

NAPE



ANNUAL REPORT

April 1, 2022 to March 31, 2023

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MESSAGE FROM NAPE'S PRESIDENT & SECRETARY TREASURER



Dear NAPE Member,

This Annual Report provides an overview of the work your union has done over the past year.

We are grateful for the opportunity to play leadership roles in this great union. It is a true honour - one we pour ourselves into because we know what is at stake for you and your family.

Not only are we grateful, we are thankful – thankful for the incredible activists who give their time to build and grow and move our union forward. NAPE's Local Officers, Shop Stewards, and Board members are the backbones of our union. We are thankful to every single member of our union for the incredibly valuable work you do every day to provide the vital goods and services the people of our province depend on. No matter the challenge, you are there to deliver care, compassion, safety, education, support, and world-class products.

There is not one second of the day, 365 days a year, where there is not a NAPE member working in our province. As we have always said – this province works because you do.

As you can see in this document, it has been an incredibly busy year full of challenges, obstacles, victories, progress, and growth.

By working together, your union has accomplished so much in the past year. Here are some quick facts and figures:

34 Collective Agreements successfully negotiated/ratified

6 New workplaces organized

742 Grievances resolved

42 Arbitrations completed/settled

176

Shop Stewards trained

250

Local Officers trained

39

Bursaries awarded totalling \$12,000

23

Scholarships awarded totalling \$12,500

\$151,500

Fundraised/donated to local charities like Daffodil Place and Kids Eat Smart

And this doesn't cover the incredible work your Local Officers, Shop Stewards, Board, and Staff have accomplished in the day-to-day operations of the union – representing and defending our members in workplaces across our province.

In battle after battle – your union has fought hard to protect you, your work, and the goods and services you provide.

While we have accomplished so much together in the past year, the fight continues.

Many of you are facing extraordinary pressures, challenges, and stresses at work due to understaffing, working short, heavy work / caseloads, etc. Gone are the days of being 'lucky to have a job,' If the pandemic has taught us anything, it is this: It is the front-line workers – the working class – who shore up and support our society. We must, all of us, work together to ensure our workplaces are safe, supportive, inclusive, respectful, well-supported, and properly staffed.

We need to ensure that workers' voices, perspectives, needs, and desires for better, safer, and more equitable workplaces and communities are heard.

We need to ensure government puts workers' interests before the desires of those seeking to profiteer from our systems and your labour.

We must work together to build a better future for the next generation of workers.

Together we will fight—and together we will win.

We'll be there with you every step of the way.

In solidarity,

Jerry
President

Trevor
Secretary-Treasurer



ANNUAL FINANCIAL REPORT: 2022-23

TOTAL ASSETS

| | |
|-------------|------------|
| 31-Mar-22 | 71,005,275 |
| 31-Mar-23 | 73,616,916 |
| INCREASE OF | 2,611,641 |

LIQUID ASSETS

| | |
|-------------|------------|
| 31-Mar-22 | 61,223,497 |
| 31-Mar-23 | 63,986,664 |
| INCREASE OF | 2,763,167 |

INVESTMENTS

| | |
|-------------|------------|
| 31-Mar-22 | 54,604,390 |
| 31-Mar-23 | 57,839,839 |
| INCREASE OF | 3,235,449 |

RETAINED EARNINGS

| | |
|-------------|------------|
| 31-Mar-22 | 61,100,371 |
| 31-Mar-23 | 65,492,583 |
| INCREASE OF | 4,392,212 |

*This financial information has not been audited. Audited financial statements are expected fall 2023. Audited statements are available to members upon request.

Your Union. Your Community.

NAPE Town Halls

On March 8, 2023, NAPE President Jerry Earle and Secretary-Treasurer Trevor King kicked off a series of 27 Town Halls in Clarendville. These Town Halls are open to all NAPE members. By the end of March, nine more Town Halls had taken place in Marystown, Bonavista, Carbonear, Mount Pearl, Conception Bay South, St. John's, Gander, Lewisporte, and Buchans.

Town Halls are scheduled for May, June, into the summer, and the fall. Email notices will go out to members in each region prior to the Town Hall. The purpose of these Town Halls is to update members on the efforts of their union - what we have accomplished, what challenges lie ahead, and our plans for the future. Most importantly, we want to meet and have discussions with NAPE members in your communities.

Stay tuned for a Town Hall coming to a community near you!



Highlights: 2023 Provincial Budget

On March 23, 2023, the provincial government introduced its budget. Based on our initial review, there are no major cuts, closures, or service reductions. Funding across many departments either remained stable or increased. No layoffs were announced. NAPE will continue to dig into the details.



Healthcare

NAPE was pleased to see \$9 million allocated for consolidation of the road ambulance service into a single, integrated service with centralized dispatch. This is a major shift on government's part – one NAPE has been actively calling and fighting for. We're still waiting for details, but we look forward to being actively engaged in this process to ensure it benefits EMS workers, both public and private, across the province.

NAPE is concerned that integration of Air Services has been omitted from this budget as a priority issue. We will be following up on this.

In addition to a \$1 million increase to the Medical Transportation Assistance Program (MTAP) budget, government announced that MTAP will now be administered by a standalone Department of Labrador Affairs. When we reached out to government, they indicated this won't result in job losses for our members.

NAPE is seeking clarification of the following three items:

- \$9.3 million for community care home professionals who support self-managed care in the home
- \$6.1 million for personal care home professionals
- \$7.7 million for healthcare professionals who support self-managed care

The budget included \$23 million for recruitment and retention of healthcare professionals. In the absence of any detail, NAPE feels compelled to point out that while recruitment efforts are welcome

and needed, government also needs to do more to retain workers in our system by improving work-lifebalance, supports, staffing, etc.

Government is adding a new medical flight specialist team for Happy Valley-Goose Bay. We are checking to what if any impact this will have on our Air Services members.

Memorial University

Government announced a \$14 million funding cut for Memorial University – part of its plan to cut \$68 million over 5 years.. These cuts will have a real impact on our members, students, enrolment, etc.

Education

The Student Assistant funding allocation is up approximately \$1 million over last year's budget.

Marine Services

There is an increase of \$8 million over last year's budget for ferry operations.

Air Services

There is an increase of \$3.5 million over last year's budget for air services operations. There is also \$22 million in revenue from air services noted in the budget, which we believe relates to the sale of the damaged water bomber. We have requested more information on this.

Home Care

While the budget contains vague references to aging in place, there was no mention of funding, policies, or proposals relating to home care – even though this work is crucial to our communities and to reducing stress and strain on our healthcare system. This is a priority area for our union, and NAPE will be following up with government.

