

THE COMMUNICATOR

SEPTEMBER 2016



Anti-Budget Rally in Grand Falls-Windsor, May 4

details on page 8

NAPE

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MESSAGE FROM THE PRESIDENT



Jerry Earle, NAPE President

Sisters and brothers,

This past June marked one year since members elected me to lead your Union. I am as honoured today as I was then. I treat the trust you have placed in me with the utmost respect. Every day I work to make you proud because I understand fully the responsibility I have inherited. However, I am not on this road alone. Leading NAPE takes an enormous team effort – from our dedicated, passionate, and knowledgeable staff, to our Provincial Board of Directors, to our front-line Local Officers and Shop Stewards who volunteer their time and energy to improve our workplaces and enforce our collective agreements, to our rank and file members – the reason we exist as a Union. I want to take this opportunity to say thanks to each and every one of you. Our union is strong because of your efforts; because we are stronger when we stand together for the common good.

Neither you nor I can change the past, but we can influence our future. I sought this position on a promise to bring about change to our Union. In a little over a year, we have made massive strides in making

positive and effective change a reality. Writing this letter provided me with an opportunity to reflect on the past year and think about the work we must take on together in the weeks and months ahead. Reflection is a good thing.

Within NAPE we've begun to address some needed change head on. We've put our Union at the forefront in challenging government, employers, and employer groups. We've brought NAPE significantly forward with regard to communications, social media, and public relations. We've begun to address educational needs of staff and Union activists. We've worked to ensure staffing resources and structure are sufficient to address the needs of a very diverse membership. We have consulted with the membership on their thoughts, wishes, and wants via a membership census. We have launched advertising campaigns highlighting the vital services NAPE members provide every day – educating the people of the province about the diverse nature of our membership, but also showing that the public service is not just numbers, but real people who love and care about the work they do.

While we have been extremely active in bringing about change within our Union in the past year, NAPE has also been at the forefront of bringing about change and standing up for our workplaces and our communities. We've pushed back against a government elected on a promise of a "stronger tomorrow" that has delivered anything but. We've stood shoulder to shoulder with community leaders, our sister unions, concerned citizens, and like-minded

organizations to push back against a regressive and heavy-handed budget that saw jobs cut, offices and clinics closed, and public services, particularly in rural Newfoundland and Labrador, decimated. We organized

Any way you cut it, NAPE has been a force to be reckoned with in this province over the past year.

and participated in dozens of anti-budget rallies and demonstrations across the province. We have been a constant and strong voice in the media. We were successful in getting this government to reverse several of their budget decisions – from provincial courts, to the levy, to libraries and beyond – and we will continue to push back on decisions that negatively affect our province. We shone a light on the wastage and cronyism of this government through access-to-information requests, like the ones regarding McInnes Cooper or private corporations operating at Eastern Health. We've run powerful advertising campaigns that have garnered significant and positive feedback and attention. We've shown this government and future governments what we can and will do if they break their promises to hard-working women and men. We've successfully negotiated six collective agreements. We've won important Workplace NL review decisions. And we've brought forward and shone a light on the critical issue of post-traumatic stress disorder (PTSD). The list goes on. Any way you cut it, NAPE has been a force to be reckoned with in this province over the past year – on the airwaves, at the bargaining table, and in the streets.

While we have accomplished much by working together in the past year, there is little doubt our solidarity and our resolve will be further tested in the coming months. It is imperative we continue to stand shoulder to shoulder in the face of whatever comes our way. This government, employers groups, and all those who work to degrade our public services, to attack workers and their families, who put themselves and their bottom lines before the common good, must know they do so at their own peril – that they are taking on over 25,000 strong. Together, united, we will never be defeated.

In the foreseeable future, we will be preparing for two major events – the fall budget and public sector bargaining.

At this stage, we do not know when the fall budget will come down. We have been making it abundantly clear to this government that drastic cuts to our public services will only worsen the situation. We are cautiously optimistic the Ball government is feeling the months and months of pressure from the people of the province and realizes that deep cuts can only worsen the province's economy and degrade vital services the public rely on every day. Recently, Premier Ball indicated there may be a change in direction for the fall budget and that it wouldn't be about "cuts" but about "revenue." Only time will tell, but we will continue to impress upon government the crucial role public services and the workers who provide them play in our province – economically and socially.

Public sector bargaining will be a priority this fall and into 2017. We've laid the necessary foundation – Bargaining Component Conventions are complete, all 15 Negotiating

Teams elected, a Bargaining Oversight Committee assigned, communication plans have been discussed, and a joint session of all teams has taken place.

The vast majority if not all public sector employees are fully aware of and understand the current fiscal situation the province faces. Likewise, the vast majority do not have unrealistic expectations in bargaining. We will, as we've repeatedly stated, bargain fairly, respectfully, and collaboratively ... but our wages, benefits, and rights are not for the taking. We will work to reach good and fair collective agreements at the table for as long as it takes. We hope the government and employers are equally committed to bargaining without any disruption to work. Please see the public sector bargaining update further in this publication for more detailed information.

The waters will continue to be rough, but in recent months we have shown how powerful we can be when we stand together. We have not only shown our unity within NAPE, but within our communities, with many ally organizations and groups, and with the people of this province. Often during difficult times our foes will try to turn us inward against one another to undermine our strength. We must continue to stand together, no matter what attempts they make to divide us.

There is strength in the union!

In solidarity,



MESSAGE FROM THE SECRETARY-TREASURER



Bert Blundon, Secretary-Treasurer

Dear brother/sister,

NAPE has many services that it provides to you, our membership. None is more important than having the financial ability to fight for better working conditions and wages at the bargaining table or to fight back against government and employers who would attack our jobs, our communities, our public services, and our collective agreements. Having the financial resources to fund those and other important

programs and initiatives without increasing union dues is the primary responsibility of your Secretary-Treasurer.

