices that you deem necessary.

## **STUDENT ASSISTANTS**

Student Assistants play a pivotal role in our province's K-12 system.

Before going back to school in 2020, the provincial government increased the hours of Student Assistants from 2.5 to 5 hours per day to ensure that our most vulnerable students had the supports they needed to succeed during a pandemic.

NAPE has heard from Student Assistants that these additional hours have helped reduce the stress and strain on them while also allowing them to spend more quality time with those in their care.

If elected, would you commit to providing the funding required to continue the five (5) hour allocation going forward? Yes or no?

# QUESTIONNAIRE

## CORRECTIONS

In 2019, the Newfoundland and Labrador Corrections and Community Services: Deaths in Custody Review (the Jesso Report) was released. It made several recommendations about changes to the correctional system in our province that would improve outcomes and the lives of all those involved in the system. The report identifies numerous issues with our correctional system and facilities – issues NAPE has been raising for some time and that have been raised in previous investigations and reports.

If your party forms the next government, will it implement these recommendations?

Specifically, will it commit to:

- Improving mental health support systems and pathways in the corrections system
- Building a new correctional facility to replace HMP
- Adding health professional staff
- Improving staff training and increasing staff allocations and presence?

Please provide an overview and specifics of your party's position on this issue.



# NAPE ANALYSIS OVERVIEW

While we won't be getting into a detailed analysis of the party's positions on the various issues in their responses, we thought it important to provide some general comments and analysis for each party for your information. Again, the full responses from each party are in this document so you can read the full responses and form your own opinions.

## We have outlined our brief analysis in terms of:



**"Red Flag"** (negative, possibly negative, or concerning impact on our members, their working conditions, and the goods and services they produce and provide);



**"Green Flag"** (positive, potentially positive, or encouraging impact on our members, their working conditions, and the goods and services they produce and provide).



**"Yellow Flag"** (not enough information, further clarification needed, neither positive nor negative but flagged for potential negative impact on our members, their working conditions, and the goods and services they produce and provide).

## NOTES AND REMINDERS

The analysis is only based on the responses that were sent in. They are not based on any media interviews, party platforms (none of which have been released at the time of writing this package), or comments made in debates, or any other external factor.

This is a brief analysis of certain aspects of the responses from each party from your union's perspective. There is a lot of information coming at people and we tried to boil this down into a 'reader's digest' version to make it easier for people to take it in.

We encourage everyone, where possible, to read the full responses to help form their own thoughts and analysis.

# LIBERAL PARTY RESPONSE ANALYSIS

## 1. PUBLIC SECTOR:



*"As we navigate what is a very challenging time with a vision to creating a stable and sustainable economic future for Newfoundland and Labrador, our approach will not include mass layoffs and of course will honour the collective agreements."*

**ANALYSIS:** The phrase "mass layoffs" used here creates pause for concern for obvious reasons, but the commitment to abiding by our collective agreements is welcomed.



*"We are committed to keeping these campuses open and helping ensure our institutions are well-positioned to meet the needs of students well into the future."*

**ANALYSIS:** We are pleased to see a firm commitment to keeping all CNA campuses open.



*"The Liberal Party is committed to improving health service delivery and ensuring that all Newfoundlanders and Labradorians are able to achieve better healthcare outcomes."*

**ANALYSIS:** While we are pleased to see an overall commitment to healthcare services in rural regions, there is no firm commitment to keeping rural healthcare clinics/services open. There is a focus on ehealth/telemedicine approach instead. Our question was very specific on a yes no response on this question.


## 2. PRIVATIZATION:



*Your Liberal government is – and will continue to be – committed to protecting the integrity and improving the quality of our province's invaluable suite of public services. Our party has no plans to privatize these services.*


**ANALYSIS:** The use of the language around "plans" versus a firm commitment moves this one slightly into the yellow category. It is good, however, to see that there are no plans at this point on this front. A firm commitment rather than vague language would have meant a green on this one.

## 3. HEALTHCARE:



*"The Liberal Party is committed to addressing the underlying issue of short staffing that causes healthcare workers to work unwanted overtime and that prevents them from accessing the paid leave they need to maintain a good work / life balance. We are also committed to ensuring all health care practitioners can work their full scope of practice."*


**ANALYSIS:** We welcome these comments and commitments as these are issues NAPE has been bringing attention to for quite some time.



*"Our party is committed to completing a staffing review for Long Term Care..."*

**ANALYSIS:** We welcome this commitment as we feel it will go a long way to addressing a multitude of issues facing our members in long-term care.

*"Our Liberal Government continues to work on a number of strategies to increase the supply of LPNs and PCAs to address the demand. By working together with key stakeholders, the seating capacity for 2020 program intakes was increased by 77% for PCAs and 76% for LPNs."*



**ANALYSIS:** It is encouraging to see the commitment to addressing this via increased allocations and access to educational programming. This will go a long way to dealing with recruitment issues in the medium to long term, if continued.

There was no mention of dealing with recruitment and retention issues for laboratory professionals.

More concrete details on a clear path forward to improve outcomes for patients and workers would have been appreciated. Willingness to work with front-line workers is a positive.

# LIBERAL PARTY RESPONSE ANALYSIS

## 4. HOME CARE:



*“Our Liberal Government was pleased to be able to partner with the federal government on a cost shared COVID-19 Essential Worker Support Program to compensate and recognize the immense contribution of essential workers.”*

**ANALYSIS:** A large number of our home and youth care members (and our members in general) were not able to access this funding, even after the threshold was increased.



*“Our Liberal Government has entered into a MOU with NAPE on studying the feasibility of a health and dental plan, which will inform our work going forward. We see great merit in a National Pharmacare Program...”*

**ANALYSIS:** We welcome the commitment to abide by the MOU to look at the feasibility of a health and dental plan for this group of workers. Despite being relied on heavily to support our healthcare, youth care, and eldercare systems, these workers do not have access to the health and dental benefits they need and deserve.