Members Battle Province's Largest Forest Fire in Decades



In 2022, the largest forest fire to hit the province in decades swept through central Newfoundland and down the Connaigre Peninsula, closing much of the Bay D'Espoir Highway. For more than a month, NAPE members from the Air Services bargaining unit flew most of the water bombers that battled this massive fire, while Conservation Officers, who are part of NAPE's General Service bargaining, fought the fire on the ground. NAPE members working in healthcare were also called upon to evacuate 130 patients and residents from healthcare facilities in Grand Falls-Windsor due to the dangers posed by smoke from the fire. Many other NAPE members helped by servicing air craft, dispatching crews, and other crucial tasks required to fight a fire of this magnitude.

Government Funding Will Benefit Members at Country Ribbon

An \$800,000 investment by the provincial and federal governments will help Country Ribbon Inc. deliver more fresh, local chicken to major retailers in Newfoundland and Labrador. The funding will be used to purchase air-chill technology and secondary processing equipment.



L-R: NAPE Secretary Treasurer Trevor King, Labour Relations Specialist Chris Henley, NAPE President Jerry Earle, Local 7021 President Kenny Locke, Brian Hogan (Local 7021), and Kevin Fitzpatrick (Local 7021)

NAPE Monitoring Integration of Regional Health Authorities, NLESD for Potential Impact on Members, Services

The provincial government first announced its intention to merge the province's four regional health authorities in the 2022 budget. At the time NAPE President Jerry Earle told CBC, "There is nowhere in health care right now where we can afford the loss of a single person." Government has since announced a transitional CEO to lead the planning team and passed the Provincial Health Authority Act. At that time, it issued a news release saying, "Employment impacts resulting from the creation of a single health authority will be managed primarily through attrition and other efficiencies, and it is anticipated that employees would be offered meaningful, comparable alternative employment in the new health authority." NAPE continues to monitor the situation for potential impacts on its members and the delivery of public health services.

In the 2021 budget, the provincial government announced it would roll the Newfoundland and Labrador English School District (NLESD), a Crown corporation, into the Department of Education. Government has appointed an Integration Board and announced its intention to create an Integration Team. It has also made changes to the Schools Act in preparation for this move, and announced it intends to create a Public Schools Branch within the Department of Education. The Public Schools Branch will be responsible for the functions currently carried out by the NLESD. Government has said the move will have no impact to school operations prior to the end of the 2022-23 school year. NAPE continues to monitor the situation for potential impacts on its members and the delivery of K-12 education.

NAPE Welcomes NUPGE Convention

NAPE was proud to welcome hundreds of fellow union activists from across Canada to St. John's for the National Union of Public and General Employees Triennial Convention. NUPGE, which is NAPE's national union, represents over 400,000 public and private sector workers across the country, organized in 11 provincial components and 3 affiliate unions.

NAPE also congratulated former NAPE Secretary-Treasurer Bert Blundon on his election as NUPGE President.



SPEAKING OUT

NAPE Forces Premier's Commitment – No Privatization of Healthcare Services

In January of 2023, Ontario's Ford government announced it would provide funding to private health care providers in an effort to reduce backlogs in the public system resulting from COVID.

NAPE President Jerry Earle immediately called on Premier Andrew Furey to stand with public healthcare workers in opposition to further privatization of our healthcare system. As Earle pointed out, "Our public healthcare system is already struggling to retain and recruit healthcare workers. These private, for-profit operations will only bleed more workers from our public healthcare system. They will siphon money away from our public system to generate profits at the expense of access to healthcare for all."

This pushed the Premier to tell VOXM: "Privatization of health care is never something that I've been contemplating." NAPE will hold him to his word.



NAPE Fights for Fairer, More Effective Approach to Addressing Staff Shortages

NAPE has repeatedly told employers that recruitment and retention incentives are not the way to handle staff shortages. But once employers began offering them to physicians and registered nurses, we had no choice but to get whatever we could for as many of our members as possible.

NAPE will continue to lobby employers to address staff shortages in a fairer, more effective manner.

Buy Local Holiday Campaign Highlights Private Sector Members

For the fifth year running, members with Browning-Harvey, Country Ribbon, Labatt, Purity, and Rock Spirits – and the wonderful products they produce – starred in a NAPE holiday campaign (with a special guest appearance by some NLC members!) On television, radio, and social media – the campaign, with a fresh new look and sound, encouraged people across Newfoundland & Labrador to buy local for the holidays – especially the products produced by our very own members who work in the private sector!



Labatt.



Purity Factory.



Country Ribbon.



Rock Spirits.



Browning Harvey.

NAPE Campaign Wins National Award

NAPE's 2022 'We Called Them Heroes' campaign has received the CALM Award for Best Short Video. The ads feature the iconic voice of the late, great Gordon Pinsent talking about how during the pandemic, NAPE members put their safety – and the safety of their families – at risk to deliver vital services. How these same working people now faced threats of privatization and cuts. The ads show exhausted front-line workers going about their work while people bang pots and the camera pans over desolate streets. They end with Pinsent telling the people of Newfoundland & Labrador: 'When we needed them most, the NAPE members we called heroes were there for us. Now we must be there for them.' Congratulations to our communications staff on this outstanding effort!



**CANADIAN ASSOCIATION
OF LABOUR MEDIA**



NAPE Continues to Push for Better Working Conditions for Correctional Officers



At a news conference called to release a study NAPE commissioned into Correctional Officers' experiences – and their recommendations for the new HMP.

Throughout 2022-23, NAPE continued to dog government on Correctional Officers' forced overtime resulting from staff shortages. Government is failing to retain current COs – or recruit enough new COs. Staff shortages are also resulting in inmates being confined to their cells and frequent cancellation of recreation and family visits, making an already volatile workplace worse. Lack of air conditioning in the 164-year-old HMP adds to the tension.

The replacement for HMP can't come soon enough, but NAPE is leaving nothing to chance. NAPE engaged Dr. Rosemary Ricciardelli, PhD, and her research team at Marine Institute and Memorial University to interview COs about their experiences and what they think the new HMP should look like. Ricciardelli is a leading scholar in the field of corrections. The qualitative study analyzed data from 28 interview participants.

In addition to issues arising from staffing shortages, COs identified lack of access to leadership and leadership presence in the workplace as creating a disconnect with front-line COs. They expressed concern about the lack of accessible emergency exits and a need for better staff-to-prisoner ratios. Newrecruits also need additional training.

In the high stress field of corrections, mental health and wellness resources for COs need to be expanded and made more accessible. Sick leave and Workers' Compensation provisions also need improvement.

COs believe fairer access to time off and more equitable compensation would help them feel their work is valued.

COs feel the new HMP must address issues of overcrowding. It should have smaller units so it is easier to keep incompatible inmates apart. Low-risk prisoners should be housed in separate minimum-security units. Cells should have panic buttons. And while segregation of prisoners shouldn't be completely eliminated, it needs to be re-envisioned.

Staff safety concerns should also be addressed in the design. Recommendations include a separate staff entrance and staff parking out of view from prisoners as well as wider cell doors and larger meal hatches.