Many of you may recall that when I took office in 2007, NAPE was one of the most debt-laden unions in the country with rising union dues. My campaign slogan during my first election bid was “Elect Bert Blundon for a wage increase, not a dues increase.” Immediately upon taking office, we convinced your Board of Directors to roll back an approved union dues increase of \$2.00 per week. Union dues have never increased during my term of office as your Secretary-Treasurer. In fact, for most of you, union dues as a percentage of your salary have consistently fallen. Here’s why.

In 2007 we capped union dues at \$12 per week. This consists of 1.5 per cent of salary to a maximum of \$10.50, plus an additional \$1.50 deposited directly into your Defence Fund. About 70 per cent of our members are paying the maximum.

During my term of office, we have negotiated a 27 per cent compounded wage increase for the public sector. We have negotiated increases in shift differential, weekend premiums, travel and meal allowances, standby rates, signing bonuses, and occupational reviews. Government’s

Today our union dues are among the lowest of any public sector union in this country, and you will not likely find any union within our province with lower union dues.

implementation of its Job Evaluation System (JES) resulted in 71 per cent of NAPE members in the Public Service receiving additional increases. Notwithstanding those significant monetary gains, union dues did not increase but, in fact, decreased as a percentage of salary. Many of you now pay less than 1 per cent of salary. Your wage increases were indeed yours to keep.

It is worth noting that union dues are tax deductible. Most of our members would be in the 30 per cent plus tax bracket. For members in this tax bracket, deductions from your take-home pay would be approximately \$8 per week.

Consider also that since 2008 the purchasing power of your union dues has been reduced by about 15 per cent because of inflation. Negotiated

salary increases have exceeded inflation by about 12 per cent during that same period. Include increases in shift differential, weekend premiums, travel and meal allowances, occupational reviews, and JES implementation, and members’ total compensation increases have exceeded inflation by a much larger percentage.

Today our union dues are among the lowest of any public sector union in this country, and you will not likely find any union within our province with lower union dues.

We have made remarkable gains in our financial position without asking you to pay more and, in fact, reduced union dues as a percentage of income for most of our members. During the past eight years we have rebuilt our finances and are now financially prepared to force our agenda at the bargaining table and to fight back against those who would attack our members, your jobs, and the public services that sustain our communities.

In solidarity,

Bert Blundon

Strength in Numbers - Financial Report

Bert Blundon, Secretary-Treasurer

In this *Communicator*, I have highlighted the significant gains we made during the last two rounds of public sector collective bargaining. The Liberal government has eroded many of those gains by implementing unfair and regressive taxes, effectively cutting your pay cheque and reducing your standard of living. You remain uncertain about your job security and what the fall budget will bring. All our public sector agreements have expired, and negotiations will certainly escalate over the next few months. Bargaining and job security in other sectors will be influenced by negotiations in the public sector.

Government has engaged a high-priced law firm to assist with or conduct negotiations. At a rate of \$350 or more per hour, the total spent to date exceeds \$130,000. By comparison, we concluded more than 40 collective agreements last year with expenses of only \$215,000. Government is prepared to spend huge sums of money to create an illusion that it has the expertise to attack you, your collective agreements, and your job security. The real negotiators for government are the Premier and Finance Minister. Our negotiators and your elected negotiating teams have the proven experience and knowledge to bargain successfully with any employer. Nothing has changed.

What has changed for us is our financial ability to fight back and to support any and all collective bargaining. Your Defense Fund has grown from a low of \$1.2 million dollars in 2007 to \$30 million today. Unlike government, we recognized the need to organize our financial affairs and to save for the future. With your support,

we took the steps necessary to ensure your union is financially prepared to defend you and the gains we have collectively made over many rounds of collective bargaining. Your negotiating teams will be backed up by substantial financial resources, enhancing our power at that bargaining table. We won't be distracted by cost, or by overpriced law and communications firms. We are prepared to use our significant financial resources to protect and enhance your collective agreements and to fight for public services.

Let me assure you our goal is to reach a fair collective agreement. Forcing employers or government to conclude a fair collective agreement is often determined by the threat of a strike. This threat is a hollow one if it's not backed up by a large strike fund, such as the \$30 million in your Defence Fund. The greatest deterrent to a strike is having the financial ability to have one. Employers, including government, will be influenced at the bargaining table by the size of our bank account.

We will not be constrained by finances, and we have to ensure you won't be either. We have increased strike pay by 50 per cent from \$200 per week to \$300 per week. Additional strike pay will be available during the Christmas period, and in the event of a lengthy strike. Depending on how bargaining proceeds, there is room for strike pay to increase further. Let me be clear, we are not advocating for a strike, but we have to be financially prepared for it as our final and only option. Our ultimate goal is to reach a collective agreement that fairly represents your interests.

Not only have we strengthened your Defence Fund balance sheet for collective bargaining, we have continued to strengthen the General Fund balance sheet as well. Last year's audited financial statements show we maintained a million dollar surplus bringing our cash assets to \$8.5 million. Most of our discretionary spending was allocated to membership servicing and training. We spent \$215,000 on collective bargaining, concluding more than 40 collective agreements. Protecting you against the employer's actions through the grievance and arbitration process cost \$389,000. Our education program and women's issues programs incurred expenditures of \$260,000. Our fight back campaigns against the Liberal government's sustained attack upon you and the services you provide cost \$748,000. The total expenditure for all programs and services totaled \$11.5 million. All our services and programs were delivered internally by our competent and able staff.

As your Secretary-Treasurer, I continue to work with your finance committee to ensure we strengthen your Defence Fund and your General Fund balance sheets without increasing union dues. We have achieved both goals. As we approach bargaining in the public sector and as we resist the current attack upon public services, we will have to use our 25,000 members' collective strength supported by the financial strength of your \$30 million Defence Fund and \$8.5 million General Fund.

We have strength in our numbers!

A copy of NAPE's Financial Statements are available to members on request by contacting Accounting at 709-754-0700.

PUBLIC SECTOR BARGAINING UPDATE

In February, NAPE served notice on (and was served notice by) the provincial government and the respective public sector employers to begin collective bargaining to seek amendments to the existing public sector collective agreements. Since that time there is little to update you about.

At the time of writing this publication, we have not exchanged proposals and no dates have been set to do so.