**ANALYSIS:** There was no commitment to providing additional funding to improve benefits and supports for home care workers which was specifically requested.

# LIBERAL PARTY RESPONSE ANALYSIS

## 5. SOCIAL WORKERS:

*“Our Liberal Government has been active and responsive to the concerns expressed in the survey in question, meeting immediately with NAPE leadership to discuss a path forward. Last fall, our government established a joint committee with NAPE to address the issues identified.”*



**ANALYSIS:** The response to the concerns raised by Social Workers and their union was welcomed (though it was delayed, largely due to COVID). The Committees have been working and the process has received the support and time, effort, and energy it deserves. The Committees alone will not fix the issues that Social Workers face – which have been plaguing this group for years.

*“An Employee Safety and Wellness Strategist has been hired to take a specific focus on the safety and health of CSSD staff.”*



**ANALYSIS:** While we require more information on this, it is a welcome development in terms of concrete action (though increasing staff levels would yield better results in our opinion).

*“Our government is working with Memorial University and the Newfoundland and Labrador College of Social Workers on workforce planning. Our Liberal Government is committed to working with key stakeholders like NAPE to find solutions that better support our social workers in the vital work that they do.”*



**ANALYSIS:** It is encouraging to see a commitment to working with our union, educational institutions and external bodies to address recruitment and workforce planning issues.

# LIBERAL PARTY RESPONSE ANALYSIS

## 6. LABOUR LAWS:

*"...our government had intended to launch a consultative process with unions and employers to identify measures that would support the collective bargaining process while avoiding prolonged work stoppages."*



**ANALYSIS:** More details are needed on this process that did not happen. While it is good that there was some plan on this front, there is no commitment. COVID-19 is not necessarily an excuse to stop this important work from happening in a world where meetings on extremely important and time-sensitive issues are happening all the time via video conferencing.



**ANALYSIS:** There is no commitment on card check, labour law review, or anti-scab legislation.

## 7. STUDENT ASSISTANTS:

*"Recognizing the importance of Student Assistants and the part they play in a quality education system, the Furey Government increased the budget by \$600,000 this year for the provision of Student Assistants."*



**ANALYSIS:** NAPE fought hard to secure additional funding for Student Assistants this year and we welcomed the announcement.



**ANALYSIS:** There is no commitment to keep the five (5) hour allocation for all Student Assistants going forward.

## 8. CORRECTIONS:

*“Work underway includes:*

- transitioning responsibility for the provision of health services in prisons to the health and community services system;*
- increasing access to counselling services for inmates in correctional facilities;*
- encouraging and providing opportunities for staff training in mental health and addictions;*
- dedicating mental health services for correctional staff;*
- prioritizing completion of a new facility to replace Her Majesty’s Penitentiary;*
- addressing compassion fatigue, stress and burnout in staff.”*



**ANALYSIS:** These measures are welcomed (so long as they are implemented fully and in a time-effective manner).

*“Recommendations in the Jesso Report have also been accepted in principle by our government and work is ongoing to address identified issues.*

*The Liberal Party is committed to improving working conditions for staff in correctional facilities and achieving positive outcomes for all those in the province’s criminal justice system.”*



**ANALYSIS:** These measures are welcomed as well as the commitment to constructing a new correctional facility by 2024.

# PC PARTY RESPONSE ANALYSIS

## 1. PUBLIC SECTOR

*"A PC Government I lead will keep all College of the North Atlantic Campuses open during our term."*



**ANALYSIS:** This is a clear and welcome commitment and acknowledges the critical role CNA plays in communities around the province.

*"The Progressive Conservative Party of Newfoundland and Labrador believes in a strong public service. We also believe that layoffs are not the answer to the province's fiscal situation."*



**ANALYSIS:** The PC Party has made a commitment to no layoffs and to honouring collective agreements.

*"We will develop a Human Resource Plan, which will ensure every Department and Agency has the personnel and mix of skillsets required to meet our province's needs for years to come."*



**ANALYSIS:** More details are needed to better understand what this Human Resources Plan would entail and how it might impact NAPE members.

*"Employees who wish to retire early will be given a retirement incentive and will not have their pension penalized."*



**ANALYSIS:** This is a welcome commitment that protects pensions for public sector workers while ensuring public service jobs remain available to future workers.

*"...we must make health care even more accessible to people in rural areas, not less."*



**ANALYSIS:** We are pleased to see a clear and firm commitment to keep rural clinics and healthcare facilities open, funded and properly staffed.



# PC PARTY RESPONSE ANALYSIS

## 2. PRIVATIZATION

*"We believe public services provided in public buildings should be delivered by public service workers."*



*"We do not believe privatization is the answer to the province's fiscal position."*

**ANALYSIS:** This clear commitment to protect public services from privatization is welcome. With the prevalence of P3s (public-private partnerships) in recent years, this firm commitment to ensure public sector workers deliver services in public buildings is reassuring.

## 3. HEALTHCARE

*"We will ensure all health care professionals are able to practice at their full scope of professional practice."*



**ANALYSIS:** The PC Party response on healthcare focuses on patient outcomes and experiences within the healthcare system, with no tangible commitments to the issues raised by NAPE members. There is a significant amount of attention on doctors, who are not members of NAPE.

*"A PC Government will conduct a staffing level review of all nursing homes to ensure the appropriate number of health professionals are available to care for residents."*



**ANALYSIS:** It is encouraging to see a clear commitment to conducting a staffing level review of all long-term care homes and a commitment to address recruitment and retention in long-term care.

# PC PARTY RESPONSE ANALYSIS

## 4. HOME CARE

*"Home care workers...must be fairly remunerated for the vital work they do."*

*"A PC Government will sit down with home care workers and their union representatives, and listen intently to the problems you face and the solutions you propose."*



**ANALYSIS:** We are encouraged by references to the need for dialogue with workers however; there is no clear commitment to additional funding or supports for home care workers despite mounting evidence of the need for those supports.