COs feel the facility should have an indirect supervision system as direct supervision requires more COs, and many COs are unfamiliar with it. Indirect supervision reduces the need for hypervigilance (a source of strain, fatigue, and burnout) and reduces the risk of physical violence. The new facility also needs improved camera and communications systems.

The new HMP should have a separate space for staff to shower, change, eat, exercise, etc. and a dedicated space for the Emergency Response Team's use.

Staff and prisoners would benefit from softer lighting including natural light, fresh air, improved ventilation and air quality, better soundproofing, more open space, and dimmers so lighting in cells can be lowered at night.

Inmates would benefit from more mental health supports, vocation and education programs, life skills training, addictions programs, access to cultural resources (e.g., healing lodges and prayer rooms), and recreational opportunities – with appropriate staffing.



On December 9, 2022, NAPE President Jerry Earle called out Justice Minister John Hogan for failing to meet with COs, or their union, despite multiple requests after more than a year in office. Earle said NAPE is in regular contact with other government ministers and had a good relationship with previous justice ministers. Earle told CBC, " That shows an absolute, total disrespect for correctional officers who are on the front line every day – putting their lives on the line in many instances ..."

Healthcare in Crisis

In May 2022, NAPE President Jerry Earle told VOCCM that while the Health Minister, Premier, and Health Authorities might not want to admit it, the healthcare system is in crisis. At the time, healthcare facilities were over capacity by as much as 108 per cent in Central Newfoundland. In Labrador West, 10 or 12 patients who should be in hospital beds were stuck in the emergency department.

Earle told VOCCM acute care facilities are designed to operate at 85 to 90 per cent, so when facilities start hitting 105 or 108 per cent, there's just not enough staff. NAPE members working on the front-lines of health care are contacting the union "every hour" to say they're unable to cope with the influx of patients and the backlog in surgical procedures.

Local News

Health Care Workers Strained with Influx of Patients: NAPE

May 12, 2022 | 8:13 AM

Nfld. & Labrador

Staff shortages force 1-day cancellation of blood collection appointments at Waterford Hospital

Need to Prioritize Retention of Radiation Therapists

A 27% vacancy rate for Radiation Therapists at the Bliss Murphy Cancer Centre – twice the national average. One of four radiation treatment units closed. Patients diverted to Toronto. NAPE President Jerry Earle went on the record to tell government it should prioritize the retention of radiation therapists already in the province, and to call on government to meet with front-line workers to hear their concerns first hand.

Shortage of Lab Assistants Symptom of Ailing System

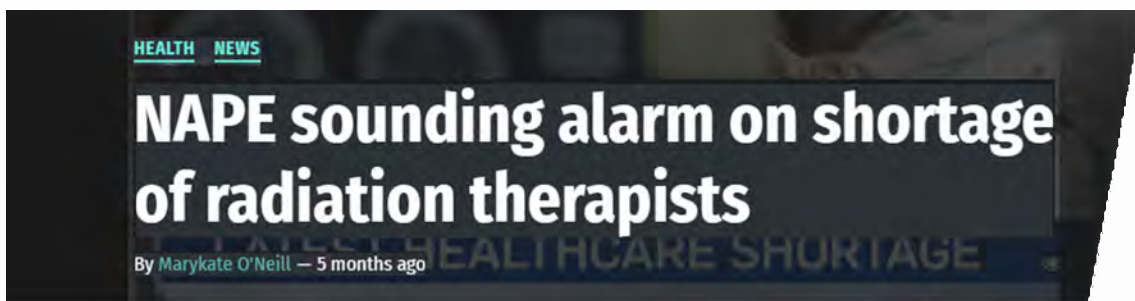
When a St. John's hospital had to cancel blood collection appointments because of staff shortages last November, Earle told CBC it was "just another symptom of an already ailing system." According to Earle, government should have listened to health care workers 7-8 years ago when they said there was an issue with staff shortages, but government denied there was a problem. Now St. John's Metro is short 10 lab assistants. Earle told CBC, "Every health-care provider, every health-care professional plays a critical role in our health-care system ..." explaining "the entire health-care system functions like a chain – when one of its links breaks, the chain can't hold together." According to Earle, "We have many health-care workers, medical lab assistants included, that are at the point of sheer exhaustion, burnout, becoming ill themselves ... and they're quite distraught that they cannot continue to provide the necessary services."

Staff Shortages Plus Holidays, Flu Season Result in More Forced Overtime

Speaking to VOXM on December 14, Earle said members in healthcare were "already being told to anticipate being mandated to work over the holidays" thanks to staffing shortages, "exacerbated by a hard-hitting flu season." This follows "a grueling 30-plus months for many who are unable to get a break and are already working additional time."

Earle Tells Government, 'Focus on Retention, or Recruitment Will Continue to be a Problem'

On December 23, Earle took to the airwaves to remind the provincial government yet again that it "needs to focus on retention of workers in the health care system, or recruitment will continue to be a problem," pointing to the recent loss of many radiation therapists and respiratory therapists.



The recent loss of many Radiation Therapists and Respiratory Therapists are just two examples. Earle warned government it "needs to stop the bleeding first and ensure that working conditions are such that both current workers and new recruits are happy to stay."

NAPE Voices Frustration at Delays in Addressing Issues with Paramedic Working Conditions

Paramedics are another group of healthcare workers under tremendous strain. This is especially true in rural areas experiencing closures and diversions due to staff shortages – and where paramedics are being forced to provide coverage outside their usual service areas. In parts of Central, for example, diversions have meant additional hours added to response and transport time. Diversions have also led to beds being at and over capacity at other facilities – putting an extra load on workers there. The ripple effect is felt across the system.

When CBC revealed that 6 paramedics in Happy Valley-Goose Bay had averaged 1000 hours of overtime each in 2021-22, Earle described the situation there as “unsustainable.”

Speaking to CBC about NAPE's frustration with delays in improving working conditions for paramedics, Earle said, “Understand this is an extremely stressful job. At the best of times, they attend to situations that most never see in our lifetime. So the work alone takes a toll on their mental and physical health.”

Following Two Years of Pressure by NAPE, Government Creates More Seats in LPN Training Program

In June 2022, following more than two years of pressure by NAPE, the provincial government announced the creation of 92 new Licensed Practical Nursing program seats at College of the North Atlantic.

While this announcement won't immediately address challenges, we hope it will alleviate some of the strains on LPNs and our healthcare system in the longer term.

The expansion of this program is also good for the College – a world-class public post-secondary institution that will now be training even more healthcare professionals in our province.



Hospital Bed Capacity Numbers Show System and Workers Under Extreme Pressure

Last May, when some health officials were refusing to acknowledge the serious problems in our province's healthcare system, NAPE put some figures together.

At that point in time, there were 87 beds open in the entire province, including overflow beds. Central was over capacity as were several facilities across the province. The goal is to be at 85% occupancy.

This is why our members in healthcare are burning out.