While publicly we have been focused on the impact of the provincial budget on members and the services they provide, we have also been keeping on top of our internal work relating to bargaining.

NAPE's Bargaining Oversight Committee has met numerous times since our last update to discuss, plan, and strategize for bargaining.

On March 4, members of the various bargaining teams participated in a Negotiating Teams Conference in St. John's. This was an opportunity for the negotiating teams to receive training, take in workshops, and hear from expert guest speakers.

Government Pays Law Firm \$350 an Hour to Take On Unions at the Bargaining Table

As you are probably aware, the Liberal government hired a high-priced law firm and a crisis communications specialist with close Liberal ties to handle public sector negotiations. At a time when this government and this Premier were telling the people of the province there was no money for libraries, Masonic Park, over 650 jobs,

courts, offices, and so many other important services – this announcement came as a shock to NAPE.

Government has retained McInnes Cooper, a law firm specializing in labour law, at a rate of \$350 an hour, to help with public sector negotiations. This amount is in addition to what government pays its own staff who normally handle negotiations. Government also paid Cathy Dornan, a crisis communications specialist, \$175 an hour. By filing access to information requests, NAPE learned that in the first five months government paid over \$130,000 including approximately \$60,000 to Dornan – before real negotiations had even begun! Government let Dornan go at the end of June.

NAPE will continue to file access to information requests monthly and to make the responses public.

Let us be very clear – to this government, to the lawyers hired to handle negotiations, and to our members – NAPE will not be intimidated. We will go to the bargaining table strong and united. We will negotiate with the goal of reaching fair agreements for our members. We have negotiated with employers, governments, and lawyers across this province for years. We are ready to be strong, but we are also ready to be fair.

We understand these are difficult times for many in our membership. We are doing our utmost to push back against the cuts, office closures, and job losses. We are showing the people of the province that we are ready, willing, and more than able to stand up to this government. You have our assurance we will continue to do so at the negotiating table.

We anticipate bargaining will commence in the fall, and we'll continue to update members as things progress.

NOTE: We would caution members not to pay heed to or contribute to the spread of rumours concerning bargaining. We will keep you informed of any facts and/or developments as they arise. Sharing unfounded rumours does not help the bargaining process.



Signing of new collective agreement for Browning Harvey

New Collective Agreements

The following agreements were signed in 2016 so far:

- Browning Harvey (Pepsi)
- Carmanville Town Council
- Musgrave Harbour Town Council
- Petty Harbour Maddox Cove Town Council
- St. Lawrence Town Council
- Labrador Benefits Agreement

A sincere thank you to the bargaining teams for their time, effort, and energy in reaching these new collective agreements on behalf of their members.

THE ILLNESS AND THE CURE

This Letter to the Editor first appeared in the *Telegram* on August 13th

We must be careful to ensure that the cure is not worse than the illness.

It's nothing new for conservative, neo-liberal, and employers' groups to advocate for the decimation of public services, wholesale layoffs, and privatization of public services. What is new, however, at least in this province, is those groups doing so openly, on the airwaves and in black and white.

Recently, both the Newfoundland and Labrador Employers' Council (NLEC) and the St. John's Board of Trade have moved their lobbying efforts from the back rooms into the light of day. It is hard to tell if they are trying to capitalize on the current fiscal situation or on a government that is plummeting in the polls, or if they are on the defensive as the government of the day has reversed some budgetary decisions of late and appears to be backing off on what was anticipated to be a tough fall budget featuring massive cuts.

Whatever the reason, this is a change in tack for the employers' groups in this province.

The NLEC is running a satirical campaign that has borne the brunt of significant ridicule and scorn on social media, including from members in the business community. In an interview with the *Telegram's* James McLeod regarding the campaign, the spokesperson for the NLEC quipped that it would be wise for the province to cut spending by approximately \$2.4 billion. That sounds great on the surface, until you think about the absolute havoc that such a move would create in our province, both socially and economically; thousands of jobs gone, clinics, hospitals, offices, and public services shut down, a massive increase in income inequality, a sharp increase in unemployment, deep cuts to education and healthcare, and little to no opportunities for youth to stay, work, and thrive in the province. A perfectly fine subject for a satirical campaign.

In the August 6th edition of the *Telegram*, Des Whelan of the St. John's Board of Trade took a more serious tone, but the consequences of what he is suggesting would be equally as dire to those put forward by the NLEC.

In their letter, they have laid out, in black and white, their agenda:

Closing hospitals, clinics, offices, and schools, wage rollbacks, breaking collective agreements, and public private partnerships (P3s). Don't worry St. John's, I think they are referring to rural public services. Beneath the thin veneer of buzzwords like collaboration, innovation and modernization (we've all seen what these words mean in other jurisdictions – as well as our own), there is a very clear agenda to cut and privatize public services – and who stands to benefit from such a move, I wonder? Then, for added effect, Whelan ties this in to the Spector of Commission of Government or the situations in Greece and Portugal – and then invokes the Ode to Newfoundland for the added patriotic flair.

Do we need to address the current fiscal situation that the province faces? Absolutely. Should we slash and burn and cut to the bone to get there? Absolutely not.

A broad range of leading economists, even the International Monetary Fund (not the most progressive of think tanks), have come to the conclusion that austerity policies do more harm than good.

If we do what the employers' groups are suggesting, we could drive the province's economy into a tailspin, not to mention the devastating impact these drastic measures would have on the health and well-being of the people of the province. It would cause irrevocable harm to the business community that they profess to represent.

While we must be cognizant of the province's ledger, we must not be so short-sighted as to cause long-term and lasting damage to our province via crippling austerity measures. We need to look past the crisis and work together to develop policies and a plan that creates tax fairness, good jobs, strong communities, and a green economy.

I applaud the employers' groups for coming out of the back rooms and hallways to show the public their agenda. I just hope this government has the sense to see it for what it truly is and chooses hope over fear.

Jerry Earle
President
Newfoundland and Labrador Association of Public and Private Employees (NAPE)

PROVINCIAL BUDGET

Budget Analysis

On April 14, the provincial government put forward its first budget.