**ANALYSIS:** While the sentiment of the message on this answer are welcomed, there is an overall lack of concrete or tangible actions/solutions in this response.

## 5. SOCIAL WORKERS

*"Our Social Workers have been doing their best with the resources they have, but we can do better to enable our Social Work professionals to do their jobs effectively."*



**ANALYSIS:** There is no clear plan or details on how social workers will be supported in order to improve working conditions. The commitment to consult with front line workers and their union is welcomed.



**ANALYSIS:** While the sentiment of the message on this answer are welcomed, there is an overall lack of concrete or tangible actions/solutions in this response.

# PC PARTY RESPONSE ANALYSIS

## 6. LABOUR LAWS

*"PC Government supports the right of employees to organize, the right of unions to speak on behalf of their members, and collective bargaining."*



*"I will promise to open up the discussion on ways to improve our labour laws to promote labour peace and avoid prolonged strikes."*

*"If a persuasive case is made for [anti-scab] legislation, we will be prepared to act."*

**ANALYSIS:** The PC Party stops short of making a commitment on card check for union certification, anti-scab legislation or dispute resolution mechanisms.

*"We will not make the process to become unionized harder."*



**ANALYSIS:** This statement is encouraging but without clear details of how they would improve the process for workers, more details are needed. Not making it harder is the status quo; workers need fewer obstacles to democratizing their workplaces.

*"We will carry out a review of the Labour Relations Act with input from unions and employers."*



**ANALYSIS:** This is a welcome commitment to a long over-due review. More details are needed.

## 7. STUDENT ASSISTANTS

*"A PC government will commit to maintaining the current funding to allow the five (5) hour allocation going forward."*



**ANALYSIS:** A commitment to maintain the five (5) hour allocation for all Student Assistants going forward is welcome and is a result of NAPE's advocacy to secure current funding.

# PC PARTY RESPONSE ANALYSIS

## 8. CORRECTIONS

*"A PC Government I lead will:*

*- Improve the mental health support systems and pathways in the corrections system*

*· Build a new correctional facility to replace HMP*

*· Add health professional staff*

*· Improve staff training and increasing staff allocations and presence."*

**ANALYSIS:** These measures are welcomed though more detail is needed.

*"When we see the remainder of the [Jesso] report, we will act on those findings as well."*

*"Her Majesty's Penitentiary needs to be replaced, but that has to be one element of a major overhaul of the system that gets all the pieces right."*

*"A PC Government will work with frontline workers to ensure that the design and programming for a new corrections facility meets the needs of the inmates and correctional workers – including mental health needs."*

**ANALYSIS:** These measures, including a commitment to constructing a new correctional facility and consulting with NAPE members, are welcomed.

# NDP RESPONSE ANALYSIS

## 1. PUBLIC SECTOR

*"We commit to keeping all the College of the North Atlantic Campuses open. We commit to honouring the NAPE Collective agreement "no layoff" clause.*



*We commit to keeping rural clinics and health care facilities open, funded, properly staffed and fully operational."*

**ANALYSIS:** Though they have provided few supporting details, the NDP has made a firm commitment to protect public services, keep CNA campuses open, honour collective agreement "no layoff" clause and keep rural clinics and healthcare facilities open, funded and properly staffed.

## 2. PRIVATIZATION

*"We will not privatize any of our public services."*



*"It is important we continue to both stabilize and stimulate our economy and will do this by keeping our strong public service."*

**ANALYSIS:** There is a clear and firm commitment not to privatize public services.

# NDP RESPONSE ANALYSIS

## 3. HEALTHCARE



*"We must invest in primary health care. Fix staff shortages in health care."*

**ANALYSIS:** Few details are provided on concrete measures however investments in primary health care and measures to "fix staff shortages" are welcome.

*"The NL NDP recognizes that care of our family members in long-term care must be top priority for government and will pressure the federal Liberals to make long-term care part of the Canada Health Act."*



*"The NL NDP will reach the national goal to have four hours for every resident for personal care and nursing care."*

**ANALYSIS:** Defining clear targets when it comes to our long-term care system is welcome and ensures our seniors and most vulnerable get the care they need and deserve, ensuring Newfoundland and Labrador is on par with the rest of the country.

*"We will commit to completing a staff reviewing for Long Term Care."*



**ANALYSIS:** We welcome this commitment and believe it will make significant strides in addressing the needs of long-term care workers including LPNs, PCAs, and Laboratory Professionals.

## 4. HOME CARE



*"Home care should be a publicly funded, publicly managed and regulated by government with fully trained workers."*

**ANALYSIS:** We welcome these comments and commitments.



**ANALYSIS:** While we are encouraged by the message presented by the NDP on these issues, the significant lack of detail or analysis leaves many questions unanswered and does not paint a clear picture of the plan that would be implemented by the NDP.

# NDP RESPONSE ANALYSIS

## 5. SOCIAL WORKERS



*"We understand that NAPE and the department have struck a joint committee in November 2020. We look forward to the recommendations but we know that we need to recruit and train more social workers. We must get to the ratio of one social worker for every 20 cases."*

**ANALYSIS:** Acknowledgement and commitment for increased recruitment and retention of social workers with a defined target ratio is welcomed. More details would have been appreciated.

## 6. LABOUR LAWS



*"The NDP believes it's time to strengthen laws that protect and support working people by modernizing provincial labour laws:*

- *Enact anti-scab worker legislation.*
- *Reinstate card-based certification.*
- *Dispute resolution: We must put alternative dispute mechanisms in place in law to ensure that workers' right to collectively bargain, including their right to strike is respected and enforced. We need effective enforcement and penalties for employers who violate their obligations in that process. We will consult with unions and other jurisdictions to do this right for workers.*
- *Bargaining rights related to contracted work must be maintained even if the third-party provider changes.*
- *Protect Pensions: Stand up for workers by bringing in pension insurance legislation to protect private pensions in the event of a company's bankruptcy."*

**ANALYSIS:** The NDP has provided a clear and firm commitment to enacting measures that will improve the lives of workers.