EASTERN HEALTH

88% overall occupancy rate

HSC - 105%
St. Clare's - 102 %

CENTRAL HEALTH

101% overall occupancy rate

CNLRH - 108%
AM Guy HC - 100 %
James Paton - 109%

WESTERN HEALTH

94% overall occupancy rate

Calder HC - 100%
Dr. Charles Legrow - 100 %
Sir Thomas Roddick - 100%

LABRADOR GRENFELL HEALTH

96% overall occupancy rate

Labrador Health Center - 132%

CRITICAL CARE UNIT OCCUPANCY

87% overall occupancy rate

LG Health - 100%
Western Health - 110 %
Central - 94%
Eastern - 80%

NAPE Raises Alarm Over Workplace Issues Affecting Highway Enforcement Officers

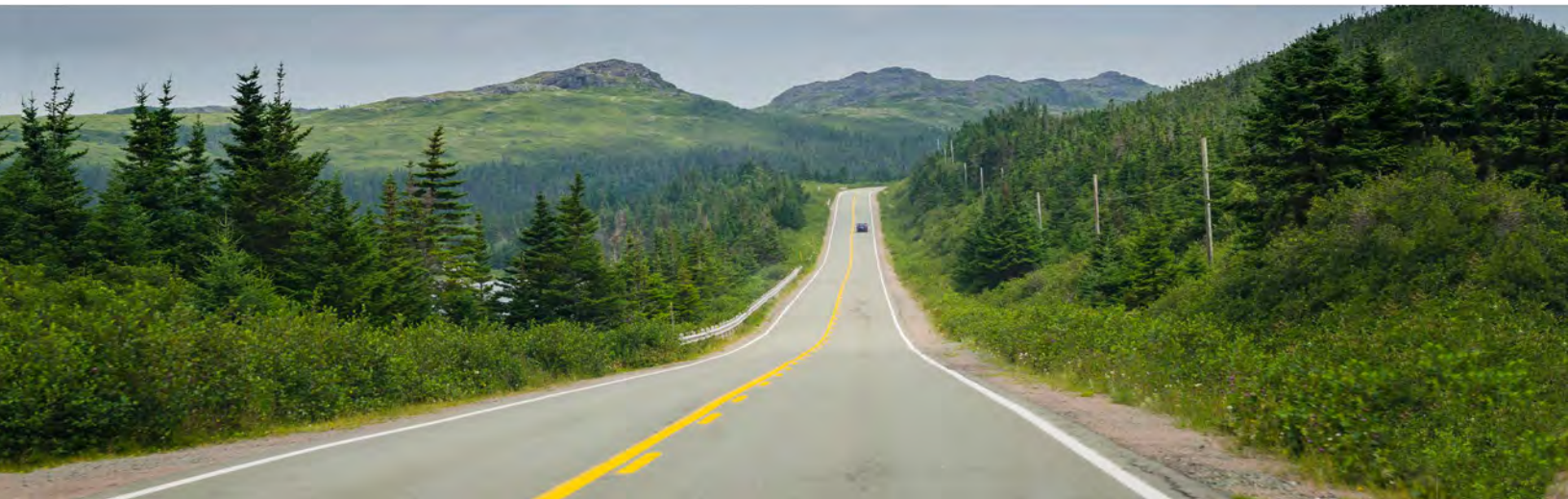
In an interview with VOXM, NAPE President Jerry Earle expressed concern about workplace issues affecting Highway Enforcement Officers.

In 2008, the province employed 47 Highway Enforcement Officers. By June 2022, that number had dropped to just 21.

Highway Enforcement Officers, who work with Service NL, are part of NAPE's General Service (GS) bargaining unit. They inspect vehicles used in the transportation industry (e.g., school buses and transport trucks) and enforce laws, regulations, and standards that govern the province's highways.

Highway Enforcement Officers are sometimes called on by police to assist with accidents. Recently, officers have been unable to assist with some significant accidents because no one was available.

Officers have reached out to NAPE, saying they're concerned they cannot effectively and efficiently do their jobs. They've told the union that when an incident happens, officers wonder if it could have been prevented if there'd been enough staff available to ensure all vehicles were inspected properly.



Joint NAPE – Government Committee Results in EY Review of Social Worker Workload and Child Welfare Services

In June 2022, the provincial government announced it had awarded a contract to consultants Ernst and Young (EY) to review social worker workload and child welfare services in the province. This resulted from the work of a joint NAPE – government committee struck to look at stress, workload, and other issues social workers face. EY is expected to identify measures to help ensure the health and well-being of frontline social workers and to make recommendations for ways to improve child welfare programs, policies, and operations.

NAPE Says Government Decision to Exclude Members who Fight Forest Fires 'Shameful'

The provincial government has amended the Workplace Health, Safety and Compensation Act to provide firefighters with presumptive coverage for eight new cancers as well as cardiac events that occur within 24 hours of responding to an emergency. Presumptive coverage means a claim for workers' compensation is accepted without the worker having to prove the illness is work-related.

Asked why workers who fight forest fires weren't included, Minister Bernard David told VOXM it's because they don't have to deal with the same carcinogens emitted during house fires.

President Jerry Earle told VOXM it's also about the cardiac care. NAPE members who fight forest fires work up to 14 hours a day and carry 50-pound hoses sometimes for several kilometers at a time. He called excluding them an 'absolute insult' and said the stance taken by Minister Davis was 'absolutely offensive.'



Fire Fighter putting out brush fire in Central NL, 2022

NAPE Takes Government to Task for 'Regressive' and 'Misguided' Tax on Sugar-Sweetened Beverages

When the provincial government announced plans to implement a tax on sugar-sweetened beverages, NAPE spoke out in opposition. We called the tax regressive and pointed out it would impose a burden on those who can least afford it, negatively impact local workers, and would fail to produce the intended results.

In an interview, President Jerry Earle told the CBC: "The results of implementing this sort of tax in other jurisdictions have been mixed at best. Education, poverty and food insecurity reduction strategies, and tackling the root causes of inequality in our society, would be a much better approach."

NAPE represents and unites more than 60 workers at Browning Harvey in St. John's and Grand Falls-Windsor. Browning Harvey is the province's only producer of soft drinks.

LABOUR RELATIONS AND COLLECTIVE BARGAINING

NAPE Adopts New Approach to Dispute Resolution

A lot of work that NAPE does as a union is settling workplace disputes. When disputes can't be settled through the normal grievance process, next steps include forms of alternate dispute resolution like mediation, mediation-arbitration, expedited arbitration, and arbitration.

NAPE implemented a Dispute Resolution Pilot Project in which we assigned two staff members to (1) focus on these forms of dispute resolution and (2) represent members before professional bodies. The results speak for themselves.