This budget contained a number of measures that will have an immediate impact on NAPE members and the services they provide to the people of the province. However, a large part of the concern about this budget is that it set the provincial government up to make larger cuts and service closures in the fall when it releases its second budget for the year. The date for releasing the second budget has not been set at the time this publication was written.

What we saw in the April budget was the implementation of Stage 1. It is clear from the budget that further action will be taken by this government in the coming months.

“Government Renewal Initiative. We have identified a number of policy options to further reduce expenditures, including:

Government and departmental reorganization;

- Efficiencies through major program review and redesign;
- Consolidation of functions within the public sector; and
- Partnerships with the non-profit and private sector.”

- Quote from Budget Speech, April 2016

This budget also included a number of office and service closures and reductions.

These cuts have had a huge impact on the services being delivered to the people of this province, particularly those in rural Newfoundland and Labrador.

Here is a high level overview of some of the issues in the budget that will have a direct impact on NAPE members and the services they provide. This is not a comprehensive overview of all aspects of the budget, but it focuses on the most important parts.

JOB LOSSES – LAYOFFS

At the NAPE convention in October, during the provincial election, and numerous times since, Premier Dwight Ball and senior members of his cabinet said, in no uncertain terms, that there would be **NO LAYOFFS** under a Liberal government – that public sector jobs would be safe. This was an unequivocal pledge to the people of the province – made numerous times.

Well, the budget announced that 450 full-time equivalents in agencies, boards, and commissions would be cut.

In core government, government announced it would be eliminating approximately 200 positions, with 125 people directly affected. Approximately 70 per cent of those jobs will be union jobs.

With bumping, possible part-time positions, and other factors included, this affected over 1000 people.

JOB LOSSES - ATTRITION

In addition to these layoffs, the government is going ahead with the previous government's attrition plan.

Essentially, this means that instead of straight layoffs, the government will be reducing the public service by 1400 positions over the course of the next five years through retirements and resignations. While this method is preferred to straight layoffs, attrition by any other name is still a layoff – just on a longer timeline.

We have concerns that eliminating jobs in the public sector will have an impact on the vital public services the people of this province depend on every day. You simply can't do more with less.

Given the size of the province and the demographics, a strong public service is required to deliver top quality services and programs – services and programs that help stimulate the province's economy and ensure a healthier, fairer, and more equitable society. NAPE also has concerns about the impact of reductions on the workers who are left to do the work in terms of stress, strain, quality of work, workloads, and health and safety.

While this method is preferred to straight layoffs, attrition by any other name is still a layoff – just on a longer timeline.

This approach will also have a negative impact on young people trying to enter the workforce – if public sector workers are retiring and their positions are not being filled, it means there is less opportunity for young workers entering the workforce.

EARLY RETIREMENT INCENTIVES

The government announced it will not be offering early retirement incentives as a method of workforce reduction

PRIVATIZATION AGENDA – P3s

While there was no specific announcement about privatization or P3s in the budget, there was a reference to “partnerships with the non-profit and private sector.”

As many of our members are painfully aware, this agenda has been in place for some time. From food services, to healthcare security, group homes, our highways, and Adult Basic Education at the College of the North Atlantic, the impact of privatization is all too real.

Public-private partnerships (P3s) involve commercial contracts between public authorities and private businesses in the design, construction, financing, and operation of public infrastructure and services that have traditionally been delivered by the public sector, such as highways, hospitals, or schools.

Public-private partnerships have fundamentally been about giving private investors and financiers high returns with low risks at the long-term expense of taxpayers and the public. For example, the Auditor General in Ontario blasted P3s in that province for costing \$8 BILLION more than if the same projects had been publicly financed, built, and operated. Last year, the Ontario Auditor General also released a report that roads in that province were less safe since privatization.

NAPE will continue to stand up for high quality public services and the workers who deliver them to the people of this province. We will ensure government sees the folly of the P3 model or pays the political price.

For more info, please visit www.dontletgo.ca.

CUTS (“CONSOLIDATION”, CLOSURES, SERVICE REDUCTION, FUNDING CUTS, ETC.)

Here is a list of some of the cuts/changes/closures contained in the budget that directly affected our members:

- Operational savings associated with the closure of eight AES Offices
- Relocate Avalon regional office to Confederation Building (BTRC)
- Close The Rooms to the public on Tuesdays, in addition to Mondays, from September 15 to June 15 each year
- Amalgamate regional offices and realign service delivery (CYFS)
- Departmental centralization of administrative services at St. John’s headquarters (Environment)
- Phased elimination of the Inland Fish Research Program within the overall research program (Environment)
- Refocus and realign various components of the Environment Branch, including Environmental Assessment and Sustainable Development, Water Resources Management, and Pollution Prevention divisions (Environment)
- Efficiencies in the delivery of Medical Care Plan (MCP) including removal of walk-in services at the Grand Falls-Windsor office (HCS)
- Reduce operational grant to Central Regional Health Authority
- Reduce operational grant to Eastern Regional Health Authority
- Reduce operational grant to Labrador Grenfell Health
- Reduce operational grant to Western Regional Health Authority
- The province will save approximately \$1.3 million annually by restructuring the court system, including closure of Supreme Courts in Grand Falls-Windsor and Grand Bank, and Provincial Courts in Harbour Grace and Wabush. This will be achieved in consultation with the judiciary. (Justice) *As a result of public pressure, the government has decided the courts in Wabush and Harbour Grace will stay open*
- Discontinue winter road maintenance service delivery for municipalities where contractor services are available, and increase the cap for winter road maintenance on municipal roads from \$5,000 to \$6,600 (TW)
- Eliminate 24-hour snow clearing (TW)
- Change ferry schedules (TW)

BUDGET REACTION

Following the budget, NAPE immediately began to organize our efforts to fight back. The support for our advertising campaign (see page 11) – for what we have been saying in the media about the cuts and the impact on our rural communities, our province’s young, and the elderly and most vulnerable has been extraordinary.