# NDP RESPONSE ANALYSIS

## 7. STUDENT ASSISTANTS

*"The NDP will commit to funding the five-hour allocation for in-class student assistants that parents, teachers, and NAPE know is needed."*



**ANALYSIS:** This clear commitment to maintaining the five (5) hour allocation for in-class student assistants as well as the comments on the critical role Student Assistants play is welcome and is a product of NAPE's consistent advocacy on this issue.

## 8. CORRECTIONS

*"The recommendations in the [Jesso] report must be implemented to improve the outcomes of the province's correctional facilities."*

**ANALYSIS:** The NDP commits to implementing all recommendations of the Jesso Report and to:



- Improve mental health support systems and pathways in the corrections system.
- Build a new correctional facility to replace HMP
- Add health professional staff
- Improve staff training and increasing staff allocation and presence.



February 1, 2021

Mr. Jerry Earle  
President  
NAPE  
330 Portugal Cove Place  
P.O. Box 8100  
St. John's, NL A1B 3M9

Dear Mr. Earle:

Thank you for providing the Liberal Party of Newfoundland and Labrador the opportunity to respond to your election questionnaire.

Enclosed you will find responses from the party to the questions posed.

Allow me to take this opportunity to express my appreciation to the Newfoundland and Labrador Association of Public and Private Employees for your continued work on behalf of workers in our province.

Sincerely,



Dr. Andrew Furey  
Premier of Newfoundland and Labrador

## **PUBLIC SECTOR**

The Liberal Party of Newfoundland and Labrador recognizes the importance of the public service in supporting the people of our province. As we navigate what is a very challenging time with a vision to creating a stable and sustainable economic future for Newfoundland and Labrador, our approach will not include mass layoffs and of course will honour the collective agreements.

The development of a skilled workforce is critical to the Newfoundland and Labrador economy, and College of the North Atlantic (CNA) plays a key role in this development. Under the *College Act*, CNA is governed by a Board that sets policies for the College's organization, administration and operation. The ongoing independent Public Post-Secondary Education Review will consider the effectiveness, sustainability, accountability and accessibility of our system. We are committed to keeping these campuses open and helping ensure our institutions are well-positioned to meet the needs of students well into the future.

As a physician and educator with Memorial University's School of Medicine, Premier Furey recognizes the importance of accessible healthcare services across Newfoundland and Labrador, including in rural areas. The Liberal Party is committed to improving health service delivery and ensuring that all Newfoundlanders and Labradorians are able to achieve better healthcare outcomes.

We will expand access to health care in rural and remote regions of the province through viable investments in eHealth/telemedicine infrastructure – including vital mental health and pharmacy services. Expanding eHealth/telemedicine services means decreasing travel time and costs, while increasing access to services – which is paramount for rural areas.

## **PRIVATIZATION**

Your Liberal government is – and will continue to be – committed to protecting the integrity and improving the quality of our province's invaluable suite of public services. Our party has no plans to privatize these services.

Our focus as a new government under the leadership of Premier Furey is on reimagining our economy for the future and diversifying for job growth. Together, we will work with NAPE to share the best available evidence so we can improve government services through strategic investments.

## **HEALTHCARE**

The Liberal Party is committed to addressing the underlying issue of short staffing that causes healthcare workers to work unwanted overtime and that prevents them from accessing the paid leave they need to maintain a good work / life balance. We are also committed to ensuring all health care practitioners can work their full scope of practice. As a government, we created Health Accord NL and gave it a broad mandate for consultation and look forward to the completion of their work. Our party is committed to completing a staffing review for Long Term Care, which we hope will be part of a national review resulting in national standards. Our government under Premier Furey's leadership will work with the federal government, tapping into a recent \$1 billion funding

announcement for provincial long-term care improvements to create a set of best practices to develop the standard for long-term care in Canada in the 21<sup>st</sup> century.

We have opened a state-of-the-art long term care home in Corner Brook. We have also recently invested in new long term care facilities in Gander, Grand Falls-Windsor and Botwood to meet increased demand in those areas.

Improvements to healthcare and its delivery is a top priority. From the outset, the Furey Government established Health Accord NL to focus on value-based healthcare - improving services to meet health services needs at all levels.

We will drive innovation, efficiency and patient care by moving towards a digitized health care system by making advancements in eHealth/telemedicine, building on the electronic health record so that health providers can access patient information in one place. Virtual care will make health care providers more accessible throughout Newfoundland and Labrador.

Our Liberal Government continues to work on a number of strategies to increase the supply of LPNs and PCAs to address the demand. By working together with key stakeholders, the seating capacity for 2020 program intakes was increased by 77% for PCAs and 76% for LPNs. We will continue to work with our partners in the labour movement, the public college system, and the health authorities on this issue.

Our healthcare workers are on the front lines of delivering care to the people of our province. The Liberal Government values them enormously and will work as a team to develop creative solutions that will keep healthcare workers here in the province in careers that bring satisfaction to their lives.

### **HOME CARE**

The Liberal Party of Newfoundland and Labrador values the compassion and care provided by home care workers throughout the province. The challenges 2020 brought with Snowmageddon and COVID-19 were met by the province's home care workers with true professionalism and dedication.

Our Liberal Government was pleased to be able to partner with the federal government on a cost shared COVID-19 Essential Worker Support Program to compensate and recognize the immense contribution of essential workers. In January 2021, in response to concerns that many were exceeding the monthly income threshold and could therefore not avail of the program, our Liberal Government increased the maximum gross monthly income threshold from \$3,000 to \$3,500 for the Essential Worker Support Program so that more workers could benefit.

Our Liberal Government has entered into a MOU with NAPE on studying the feasibility of a health and dental plan, which will inform our work going forward. We see great merit in a National Pharmacare Program, which is a priority at our Federal-Provincial-Territorial Table of health ministers. We continue to work with the agencies to address home care workers' need for training and upskilling.