The Dispute Resolution team has scheduled and resolved 55 arbitrations, resulting in settlements for our members that total in excess of \$830,000. They have also delivered significant resolutions of non-monetary value that improved the working conditions of our members. We currently have 20 new arbitrations either scheduled or in the process of scheduling, with numerous other disputes earmarked for other forms of alternative dispute resolution.

Based on its success, we have made this approach permanent. Staff members Christina Kennedy and Earl Hann are now NAPE's Dispute Resolution Specialists.

Public-Sector Bargaining Teams Deliver Wage Increases, Recognition Bonus, and Language Improvements



Negotiating team members from across the province gathered in St. John's to prepare for collective bargaining.

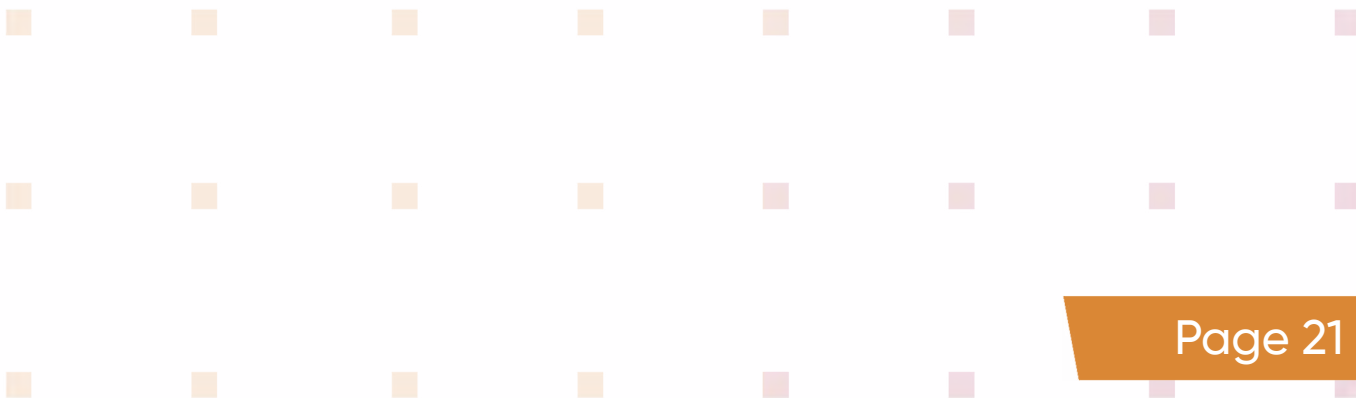
In 2022, all 21 NAPE public-sector bargaining units, representing some 22,000 members, bargained together for the first time in our union's history. The 21 elected negotiating teams decided that core issues like wages would be negotiated together, while each team would negotiate issues specific to their bargaining unit individually.

On July 28, 2022, 16 of the following public-sector bargaining units reached tentative agreements. Marine Institute and Memorial University bargaining units reached tentative agreements on August 8.

- Air Services
- CNA Faculty
- CNA Support Staff
- Correctional Officers
- General Service
- Group Homes
- Health Professionals
- Hospital Support Staff
- Lab and X-Ray
- Marine Institute Faculty
- Marine Institute Support Staff
- Marine Services
- Maintenance and Operational Services
- Memorial University Campus Enforcement
- Memorial University Custodians
- Memorial University Maintenance
- Newfoundland and Labrador Liquor Corporation
- School Boards
- Student Assistants
- Ushers
- WorkplaceNL

18 of the bargaining units voted to ratify their tentative agreements. The Air Services, Correctional Officers, and Marine Services bargaining units voted to return to the bargaining table.

The resulting 4-year contracts include salary increases, a recognition bonus, improvements in things like meal and clothing allowances, and improved language like universal no-discrimination language while maintaining important articles and benefits.



Sixteen NAPE Bargaining Units Ratify New Contracts in 2022-23



Alt Hotel bargaining team members L-R Justin Tobin, Rhonda White (staff), and Shingi Kadirire.

The following sixteen NAPE bargaining units also ratified new contracts in 2022-23:

- Acadian Village
- Alt Hotel (Gestion Colimat)
- BlueSky
- Central Transfer Service
- Choices for Youth (The Lilly)
- DoubleTree Hilton
- Hopedale Inuit Community Government
- Marble Mountain
- Public Service Credit Union
- SafetyNL
- Town of Humber Arm South
- Town of Lewisporte
- Town of Petty Harbour - Maddox Cove
- Town of Port au Choix
- Town of St. Lawrence
- Town of Stephenville

Congratulations to the NAPE members elected to serve on these negotiating teams and the NAPE staff who supported their efforts!

Twenty-Three Bargaining Units in Negotiations

As of March 31, 2023, the following 23 bargaining units, representing thousands of NAPE members, were engaged in some stage of negotiations. Many of these groups have since concluded negotiations.

- ALT Hotel - Colimat
- Aramark
- Bay Roberts Retirement Living
- Brinks Canada Limited
- Burin / Marystown Employment Board
- Canadian Blood Services
- Choices for Youth (The Shelter)
- City of St. John's
- Crosswinds Senior Resort
- Deer Lake Town Council
- Emmanuel House
- Grand Bank Recreation Committee
- Grand Bank Town Council
- Humber Valley Complex
- Humber Valley Co-Op Living
- Momentum
- Multi-Materials Stewardship Bd
- Port aux Basques Community Employment Corp.
- Portugal Cove / St. Philips Town Council
- Postville Inuit Community Government
- Salvation Army Wiseman Centre
- Stephenville Gardens Corp. (Dome)



Welcoming New Members to Our Union

Building Workers Power Through Organizing

Choices for Youth (The Shelter) Workers Choose NAPE

The Labour Relations Board has certified NAPE as the bargaining agent for workers employed by Choices for Youth (The Shelter) in St. John's.

Members provide support to The Shelter's clients – males and gender non-conforming individuals between the ages 16-29 requiring emergency shelter.

Workers at Stella's Circle (Emmanuel House) Vote to Join NAPE

The Labour Relations Board has certified NAPE as the official bargaining agent for workers at Emmanuel House, operated by Stella's Circle in St. John's.

Members at Emmanuel House help provide supportive services to individuals facing many different challenges so they can reach their full potential with the supports they need to live independent lives.

New NAPE Members at Marguerite's Place Supportive Housing

The Labour Relations Board has certified NAPE as the official bargaining agent for workers employed by Marguerite's Place, which is operated by the St. John's Status of Women's Council.

Members at Marguerite's Place support women and non-binary people living on low income who face barriers to stable housing work toward living in the larger community.



(L-R) Rick Kieley, Private Sector Board Member, Evelyn Kielly, Patricia Lee, Sheryl Bragg, and Marilyn Burse.

Central Transfer Service Employees Join NAPE

The Labour Relations Board has certified NAPE as the official bargaining agent for workers employed by Central Transfer Service, which is owned by Fewer's Ambulance Service Ltd.

Members provide non-urgent medical transport in the Clarenville area.