The contempt in the public for the budget was palpable. We wanted to provide opportunities for workers, community members, and organizations to voice their opposition to this budget, so we organized and participated in dozens of protests across the province. These were not only about jobs – they were about how cuts to our public services hurt us all.

The reaction and turnout we had for these demonstrations was remarkable. In communities across the province we had, rain or shine, NAPE members, community members, seniors, mayors and town councillors, and representatives of local community groups showing up and voicing their concerns about how the budget negatively affected them and their communities.



Step Up Awards

Last year, during Volunteer Week, NAPE sent out an email and posted a simple message thanking NAPE members, particularly the front-line activists of our union, for their volunteer efforts. The response was incredible.

This got us thinking — every day, in workplaces and communities across our province, NAPE members are not only providing valuable services and goods to the people of this province, they are giving back to their fellow workers and to their communities by volunteering.

It is the volunteer members on the front-line of the union movement who are the first line of defence for working men and women across this province. They embody the values of our union each day by giving freely of their time to improve the lives and working conditions of others. They truly are the backbone of NAPE and are the key to our union's success. Make no mistake, their efforts improve the lives of their fellow union members by protecting their rights, enforcing the collective agreement, and ensuring our workplaces are safer and more equitable.

Every day, NAPE members step up for their fellow union members. They step up for their communities. They step up for causes and organizations that depend on their time and energy to do this important work.

We wanted to recognize the indelible mark NAPE members are making through their volunteer work.



The 2015 Step Up Award recipients receive their recognition awards.

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

— NAPE President Jerry Earle

So we launched the first annual NAPE Step Up awards

Each year a maximum of 10 awards will be presented — one for a NAPE activist and one for a community volunteer — in each of the following five geographic regions:

- St. John's Metro • Eastern • Central • Western • Labrador

The Awards are broken up into two categories for each region:

The NAPE Activist Step Up Awards will be given to those NAPE members who embody and exemplify the spirit and goals of the union through their union volunteerism.

The NAPE Community Volunteer Step Up Awards recognize the exceptional contributions of NAPE members through their volunteer work in the community.

On April 11, a ceremony was held to present the 1st Annual NAPE Step Up Volunteer Awards to this year's recipients. The event coincided with National Volunteer Week.

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

The recipients of this year's Step Up Awards were:

Joseph Lee	Western Region	Union Activist
David Johnston	Western Region	Community Volunteer
Marnie Daigle	Labrador	Community Volunteer
Beverly Flynn	Labrador	Union Activist
Thomas Cooper	Central Region	Union Activist
Barbara Vokey	Eastern Region	Community Volunteer
Tony Green	St. John's Metro	Union Activist
Lisa Somerton	St. John's Metro	Community Volunteer



Know a NAPE member who's an incredible community volunteer or union activist? Consider nominating them in 2017!

Communications

Pre-Budget / Pre-Bargaining Campaigns

Anti-Privatization Campaign

In the lead-up to the provincial budget, there was a lot speculation and discussion about privatization, or the use of Public Private Partnerships (P3s). The government admitted – after documents were released under the Access to Information and Protection of Privacy Act – that all options are on the table, including, specifically, privatization of public services. Employer groups have also been advocating heavily for government to adopt a privatization agenda.

NAPE pushed back on this regressive agenda using a multi-pronged approach: research, public/media relations, and government relations. At our Biennial Convention in October of last year, we had all three party leaders in attendance and asked them specific and pointed questions about privatization. We have Premier Dwight Ball on the record there and in the media several times since, committing to no privatization of public services. We intend to keep him to his word.

As part of the fightback effort, NAPE launched a series of anti-privatization ads. The campaign was an extension of the 'Don't Let Go – Say NO to Privatization' campaign we ran during the recent provincial election. The updated campaign focuses on the proven failures of privatization in other provinces across the country and fully explains why it won't work here. While those pushing the privatization agenda say it is innovative, more effective, and more efficient, the research and experience shows this assertion is patently false. Privatization simply costs more and delivers less.

The campaign consisted of a series of ads that were rolled out over the course of several weeks.

Information, videos, facts, and figures are posted on the website: www.dontletgo.ca.

Don't Let Go!



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

We Are Community – Positive Image Campaign

Many people in this province know what NAPE is but don't fully understand who makes up the union and the full scope of the vital work you do. During these difficult times in the province, we wanted



to shine a light on the hardworking and dedicated members of NAPE who deliver high quality and vital public services to the people of this province. The 'NAPE – We Are Community' campaign is a longer-term campaign that focuses on the real people behind the jobs, behind the services, and

behind the statistics. The campaign shows real NAPE members in their workplaces, talking about their jobs and the impact they have in their communities.

While it is impossible to cover all of the hundreds of classifications and workplaces across the province, the campaign covers a wide array of workers and components.

This campaign is positive and educational and aims to give the public a better understanding of the crucial services members like you provide every day across our great province.



Simply put, our province, our communities work because you do. The people of the province need to know that.

Budget Reaction Campaign

NAPE launched a public relations advertising campaign as part of our push back efforts in reaction to the budget brought down by the Liberal government. The ads ran province-wide on radio, television, Facebook, etc.

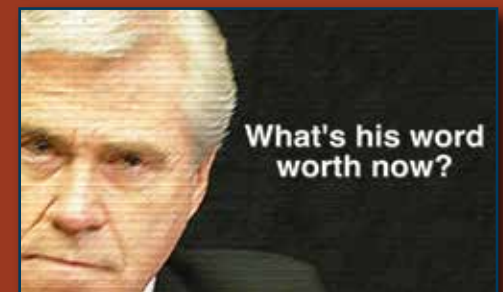
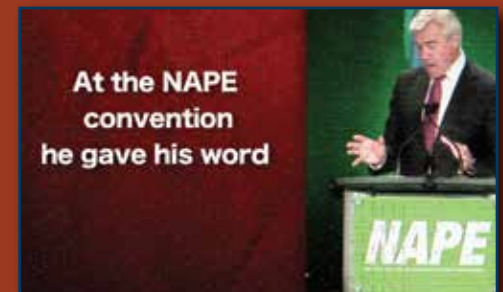
Before the election, during the election, and even after the election, Dwight Ball and his Liberals made a number of commitments to the people of this province – one being that public sector jobs would be safe. These promises have been broken. We were all left wondering, what's their word worth now?