## **SOCIAL WORKERS**

Social work is a career and a calling, and social workers work hard to support others through life stages and their obstacles. The work is complex and challenging at the best of times. Our Liberal Government has been active and responsive to the concerns expressed in the survey in question, meeting immediately with NAPE leadership to discuss a path forward. Last fall, our government established a joint committee with NAPE to address the issues identified.

Recruitment and retention can be challenging, particularly in certain areas of the province. Our Government employs many approaches to address this, including signing bonuses for difficult-to-fill social work positions, fly in - fly out models, among others. An Employee Safety and Wellness Strategist has been hired to take a specific focus on the safety and health of CSSD staff. Our government is working with Memorial University and the Newfoundland and Labrador College of Social Workers on workforce planning. Our Liberal Government is committed to working with key stakeholders like NAPE to find solutions that better support our social workers in the vital work that they do.

## **LABOUR LAWS**

The Furey Government respects the role of unions and the collective bargaining process.

Our government is always open to exploring innovative ideas and the best practices of other jurisdictions.

Last year, before the COVID-19 pandemic put a number of long term initiatives on hold, our government had intended to launch a consultative process with unions and employers to identify measures that would support the collective bargaining process while avoiding prolonged work stoppages.

We recognize that a stable and constructive labour relations climate is beneficial to employers and employees alike. We welcome continued dialogue on these important matters, and the above mentioned consultation process should provide for a more fulsome consideration of the issues identified.

## **STUDENT ASSISTANTS**

The Government of Newfoundland and Labrador has nurtured a safe and caring school environment that supports the right of all students of the province to attend school alongside their peers while receiving appropriate and quality programming.

This past year has seen challenges like no other. In addressing these challenges, the government committed to a safe return to school for all students which included increased hours for Student Assistants. Recognizing the importance of Student Assistants and the part they play in a quality education system, the Furey Government increased the budget by \$600,000 this year for the provision of Student Assistants.

**Liberal Party of Newfoundland & Labrador**

102-1 Crosbie Place St. John's, NL A1B 3Y8

 709.754.1813  [info@nlliberals.ca](mailto:info@nlliberals.ca)  [@nlliberals](https://twitter.com/nlliberals)  [@nlliberals](https://www.facebook.com/nlliberals)

The Liberal Government has committed to continued implementation of the Education Action Plan, and stemming from that, is phasing in a new student services policy aimed at addressing the needs of all students, including those with exceptionalities.

The Furey Government recognizes that education is a primary determinant of health and prosperity and is committed to an education system that supports students to succeed. This is an unprecedented school year, and we look forward to learnings from students, teachers and staff.

## **CORRECTIONS**

Ensuring a healthy, safe environment for staff and those incarcerated in correctional facilities across Newfoundland and Labrador is a top priority.

In June 2017, we launched our action plan *Towards Recovery: A Vision for a Renewed Mental Health and Addictions System for Newfoundland and Labrador*. One of the eight project teams focused on health in correctional settings. Work underway includes:

- transitioning responsibility for the provision of health services in prisons to the health and community services system;
- increasing access to counselling services for inmates in correctional facilities;
- encouraging and providing opportunities for staff training in mental health and addictions;
- dedicating mental health services for correctional staff;
- prioritizing completion of a new facility to replace Her Majesty's Penitentiary;
- addressing compassion fatigue, stress and burnout in staff.

Health services are provided both in person and virtually and addictions services are provided at all sites through a variety of programming. Opioid Dependence Therapy is also undergoing expansion.

Recommendations in the Jesso Report have also been accepted in principle by our government and work is ongoing to address identified issues.

The Liberal Party is committed to improving working conditions for staff in correctional facilities and achieving positive outcomes for all those in the province's criminal justice system.

The Liberal Party also recognizes the importance of a new correctional facility to replace Her Majesty's Penitentiary, which will allow for enhanced programming and mental health supports. The provincial government will issue requests for proposals for this new correctional facility early in the New Year, with construction set to begin in 2022 and be completed by 2024–25.

Mr. Jerry Earle  
President  
NAPE

Dear Mr. Earle and NAPE Members:

Thank you for your questionnaire. Below you will find the PC Party's clear answers to your questions. I believe in honesty and clarity. Your 30,000 Members deserve that.

Let's be frank from the get-go. NAPE Members have one opportunity to stop Andrew Furey's secret plan to slash vital public services throughout our province and eliminate NAPE Members' jobs. That one opportunity is this election. The government you get is the government you choose. In this election, the differences between the two major parties could not be clearer, and the stakes could not be higher.

Andrew Furey pretends the secret Moya Greene report will simply be advice and he has no plans to make deep cuts. Not true. Andrew Furey entered political life in this province a year ago talking about cuts. He is the one who listed public services he wants to cut. He is the one who said "No" when asked "Is anything off the table?" He is the one who said: "It would be irresponsible for me as premier to say that we're taking things off the table." He is the one who said: "Recovery will mean making some hard decisions. I tell you today, I'm ready to do exactly that."

If NAPE Members and the people of the province give Andrew Furey the mandate he is seeking, deep cuts to the public service will follow, and protests on the streets will be too late. If you elect a PC Government, you will not have to face those cuts. You will get a government committed to jobs and growth, and protecting the public services your Members deliver and the people of our province rely on. And why am I prepared to make that commitment? Because I understand that no region has ever cut its way to growth. It doesn't work that way. From Wells to Ball to Furey, successive Liberal governments have failed to understand that, and Newfoundlanders and Labradorians have paid the price. On my watch, the approach will be different. It will be all about growing jobs, not cutting them.

I encourage NAPE Members to consider what's at stake and vote accordingly this time around – even if you've traditionally supported other parties. Here are my commitments in writing. You will be able to hold me to my word.

## **PUBLIC SECTOR**

### **QUESTION 1: Does your party commit to keeping all College of the North Atlantic Campuses open during your term?**

Yes. A PC Government I lead will keep all College of the North Atlantic Campuses open during our term.