NAPE Now Represents Workers at Crosswinds Seniors Resort

The Labour Relations Board has certified NAPE as the official bargaining agent for workers employed by Crosswinds Seniors Resort.

Members provide care to residents of this 54-bed personal care facility located in Robinsons.

Workers with Bishops Gardens Now NAPE Members

The Labour Relations Board has certified NAPE as the official bargaining agent for workers employed at Bishops Gardens.

Members provide care to residents at this 100-bed personal care facility located in St. John's.



(L-R) Central Transfer Service members Mike Legge, Junior Burse (NAPE staff rep) Wayne Melindy, and Gary Greening

We Are Community

Strong Unions Build Strong Communities

Solidarity

MUNFA, the union representing faculty, librarians, and counsellors at Memorial University campus in St. John's and Grenfell campus in Corner Brook, spent almost two weeks on the picket line in 2023. NAPE stood in solidarity with them.



On November 2, 2022, NAPE stood in solidarity with the Canadian Federation of Students - NL at their Day of Action for Accessible Education.



And when members of CUPE Local 2099 with the City of Mount Pearl spent more than two months on the picket line, NAPE stepped up to show support.

Donations / Fundraising

Fire Truck Pull



Local 5001 – Collins Ambulance (CBN) – took part in the 4th Annual Harbour Grace Fire Truck Pull in support of Muscular Dystrophy Canada. The team pulled home the win while raising over \$1500.

Daffodil Place



On behalf of NAPE members, NAPE President Jerry Earle and Secretary-Treasurer Trevor King presented a cheque for \$25,000 to Daffodil Place. Daffodil Place, operated by the Newfoundland & Labrador Division of the Canadian Cancer Society, provides affordable accommodations, meals, transportation, and other support for people with cancer and their caregivers who must travel to St. John's to receive cancer care.

Kids Eat Smart



NAPE President Jerry Earle and Secretary-Treasurer Trevor King presented a cheque for \$25,000 to Kids Eat Smart on behalf of NAPE members. This donation will allow Kids Eat Smart to provide more than 25,000 breakfasts to children across the province. NAPE is proud to have been there to support this program from the very beginning.

Moving Lives Forward Scholarship Program



In the past, NAPE has focused significant resources on the issue of mental health in the workplace. But mental health needs extend far beyond our place of employment. NAPE's \$45,000 donation to the Health Care Foundation's Moving Lives Forward Scholarship Program, takes our commitment to mental health into the community. This province-wide program provides individuals with the support they need to grow and heal through the pursuit of higher education and / or skill development opportunities. The program is open to any individual, 17 years of age and up, who has received services from a provincial Mental Health and Addictions Program (many of which are delivered by NAPE members) during the past two years.

Post Tropical Storm Fiona

On September 24, 2022, post tropical storm Fiona devastated part of Newfoundland's west and southwest coasts. NAPE members stepped up to help.



L-R Barry Fudge (President, Local 1805), Holly Walters (Secretary-Treasurer, Local 1805) presented Mayor Brian Button with \$20,000 donated by individual NAPE Locals across the province.



Dan Quilty (NAPE Western VP - left) and Barry Fudge, (President of Local 1805 - Town of Port aux Basque - right), presented a cheque for \$20,000 to Lisa Purchase of Atlantic Edge Credit Union.

Union Pride



From Labrador City, to Corner Brook, to St. John's, NAPE members – members of the 2SLGBTQIA+ community and allies – showed up at Pride parades.



A stylized logo for "NAPE" in large, bold, rainbow-colored letters. The letters are set against a dark blue background. The "N" is partially obscured by a black and white geometric shape. The "A" is a simple white shape. The "P" and "E" are filled with the rainbow colors.

Quadrangle



In the spirit of solidarity and pride, NAPE donates \$10,000 to Quadrangle NL a province-wide organization created by the 2SLGBTQIA+ community, for the 2SLGBTQIA+ community.

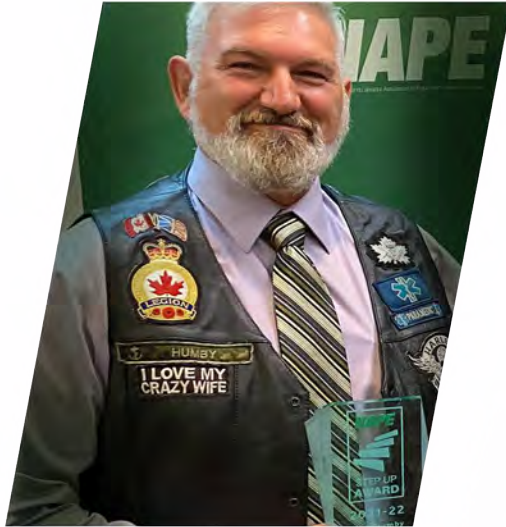
2022 Step-Up Award Winners



Throughout Newfoundland and Labrador, NAPE members step up as volunteers to make a difference. Some are union activists, while others give their time and energy to community groups. The NAPE Step Up Awards were created to recognize these members.

NAPE members nominate their fellow union members, with the winners decided by the Step Up Awards Committee. Each year a maximum of 5 awards is presented – one in each of five geographic regions.

In addition to the recognition they receive, NAPE makes a \$1000 donation on behalf of each recipient to the organization / charity of their choice.



Western

Chris Humby
First Step Charity



Central

Lynette McDonald
Special Olympics (Exploits Hurricanes)



St. John's Metro

Geoffrey Kearley
Chamberlains Park
Action Committee



Eastern

Bernadine Farewell
Jean de Baie Recreation
Committee Inc.

Missing from pictures.

Labrador

Lorellie Blackmore,
MADD Labrador.

EDUCATION

With Knowledge is Power

Local Officer Training



Gander



Corner Brook



St. John's

In the fall of 2022, NAPE's Education Committee organized 3 sessions of in-person Local Officers' Training – one in St. John's for members on the east coast, one in Gander for members from central, and one in Corner Brook for members from the west coast, Great Northern Peninsula, and Labrador. 194 volunteer activists took part in workshops, presentations, and discussions designed to help them develop the skills needed to run their Locals and represent their members in the workplace. On April 30, 2022, NAPE also offered virtual Local Officer training to 56 activists across the province.