Imposing regressive levies, cutting jobs and services, removing financial assistance for students, increasing class sizes, removing 24-hour snow clearing on our highways, leaving people in fear of what's to come in the fall budget – none of these will help stimulate or diversify our struggling economy.

Given the impact of the budget on our members, the economy, public services, and the fear of what is yet to come in the fall budget, NAPE had no choice but to forcefully push back against this budget on the streets, in the media, and on the public relations and advertising fronts.

The feedback from the campaign was extraordinary and overwhelmingly positive – not only from members but from the general public as well.

On Facebook alone, the advertising campaign videos received over 2.13 MILLION views and thousands of shares, likes, and comments!





NAPE Contributes \$25,000 to Relief Efforts in Fort McMurray

We all watched in absolute horror as wildfires consumed homes, threatened lives, and forced thousands to flee and seek shelter from the relentless threat of the flames in Fort McMurray.

There are not many people in Newfoundland and Labrador who don't have some connection to Fort McMurray – our two communities are inextricably intertwined.

That's what made the tragedy that unfolded before our eyes on TV and social media all the more real. It hit us all so close to home. It was heartbreaking.

However, through the damage and destruction, it is in situations like the fires in Fort McMurray that we see the absolute best in one another, where strangers reach out to help each other, where firefighters and other first responders put their lives in jeopardy to help keep others safe, and where people open their hearts and homes to those seeking refuge. Humanity at its best.

For our part, our union has offered our solidarity and support to the people of Fort McMurray in their hour of need – NAPE contributed \$25,000 to the Red Cross in support of relief efforts.



PTSD – Heroes are Human Too

Many NAPE members personally face or witness dangerous, threatening, violent, and/or traumatizing situations at work. This can have a deep and lasting impact. What happens to members at work – what they see, what is said to them, the acts of violence – doesn't just stay at work when they go home. We must all remember that heroes are human too.

These workers need and deserve supports in place to deal with their work-related Post Traumatic Stress Disorder (PTSD). This issue is near and dear to our hearts, which is why NAPE was proud to be the lead sponsor of PTSD: Causes, Consequence, and Responses – a major international multi-disciplinary conference held at Memorial University in St. John's from July 31 to August 2.

The conference brought together experts, stakeholders, and members of the public with expertise and interest in a wide range of issues related to PTSD as it affects military personnel, police, first responders, and other occupational groups, as well as their families.

NAPE also sent a delegation to take advantage of this incredible opportunity to learn from experts in the field and see what other jurisdictions are doing. NAPE will continue to learn more, advocate for change, and speak out on this important issue.



L to R - Ken Nagle, Correctional Officer; Theo Fluery, PTSD mental health advocate and former NHL star – conference speaker; Scott Dwyer, Correctional Officer; NAPE President Jerry Earle

If you think you or someone you work with is suffering from PTSD, please reach out for help. We must work together to help break down the walls of stigmatism that exist around PTSD. Not sure where to turn? Contact NAPE office. We're always here to help, listen, and support.

NAPE PRIDE



The labour movement has always been at the forefront of the fight for equality, justice, and respect – both in our workplaces and in our communities. NAPE is proud to be a part of those efforts, which have improved the lives of so many.

NAPE was proud to be a sponsor of Pride activities in St. John's, Grand Falls-Windsor, and Corner Brook.

Love is love.



In Memoriam: Hubert Sutton



Hubert Sutton

It was with a heavy heart that we informed members of the passing of Brother Hubert Sutton after a long and courageous fight with cancer earlier this year.

Hubert passed peacefully on February 22 at his home in Bishops Falls surrounded by his loving family. Hubert is survived by his wife Sandra, his sons

Shawn and Allan, and his daughter Mary-Lou.

Hubert was a long-time NAPE activist, serving as an Employee Relations Officer (ERO) since 1973. Hubert retired in January 2015 with over 40 years of dedicated service to workers across this province. He was passionate about the union movement, family, fishing, and hunting.

Hubert is gone, but he has left an indelible mark on our province, our union, and the many people he fought for and represented over the years. He will not be forgotten.

Recent Staff Appointment



Brother Hubert Sutton, Employee Relations Officer with N.A.P.E. since 1972, has recently been appointed to the position of Senior Negotiator. Brother Sutton will be responsible for the operation of the various Regional offices, and the supervision of daily work and schedules of Employee Relations Officers and ERO Support Clerk. Brother Sutton will also oversee all negotiations on behalf of the membership.



Access to Information — The Public's Right to Know!

OIPC Recommends Release of Contracts for Privatized Health Care Services at Eastern Health

Two reports by the Office of the Information and Privacy Commissioner (OIPC), stemming from Access to Information and Privacy Protection Act requests filed by NAPE earlier this year, recommend that Eastern Health release contracts for privatized health care services. NAPE had requested the contracts for three contractors at Eastern Health: Morrison Healthcare/Compass Group/Crothall Healthcare (Crothall), Paladin Security (Paladin), and Vinci Park/Indigo (Vinci). Crothall provides management level support for environmental and food services, Paladin provides security services, and Vinci provides parking services.

All three companies initially filed complaints with the OIPC objecting to the release of their contracts. Vinci eventually dropped their complaint. Crothall and Paladin, however, continued their objections, which led to the OIPC reports in question.

NAPE applauds the OIPC's decision as it is in the public's best interest to ensure openness and transparency in how the public healthcare system operates and how taxpayer dollars are spent.

NAPE also supports the OIPC's suggestion that all public bodies move to an "open contracting system" under which contracts for the provision of goods and services are published without the need for access to information requests — just like the contracts unions negotiate with the government and

employers across the province. This would provide a greater level of transparency and avoid time-consuming and costly access to information requests.

The 2015 Access to Information and Protection of Privacy Act (ATIPPA) gives Eastern Health 10 business days upon receipt of a report from the OIPC to decide whether or not it will follow the recommendations. Under the Act, the complainants — Crothall and Paladin — then had 15 days to appeal these decisions to the Supreme Court Trial Division.