The Progressive Conservative Party of Newfoundland and Labrador believes in a strong public post-secondary education system. To this end, we will review training, legislation and regulations for public and private training institutions to ensure labour market-driven programming with consistent guidelines that maintain high standards.

This means we will work with all College of the North Atlantic Campuses to ensure their programs meet the needs of our communities and future labour demands. As a result of this, enrolment at the College will increase and thus there will be a need to keep all Campuses open.

Furthermore, A PC Government will break down barriers to education by ensuring post-secondary programming is available to students of all regions of the province in a manner that is cost effective, because no one's academic success should depend on their postal code. College of the North Atlantic will be a key partner in enabling a PC Government to break down barriers to education.

### **QUESTION 2: Does your party commit to honoring the NAPE collective agreement 'no layoff' clause?**

Yes. A PC Government I lead will honour collective agreements, including the 'no layoff' clause in NAPE's collective agreement.

The Progressive Conservative Party of Newfoundland and Labrador believes in a strong public service. We also believe that layoffs are not the answer to the province's fiscal situation. The solution is jobs. More jobs. More growth.

To ensure our public service is ready to help maximize job growth and deliver 21<sup>st</sup>-century services to Newfoundlanders and Labradorians, we will develop a Human Resource Plan, which will ensure every Department and Agency has the personnel and mix of skillsets required to meet our province's needs for years to come. This effort will be collaborative, giving frontline workers and their public sector unions, including NAPE, a seat and a voice at the table.

As a part of this Human Resource Plan, a PC Government will allow employees to retire early if they choose. Employees who wish to retire early will be given a retirement incentive and will not have their pension penalized. No one will be forced to retire. It is anticipated that early retirement will accelerate attrition and help to re-align the public service to deliver the programs most needed by the province. Re-aligning the public service will ensure that public service jobs remain available for future workers.

### **QUESTION 3: Does your party commit to keeping rural clinics/healthcare facilities open, funded, properly staffed and fully operational if elected?**

Yes. A PC Government I lead will keep rural clinics/healthcare facilities open, funded, properly staffed and fully operational.

The Progressive Conservative Party of Newfoundland and Labrador believes that cuts are NOT a solution to the province's fiscal problems. We believe in growing the economy and jobs, not cutting jobs. We also believe people must be able to access services such as health care in their communities. Indeed, we must make health care even more accessible to people in rural areas, not less. To achieve these goals, we will work collaboratively in partnership with our frontline workers and public sector unions such as NAPE to ensure we deliver.

### **PRIVATIZATION**

Yes. A PC Government I lead will protect the following public services from privatization:

- Long-term care
- Acute care services, including dietary, maintenance, housekeeping, and security currently provided by the public sector
- Highway snow clearing and maintenance currently provided by the public sector
- NLC
- Motor vehicle registration currently provided by the public sector
- Registry services (deeds, companies, and securities)
- Laboratory Services
- Group Homes currently operating in the public realm
- Air Services (including air ambulance)

The Progressive Conservative Party of Newfoundland and Labrador believes in a strong public service. We believe public services provided in public buildings should be delivered by public service workers. We do not believe privatization is the answer to the province's fiscal position. Upon forming government, a PC Government will work in partnership with public sector unions, such as NAPE, to ensure services are being delivered in an effective manner.

### **HEALTHCARE**

#### **What concrete measures will your party implement to improve working conditions and outcomes in our public healthcare system?**

Yes, the health care system in our province is under great strain. Yes, our frontline workers are bearing the brunt of this strain. The working lives of some NAPE members are incredibly stressful. Patient outcomes are not what they ought to be. We need to fix what's broken in our health care system, bring stability to the healthcare workplace and best serve our patients so we have a healthier province.



Recognizing that some 90,000 Newfoundlanders and Labradorians do not have access to a family doctor, a PC Government will introduce a health care team model to facilitate access to family doctors and other care providers. This delivery model will aid the development of primary healthcare teams of physicians, nurse practitioners, nurses, physiotherapists, pharmacists, occupational therapists and dieticians.

The Liberals have created a toxic environment for physician recruitment and retention in family medicine. Doctors lament their poor relationship with the Liberal government, saying it is disinterested in any comprehensive approach to health system reform. Working collaboratively with the Newfoundland and Labrador Medical Association, a PC Government will focus on the recruitment of family doctors. Every resident of the province should have access to a family doctor.

Working collaboratively with the Newfoundland and Labrador Nurse Practitioner Association, we will create new full-time permanent positions for nurse practitioners in communities needing them.

We will ensure all health care professionals are able to practice at their full scope of professional practice.

We will modernize the medical fee structures so they are flexible enough to cover innovative arrangements for service delivery by multidisciplinary health care teams.

We will advance the use of the Electronic Medical Record to improve the flow of information among health care providers.

We will maximize the implementation of electronic tools to remind patients of appointments, thereby reducing the large volume of missed appointments.

We will provide patients with better access to their own medical record by working with the Newfoundland and Labrador Centre for Health Information (NLCHI).

We will further expand the use of virtual care technologies that allow patients to access appropriate care in any region of the province. We will ensure supports are in place to help those who do not use technology to continue to access appropriate care in-person.

### **Does your party commit to completing a staffing review for Long Term Care?**

Yes. A PC Government will conduct a staffing level review of all nursing homes to ensure the appropriate number of health professionals are available to care for residents. This review will be informed by our COVID-19 review and the findings of other jurisdictions.

**Aside from any general measures to address recruitment and retention issues in healthcare, what measures, specifically, will your party enact to deal with the issue of recruitment and retention of:**

**Licensed Practical Nurses (LPNs)**

**Personal Care Attendants (PCAs)**

**Laboratory Professionals ie. Medical Laboratory Assistants (MLAs)**

The first step in addressing the issues of recruitment and retention of health care workers is to fully understand the issues facing our health care workers. To this end, a PC Government will sit down with health care workers and their union representatives, and listen intently to the problems you face and the solutions you propose. Instead of a top-down approach, let's take a round table approach.