Shop Steward Training



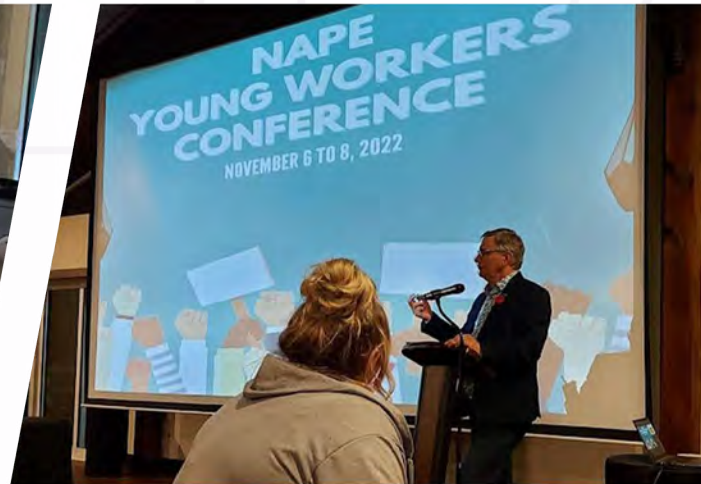
Gander



St. John's

Shop Stewards are the backbone of any union. During 2022, NAPE offered in-person Level I and Level II Shop Steward training in Labrador (June 2-3 and October 3-4), St. John's (June 6-7 and October 27-28) Gander (June 13-14 and November 17-18), and Corner Brook (June 13-14 and October 19-20). The sessions provided these front-line union activists with the skills they need to better represent their fellow workers. A total of 155 volunteer activists took part.

Young Workers' Conference



On November 6-8, NAPE's Young Workers' Committee held its second conference at The Wilds in Salmonier. Over 80 young activists from across the province came together to do some training, take in inspiring guest speakers and workshops, and talk about ways to get young workers more active in the union.

Women's Conference



From May 26-28, NAPE members from across the province gathered at The Wild's Resort for NAPE's annual Women's Conference. The conference is designed to build solidarity and help participants learn more about how unions can effectively advance women's issues in the workplace and in the community.

Sessions included Indigenous Cultural Diversity Training facilitated by First Light, a discussion on anti-racism, unconscious bias and gender facilitated by Fatima Mansaray, founder of Women of Hope International, and an information session on the Empowering Them e-course by Tania Heath of St. John's Status of Women Council / Women's Centre. Registration for the annual Women's Conference is open to all members who identify as female, with preference given to those who haven't attended before.

Labour School



NAPE's annual Labour School is organized by the Education Committee to provide NAPE members with the tools they need to effectively represent their fellow union members in the workplace. The 2022 Labour School took place from May 11-15 at the Wilds Resort. The 80 participants chose to take part in one of four programs: Collective Bargaining, Organizing & Membership Mobilization, Facing Management Effectively, and Advanced Shop Steward Training.

Two-Part Video Talks About What Pride Really Means to Members of the 2SLGBTQIA+ Community



Pride is more than a month or week-long celebration for the 2SLGBTQIA+ community. Pride means creating safe, inclusive, welcoming spaces for 2SLGBTQIA+ people 365 days a year.

In July of 2022, NAPE released a two-part video in which we asked some NAPE members what Pride means to them. The videos also provide a brief history of Pride and the struggles faced by the community.

Scholarships

Each year, NAPE presents 23 scholarships totalling \$12,500 to dependents of members who are pursuing post-secondary education.

Recipients of the 2022 scholarships were:

| SCHOLARSHIP | RECIPIENT | PARENT(S) | LOCAL |
|---------------------|--------------------|---------------------|-------|
| Emmanuel Strickland | Amy Manning | Paula Manning | 7104 |
| Max Dyke | Mackenzie Tapp | David Tapp | 1604 |
| William Browne | Margaret Kinsella | Jodi Kinsella | 6237 |
| Paul Foley | Isaac Piercey | Krista Piercey | 6601 |
| Region 1 | Amy Park | Ernest Park | 1104 |
| Region 2 | Jacob Lee | Michelle Lee | 2103 |
| Region 3 | Tia Cox | Cindy Cox | 3105 |
| Region 4 | Colby Parsons | Michelle Parsons | 4206 |
| Region 5 | Alexandria Crann | William Crann | 5850 |
| Region 6 | Cameron Pennell | Colin Pennell | 6206 |
| Region 7 | Molly Breen | Arlene Breen | 7813 |
| Region 8 | Alexander Cronhelm | Anthony Cronhelm | 8207 |
| Region 9 | Katie Greening | Tammy Greening | 9604 |
| At-Large | Simone McDonald | April Durnford | 3850 |
| At-Large | Allan Rideout | Jennifer Rideout | 3850 |
| At-Large | Kylea Keough | Georgina Keough | 3201 |
| At-Large | Kirsten Gaudon | Mederick Gaudon | 1319 |
| At-Large | Alyssa Power | Allison Dawn Groves | 2201 |
| At-Large | Nathan Winsor | Pamela Loveless | 3852 |
| At-Large | Ruby Burke | Angela Burke | 5601 |
| At-Large | Makenna Patey | Olivia Patey | 8207 |
| At-Large | Nicholas Thistle | Barbara Shears | 1853 |
| At-Large | Angel Wiseman | Melissa Wiseman | 3217 |

NAPE Awards 38 Bursaries to NAPE Members

The NAPE bursary program exists to help NAPE members upgrade while on the job – either to help retain a job or to help move from one position to another within a NAPE bargaining unit. Bursaries are offered 3 times a year (after each semester). Deadlines are April 30, August 31, and December 31. Members can apply at <https://www.nape.ca/education/nape-bursary-program/>.

In 2022-23, the following members received NAPE bursaries:

April 2022

Stephanie Lawrence (Local 1604)
Deidre Snook (Local 7404)
Laura King (Local 6206)
Quinton Searle Stoyles (Local 6208)
Janelle Hillier (Local 6222)
Kelly Drover (Local 6604)
Alison Judd (Local 8602)
Lisa Parsons (Local 3601)
Crystal Mercer (Local 7852)
Patricia Williams Knight (Local 6208)
Jamie Mercer (Local 3208)
Kendra Dean (Local 7813)
Mackenzie Dove (Local 4602)

August 2022

Carly Keeping (Local 6604)
Peter McLean (Local 3102)
Laura King (Local 7402)
Krista Coffey (Local 6601)
Kyle Smook (Local 3203)
Craig Mercer (Local 7404)
Caroline Costello (Local 6202)
Angela Bowdridge (Local 1104)
Hope Murray (Local 6901)
Alicia Bouzane (Local 6604)
Lori Ann Saunders (Local 3211)
Frank Knox (Local 7402)

December 2022

Kelly Miller (Local 2201)
Jamie Mercer (Local 3208)
Tasha Butler (Local 2201)
Lindsay Greene (Local 6604)
Robyn Gaye (Local 3211)
Kurtis Smith (Local 6206)
Gregory Gillard (Local 6206)
Christopher McDonald (Local 3105)
Emily North (Local 6601)
Angela Bowdridge (Local 1104)
Brandon Gill (Local 6901)
Scott Hillier (Local 6206)
Amber Cramm (Manning) (Local 6206)

PROVINCIAL BOARD OF DIRECTORS

NAPE's President and Secretary-Treasurer are elected for a three-year term by a membership-wide vote. All other members of NAPE's provincial Board of Directors are elected at either Biennial Convention or their respective Component Convention for a two-year term.