Crothall ultimately decided to withdraw their complaint and release their contracts while Paladin decided to continue and take the matter to court. Dates for the court case have not yet been set.

The public has every right to see if public funds are being used properly and to know if adequate checks and balances are in place.

This entire situation is a glimpse into one of the major pitfalls of privatization of public services — a lack of transparency and accountability.



NEW MEMBER HANDBOOK

Unions are built on the fundamental principle that we are stronger when we work together – that there is strength in numbers. Alone, each worker must negotiate and deal with their employer as an individual. By working together, workers have a more powerful collective say about their working conditions, health and safety, pay, and benefits.

Through its collective voice, the union movement has been able to accomplish much for workers. In fact, many of the working conditions all workers in our society enjoy are because of the work of the labour movement over the years – health and safety standards, maternity leave, pensions, minimum wage, the 40-hour work week, weekends, and the list goes on and on.

To help new members learn more about their union, we have put together a **New Members' Handbook**.

This resource will help new members understand how the union makes decisions, what services and benefits are available to members, and learn more about the structure, staffing, and resources that make NAPE the strong agent for progressive change we have become.

The handbook is available on our website at www.nape.ca or in hardcopy format by request to one of the NAPE offices.

'We Are NL' is a campaign launched by Common Front NL, a broad-based coalition of labour, social justice, and community groups representing over 100,000 Newfoundlanders and Labradorians. NAPE is a proud founding member of Common Front NL. Together we represent the majority in our province who believe that despite the current fiscal situation, we can and we must have an economy that works for everyone, leaving no one behind.

The member organizations of Common Front NL have united because we are deeply concerned about the future of our province in light of the current economic downturn. We believe our province's response must be a measured, well-thought-out, strategic, long-term plan. It cannot be a knee-jerk reaction in the form of massive cuts to the public sector – which cause private sector employment to decline, take money out of the economy at the worst possible time, and also have a disproportionate impact on our most vulnerable people. This province can grow its economy and ensure future prosperity by investing in strong public services like education, health care, and child care.

We can ensure economic and social prosperity by investing in public services, infrastructure, the social safety net, and the arts, while implementing policies that also support rural Newfoundland and Labrador. Through economic diversification and a fair, progressive tax structure, we believe it is possible to support our economy, our families, and our communities in a way that will help us weather this current, temporary downturn.

Common Front NL believes the fastest route back to economic prosperity is to invest in our greatest resource – our people!

For more info, please visit: www.wearenl.ca.



Day Of Mourning



April 28th is the day of mourning for workers injured or killed on the job.

On this day, we remember, we mourn, and we commit to making our workplaces safer for everyone.

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

We pay tribute to these workers and to all who have lost their lives or been injured on the job.

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

RIP, Darren Taylor – Paramedic, Local 6206

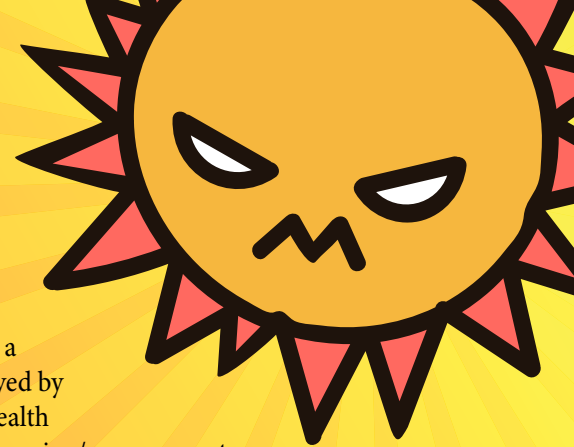
It was with sadness, shock, and regret that we learned we had lost Paramedic Darren Taylor, a member of NAPE Local 6206, to a tragic single-vehicle accident on the TCH in May.

It is never easy when we lose one of our own, particularly when it is so sudden and so tragic. In these difficult times, we look to one another for support, for empathy, and for strength.

On behalf of all NAPE members, we pass along our sincerest condolences to his family, friends, and co-workers.



Sunshine List



Over the past number of months, there has been significant discussion in the media regarding the release of a “Sunshine List” in this province. Such a document would consist of a list of people employed by public sector and related bodies (e.g., Regional Health Authorities, NLC, CNA, etc.), both union and non-union/management, who make over \$100,000 a year. Such lists exist in a number of other provinces in Canada including Ontario, Nova Scotia, and Manitoba.

The list was first promised by the former PC government, but legislation/policy on this file has not yet been created. In its absence, local media have filed numerous requests for similar lists under the province’s Access to Information and Privacy Protection Act (ATIPPA). These requests have created a discussion and speculation about the release of individual names along with classification and salary details.

Since that time, the government has announced it will be introducing sunshine list legislation in the fall, though the details are not yet fully known.

NAPE’s concern on this front is specifically about the release of individual names with the associated classifications and payment details. We feel this adds nothing to the public discussion and is an unfair infringement on the individual privacy of the members concerned.

NAPE joined other unions in filing a legal objection to the release of individual names to the public. That matter is currently before the courts.

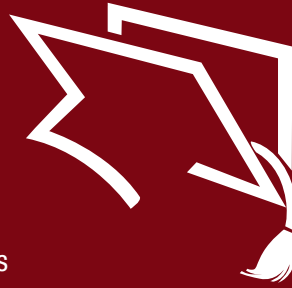
NAPE is not objecting to the release of the salary information or the classifications. This information is important to providing transparency and openness about public taxpayer dollars. It is also helps inform better decisions and public policy.

It should be noted here that all of our classification pay scales are readily available to the public in our Collective Agreements.

For example, if the public wants to know how much a Licensed Practical Nurse makes, they can get that information quickly and easily.

We will update members on the new legislation and the court proceedings as information becomes available.

NAPE SCHOLARSHIPS 2016



NAPE has awarded 22 scholarships valued at \$500 each totalling \$11,000 to students across the province who are pursuing a post-secondary education. NAPE annually awards scholarships to children and dependents of NAPE members.