Based on what we hear, we will work with public service employees and their unions to put achievable goals in place. We will set a plan in place and work together to fix the problems. Together, we can ensure that residents get the high level of health care services which they deserve.

We will work collaboratively with the Newfoundland and Labrador Nurse Practitioner Association to create new full-time permanent positions for nurse practitioners in communities needing them.

## **HOME CARE**

### **If your party forms the next government, will you commit to providing additional funding to improve benefits and supports for home care workers?**

A PC Government will ensure seniors can stay in their own homes and own communities as long as possible, providing home and community supports in every region. We can only do this with the participation of home care workers, who must be fairly remunerated for the vital work they do. To this end, a PC Government will sit down with home care workers and their union representatives, and listen intently to the problems you face and the solutions you propose. We must do this through negotiation around a table. There is no other way. Our government will open the door to you and your members, and keep the door open, so we can talk continually about what needs to be done and what adjustments in approach need to be made. It will be a constant dialogue between all of us as partners in the delivery of care.

## **SOCIAL WORKERS**

### **What concrete steps would your government take to improve the working conditions for Social Workers in our province?**

As with health care workers, the first step in addressing the working conditions of Social Workers is to fully understand the issues they face. To this end, a PC Government will sit down with Social Workers and their representatives, and listen intently to the problems you face and the solutions you propose. Instead of a top-down approach, let's take a round table approach.

Based on what we hear, we will work with Social Workers and their representatives to put achievable goals in place. We will set a plan in place and work together to fix the problems. Together, we can ensure improve the working conditions for Social Workers in our province.

Frontline workers deserve our support. Social Workers deserve our appreciation, respect, and support. All too often we hear stories of social workers with impossible caseloads facing difficult situations. Our Social Workers have been doing their best with the resources they have, but we can do better to enable our Social Work professionals to do their jobs effectively. Together we can provide better support for social workers and their clients.

## **LABOUR LAWS**

**If your party forms the next government, would it commit to introducing:**

### **1. Card check for union certifications**

A PC Government supports the right of employees to organize, the right of unions to speak on behalf of their members, and collective bargaining. We will not make the process to become unionized harder. We will ensure the privacy of any employees who sign membership cards and will take action to protect them from intimidation. We will carry out a review of the Labour Relations Act with input from unions and employers.

### **2. Dispute resolution mechanisms for protracted labour disputes**

Yes. A PC Government will collaborate to develop more effective resolution mechanisms for protracted labour disputes.

We will also be vigilant in ensuring such mechanisms are applied properly and promptly when they are needed.

Governments have not always been effective in applying the legislative and other instruments already in place to avoid protracted labour disputes.

Protracted disputes do nothing but harm workers and the province's reputation as a place to do business, so even from an employer's perspective, it is imperative that we bring a better approach to labour relations in our province.

We need to get back to talking about partnerships that involve all the parties maintaining an open dialogue from the start. When problems arise, there is then a familiar forum for dealing with them. The parties will already have working relationships and a history of dialogue. Waiting until things boil over is not good for any working environment. We must be proactive.

### **3. A Labour Standards/Legislation Review.**

Yes. A PC Government will undertake to review labour standards and legislation.

A PC Government will always be open to doing things better. We welcome the collaboration of labour unions, employers' groups and workers as we strive to improve our province's labour standards and associated legislation.

#### **4. Anti-Scab Legislation**

I'm not going to promise this, but what I will promise is to open up the discussion on ways to improve our labour laws to promote labour peace and avoid prolonged strikes. If a persuasive case is made for such legislation, we will be prepared to act. We have seen strikes drag on for long period of time and workers treated miserably. This is not acceptable. Efforts to mediate disputes must be more effective.

It should never have to come to replacement workers crossing picket lines in the first place. We need to focus our attention on preventing disputes from ever reaching that point. NAPE has a vested interest in cultivating a healthy labour relations climate in this province – and you have decades of expertise to draw on.

I believe the relationship between a PC government and NAPE can be a model for all employees and employers in this province.

#### **STUDENT ASSISTANTS**

Yes. A PC government will commit to maintaining the current funding to allow the five (5) hour allocation going forward.

Our students are benefiting from this increased allocation. Reducing those hours would not only increase the stress and strain on Student Assistants, but compromise the learning and development of the students they serve.

A PC Government will be committed to providing adequate human resources to improve educational opportunities for children with special needs.

#### **CORRECTIONS**

**If your party forms the next government, will it implement these recommendations?**

Yes. A PC Government I lead will:

- Improve the mental health support systems and pathways in the corrections system
- Build a new correctional facility to replace HMP
- Add health professional staff
- Improve staff training and increasing staff allocations and presence.

**Please provide an overview and specifics of your party's position on this issue.**

As party leader, I was one of the voices calling for the public inquiry into the deaths of inmates at our correctional facilities. Marlene Jesso did an excellent job of reviewing the circumstances, within the constraints imposed on her. While not all of her findings were made public, those we have seen are deeply troubling and call for immediate action. When we see the remainder of the report, we will act on those findings as well.

A PC Government will ensure the mental health and addictions care of inmates of our correctional centres reflects the recommendations of the Jesso report on inmate deaths.

It's about changing the system. The Jesso report is just the latest to examine problems with our correctional system, mental health care and addictions treatment. Some of the fundamental issues remain uncorrected, even after all these years.

Her Majesty's Penitentiary needs to be replaced, but that has to be one element of a major overhaul of the system that gets all the pieces right. Looking in from the outside, many can only imagine the challenges at play in the system. I want to hear from those on the front lines. Be frank. Tell us what's wrong and what's working. Tell us what you believe needs to be done. Tell us why these reforms make sense and will work. Then, let's get the reforms implemented. A PC Government will work with frontline workers to ensure that the design and programming for a new corrections facility meets the needs of the inmates and correctional workers – including mental health needs.