Executive

Jerry Earle
President

Trevor King
Secretary-Treasurer

Meghan Wade
General Vice President

Dwayne King
Central Vice President

Wendy Payne
Western Vice President

Ed Smith
Eastern Vice President

Component

Rick Kieley
Private Sector

Tony Kelly
General Service

Cynthia Thorne
General Service

Krista Newell
Health Services

Aiden Donahue
Health Services

Wayde Thompson
MOS

Debbie Hawes
Faculty

Donald Healey
NLC

Ashley Carew
LX - Health Professionals

Christopher Simms
Correctional Officers

Neil Cornect
Education Support

Kathy Gliddon
Local Government

Perry Carroll
Waterford Hospital

Kevin Hynes
Home Care

Area

Kimberly Ennis
Eastern Area Board Member

Sonya Hickey
Central Area Board Member

Crystal Foote
Western Area Board Member

Region

Glenda Wall
Region 1 Board Member

Joanne Kavanagh
Region 2 Board Member

David Hillier
Region 3 Representative

Brittany Landry
Region 4 Board Member

Steven Roach
Region 5 Board Member

Jamie Meadus
Region 6 Board Member

Lisa Williams
Region 7 Board Member

Trent Decker
Region 8 Board Member

Wade Kelly
Region 9 Board Member

COMMITTEES

2SLGBTQIA+

Kathy Gliddon, Chair
Wade Hickey, Local 3211
Tarragh Shanahan, Local 1104
Kristen Osborne-Earle, Local 7701

Anti-Racism

Glenda Wall, Chair
You Jiao, Local 7104
Soomandev Poorun, Local 6206
Jackie Adey, Local 8207
Lisa Taylor Hynes, Local 1604
Will Tremblett, Staff

Anti-Privatization

Ashley Carew, Chair
Debbie Hawes, Board of Directors
Neil Cornect, Board of Directors
Donald Healey, Board of Directors
Krista Newell, Board of Directors
Wayde Thompson, Board of Directors
Grant Horan, Staff

Audit

Tony Kelly, Chairperson
Jessica Crotty, Local 6217
Ken Locke, Local 7021

Charities

Ed Smith, Chair
Dwayne King, Board of Directors
Jessica Kean, Local 6222

Jessica Kavanagh, Local 6207
Evan Green, Local 7701
Ettie Bursey, Staff

Constitution

Debbie Hawes, Chair
Chris Simms, Board of Directors
David Hillier, Local 3102
Marylyn Murphy, Local 1104
Steve Donahue, Local 7701
David Healey, Staff

Discipline

Mark Pritchett, Chairperson
Jessie Miller, Local 9209
Ken Locke, Local 7021
Rebecca Murphy, Local 6234
Alexander Ford, Local 9101

Education

Jamie Meadus, Chairperson
Ashley Carew, Board of Directors
Krista Newell, Board of Directors
Nicole Baker, Local 1604
Kirk Wiseman, Local 1809
Andy Parsons, Staff

Elections

Michelle Mclsaac, Local 1857
Walter Meadus, Local 6901
Peter Pelley, Local 6202

Finance

Trevor King, Chair
Kim Ennis, Board of Directors
Don Healey, Board of Directors
Tracy Currie, Local 1101
Michelle Maclsaac, Local 1857
Ettie Bursey, Staff

Health and Insurance

Neil Cornect, Chairperson
Perry Carroll, Board of Directors
Tabetha Knight, Local 3603
Kimberly Normore, Local 1809
Michelle Reid, Local 6206
Vina Gould, Staff

Legislation

Steven Roach, Chair
Penny Kennedy, Local 7803
Kimberly Normore, Local 1809
David Hillier, Local 3102
Mark Pritchett, Local 2103
Paula Schumph, Staff

LPN

Aiden Donahue, Chair
Jenay King, Local 4214
Perry Carroll, Board of Directors
Vicki Hancock, Local 2204
Jill Miller, Local 9205
Scott Mercer, Staff

OH&S & Environment

Cynthia Thorne, Chair
Tony Kelly, Board of Directors
Jessie Miller, Local 9209
Mark Pritchett, Local 2103
Grant Horan, Staff

Pensions

Lisa Williams, Chair
Sandra Hawco, Local 6901
Rick Kieley, Board of Directors
Ralph Morris, Local 7002
Tyler Eddy, Local 7405

Christopher Simms, Board of Directors
Chris Henley, Staff

Step-Up Awards

Dwayne King, Chair
Joanne Kavanagh, Board of Directors
Trent Decker, Board of Directors
Wayde Thompson, Board of Directors
Sonya Hickey, Board of Directors
Keith Dunne, Staff

Women's Issues

Meghan Wade, Chair
Sonya Hickey, Board of Directors
Dorothy Baker, Local 2853
Crystal Foote, Board of Directors
Kim Ennis, Board of Directors
Rhonda White, Staff

Young Workers' Committee

Brittany Landry, Chair
Tiffany Sellars, Local 6217
Brandon King, Local 3105
Kyle Smook, Local 3203
Kierra Pilgrim, Local 8207
Kristal Rice, Staff

STAFF

Hired

During 2022-23, NAPE welcomed the following new staff members:

- Will Tremblett, Membership Servicing Representative, Western Office
- Chauntel Smith, Accounting Clerk, St. John's Office
- Marie King, Administrative Assistant, Central Office
- Sherry Brake, Administrative Assistant, Western Office
- Jennifer Power, Clerk, St. John's Office

Retired

NAPE wishes the following staff members the very best on their retirement and thanks them for their years of dedicated service:

- Martha Hunter, Administrative Assistant, Central Office
- Helen Blackwood, Administrative Assistant, Western Office
- Rose Connors, Accounting Clerk, St. John's Office

Jessica McCormick Elected President of NL Federation of Labour



After two years serving as NAPE's Public Relations, Communications and Research Officer, Jessica McCormick was acclaimed President of the NL Federation of Labour in November, 2022. She is the

youngest person ever elected to lead a labour federation in Canada. Prior to joining NAPE's staff, she spent 5 years' working in public affairs for the FFAW. Jessica also worked for the Canadian Federation of Students, ultimately becoming the national Chairperson. While attending Memorial University, Jessica was actively involved in MUNSU, the students' union. She holds a BA and a Graduate Diploma in Political Economy. While Jessica will be missed, we will all benefit as she uses her skills as a powerful voice for labour in her new role.

MSO Grant Horan Recognized for Service to St. John Ambulance



Congratulations to NAPE Membership Servicing Officer Grant Horan for receiving a Service Medal from St. John Ambulance. Grant has volunteered with St. John Ambulance since 2005 and has been a First Aid Instructor since 2007.

This is Grant's second award from St. John Ambulance. Five years ago while working at the NLC, he also received a Life-Saving Medal for his quick response to someone in cardiac distress.

RESE

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