## **Conclusion**

A PC Government will have an open door policy. Our relationship with NAPE and other public sector unions will be a collaborative partnership.

A PC Government will regularly meet with labour leaders, community leaders, employers and others for frank feedback and recommendations.

If NAPE and its Members have issues that need attention, we will address them together – promptly, collaboratively and effectively.

I spent my career fighting for those who had grievances against the system. I appreciate your vital role as a public sector union, often doing the same. But occasionally, you get a government that truly listens and acts on the concerns you raise, and good things get done. There are examples to draw on of governments and public sector unions and workers enjoying very positive, harmonious and productive relationships. It is our goal to usher in a new era in labour-employer relations in our province. We share the objective of making our province and our public service stronger. So, let's pursue this objective together as partners and be a model for other jurisdictions.

You have these commitments in writing. I expect you to hold me to my word.

You understand how much this election matters. Consider what's at stake – a Liberal agenda of cuts or a PC plan for jobs and growth. It's as simple as that. Vote for the future you want to see. Vote like your life depends on it.

Sincerely,  
Ches Crosbie  
Leader  
Progressive Conservative Party of Newfoundland and Labrador

February 1, 2021

Jerry Earle, President  
NAPE  
330 Portugal Cove Place  
P.O. Box 8100  
St. John's, NL  
A1B 3M9

Dear Brother Earle:

Thank you for the opportunity to respond to your questionnaire sent on behalf of NAPE members. First and foremost, I want to state that the NL NDP is firmly against any cuts to our valuable public services and against privatization of services.

The release of the report on red alerts in the ambulance services last week. We know that the Liberal government has no intentions of dealing with the staff shortages that put people of the province and workers in jeopardy. A government must do better.

Thank you and your members for keeping us safe and caring for our families all the time.

The NDP looks forward to working with you and your members on these pressing issues once the provincial election is over.

Sincerely,

Alison Coffin, Leader  
NDP

## **Public Sector**

Our economy has suffered Liberal and Conservative governments' bad decisions, tax breaks and cuts to public services. Each year we see an erosion of our public services, with more cuts to come. And now the Liberals are promoting privatization that would allow private operators to make a profit for the services we rely on.

We commit to keeping all the College of the North Atlantic Campuses open.

We commit to honouring the NAPE Collective agreement "no layoff" clause.

We commit to keeping rural clinics and health care facilities open, funded, properly staffed and fully operational.

## **Privatization**

The NL NDP is firmly against cuts to our public services and against privatization.

We will not privatize any of our public services.

We will not privatize long term care, acute care services, highway snow clearing, NLC, publicly provided MVR, Registry services, Laboratory services, public group homes, and air services.

The NDP believes that we must maintain our quality public sector. Public sector jobs provide decent paying jobs that help support families, local businesses, and communities throughout our province. It is important we continue to both stabilize and stimulate our economy and will do this by keeping our strong public service.

## **Healthcare**

We are fortunate to have a public health care system that provides high quality, safe, and accessible health care. Work overload, forced overtime, denied holiday leave, and staff fatigue are serious issues affecting both health care providers and patients.

We must invest in primary health care. Fix staff shortages in health care.

We will set the stage to reach the appropriate staff to patient ratios by ensuring that our university and colleges are offering the courses that match our needs.

Long-term care must remain a public service. The NL NDP recognizes that care of our family members in long-term care must be top priority for government and will pressure the federal Liberals to make long-term care part of the Canada Health Act.

We must meet the health, safety, and social needs of residents. We can only do this with more qualified and registered nurses, licensed practical nurses, and personal care attendants. The NL NDP will reach the national goal to have four hours for every resident for personal care and nursing care. We will commit to completing a staff reviewing for Long Term Care.

## **Home care**

The NL NDP is committed to improving the quality of life of seniors, persons living with disabilities by enabling people to stay in their homes and communities through the creation of a

full home care system. Home care should be a publicly funded, publicly managed and regulated by government with fully trained workers.

## Social Workers

Social workers work with some of the most vulnerable people in our province. The high caseloads have created challenges that cause social workers to experience mental illnesses such as PTSD, workplace fatigue, and the exacerbation of other health issues.

We understand that NAPE and the department have struck a joint committee in November 2020. We look forward to the recommendations but we know that we need to recruit and train more social workers. We must get to the ratio of one social worker for every 20 cases.

## Labour Laws

The NDP believes it's time to strengthen laws that protect and support working people by modernizing provincial labour laws:

- Enact anti-scab worker legislation.
- Reinstate card-based certification.
- Dispute resolution: We must put alternative dispute mechanisms in place in law to ensure that workers' right to collectively bargain, including their right to strike is respected and enforced. We need effective enforcement and penalties for employers who violate their obligations in that process. We will consult with unions and other jurisdictions to do this right for workers.
- Bargaining rights related to contracted work must be maintained even if the third-party provider changes.
- Protect Pensions: Stand up for workers by bringing in pension insurance legislation to protect private pensions in the event of a company's bankruptcy.

## Student Assistants

Every year parents and teachers are more concerned for students who need help in the classroom. The concerns we hear have not changed in decades. Government must begin to treat public education as an investment rather than a line item to cut.

Spending on our children today, providing the assistants and resources they need, is a true investment as it saves money spent on health and social programs down the road. More importantly, doing right by our children is just the right thing to do.

The NDP will commit to funding the five-hour allocation for in-class student assistants that parents, teachers, and NAPE know is needed.

## Corrections

There have been many reports over the years, starting with *Three Decades of Darkness*, that have identified issues in our corrections system. The Jesso Report again highlights issues that continue to affect the corrections system and the health of workers and inmates. The recommendations in the report must be implemented to improve the outcomes of the province's correctional facilities.



The NDP knows it's long past time to:

- Improve mental health support systems and pathways in the corrections system.
- Build a new correctional facility to replace HMP
- Add health professional staff
- Improve staff training and increasing staff allocation and presence.