Recipients of this year's scholarships are:

Emmanuel Strickland Scholarship - Amanda Dalton (St. John's)

Max Dyke Scholarship - Natasha Lawlor (Springdale)

Judge Wm. Browne Scholarship - Chandler White (Stephenville)

Regional Scholarships

Region 1	Mackenzie Hynes	Corner Brook
Region 2	Brady McCabe	Happy Valley
Region 3	Katherine Stoodley	Milltown
Region 4	Jasmine Eastman	Gander
Region 5	Megan Seymour	Carbonear
Region 6	Alex Olenick	St. John's
Region 7	Jasmine Sheppard	St. John's
Region 8	Dilan Simms	St. Anthony
Region 9	Moya Spencer	Burin

At-Large Scholarships

Mackenzie Downey	CB Centre	Riley Power	Stephenville
Carly Gillingham	Gander	Leah Aruni Paronavitana	St. John's
Stephanie Tuck	St. John's	Joshua Joseph Cole	St. John's
Emily Laite	Gander	Emily Houlihan	Whitbourne
Kelly Jewer	Grand Falls-Windsor	Josie Ellis	Clareville

Applications for 2017 scholarships will be available on www.nape.ca in the new year.

Sharon Power Fund Recipient - Hannah Barry



L to R – NAPE Secretary-Treasurer Bert Blundon, Hannah Barry, General VP and Women's Committee Chair Arlene Sedlickas, NAPE President Jerry Earle

The NAPE Women's Committee was proud to provide a donation of \$1,000 to Hannah Barry to assist her in her studies as part of the "International Seminar Tanzania" project. The donation comes from the Sharon Power Fund of the NAPE Women's Committee.

Sharon Power was a dedicated trade unionist who advocated for promoting women and girls in any endeavour they wished to pursue. The Tanzania Project is focused on women's socio-economic barriers and it is directly in line with many of the issues Sharon took a keen interest in.

Hannah was one of nine university students selected from across Canada to participate in Uniterria's International Seminar program this past summer.

Education And Training

Union activists are the foundation of a union.

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

Shop Steward Training

Shop stewards are the visible presence of the union in the workplace. They are the union officers who work with and interact with members in the workplace and represent them in a specific work area.

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

NAPE offers training for shop stewards on a regular basis. If you haven't received training, be sure to check out the upcoming seminars.

In the past 6 months, NAPE has put off three shop steward training seminars to over one hundred members.



Eastern Vice President Jimmy Lacey and NAPE ERO Trevor King facilitating the Shop Steward Training Seminar for Regions 6 and 7 in St. John's on June 22.



NAPE Annual Labour School

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

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

The 2016 NAPE Labour School was held from May 5 to 8 at the Terra Nova Golf Resort, Port Blandford.

Over 100 activists from across the province participated in the school, which included sessions on leadership, conducting meetings, and transforming conflict into union activism.

Youth Committee



Left to Right: Jerry Earle (*ex officio*), Matthew Walsh, Stephanie Alexander, Kayla Hancock, Mark Hancock, Jacqelyn Bursey (Chair)

Youth members of our union are not only the next generation, they are the union members and activists of today. With that said, NAPE, and the union movement in general, have come to realize we all need to do more to get young workers involved, active, and represented in the movement.

To help address this issue, the NAPE Board of Directors struck a Youth Committee this year to provide a forum for young NAPE members to participate in a critical analysis of young worker issues. It's the committee's responsibility to provide information to the NAPE Executive Committee and Board of Directors, ensuring that opportunities for awareness, education, and participation are provided to young members allowing everyone to make informed decisions on young worker issues and truly create change for the betterment of all.

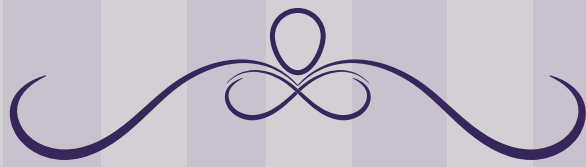
The Youth Committee had its inaugural meeting in July. Committee members created terms of reference, talked about issues and obstacles facing youth in the workplace and the union movement, and discussed plans for the year ahead.

Stay tuned for more information and updates from this new and exciting committee!

The Youth Committee terms of reference

(pending approval by the Board of Directors)

1. To serve as a resource for the NAPE Executive and Board to ensure the concerns and interests of youth are properly represented in the Union and the workplace.
 2. To critically analyze issues, policies, programs, and legislation that affect young workers.
 3. To ensure young people's voices are heard and their rights are respected.
 4. To challenge the exploitation of young workers and educate youth on their rights.
 5. To work with veteran trade unionists to ensure that young workers' perspectives are included in all aspects of their union and the labour movement.
 6. To develop campaigns, events, and activities that encourage youth participation in the union movement.
 7. To develop and recommend policies and constitutional amendments to the Executive and Board regarding youth issues.
-



NAPE'S ANNUAL WOMEN'S CONFERENCE

The NAPE Women's Conference was held at the Terra Nova Golf Resort, Port Blandford from June 3 to 5. The conference hosted over 80 participants from across all regions and from all components. The conference theme was 'Mental Health Awareness is Our Union's Concern.' Delegates received training and attended workshops related to this important topic.

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

Vina was born and raised in Bonavista. She began her involvement with NAPE while working at the court in Bonavista. She then transferred to Provincial Court in Clarendville and became active at the Local level.

Vina served on NAPE's Board of Directors and as Central Vice President. She also served as a member of numerous General Service negotiating teams prior to joining NAPE staff as an Employee Relations Officer (ERO) in 1998 – a position she holds to this day.

Vina is a passionate advocate for workers. She is extremely knowledgeable on workplace health and safety and workers' compensation issues and has a reputation for being one of the strongest advocates for injured workers in the province.



NAPE



NAPE ERO and Athena Award Recipient, Vina Gould



HAVE YOU SIGNED YOUR MEMBERSHIP CARD?

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

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

709.754.0700 or toll free at **1.800.563.4442** email: ebrowne@nape.ca



Sign it.

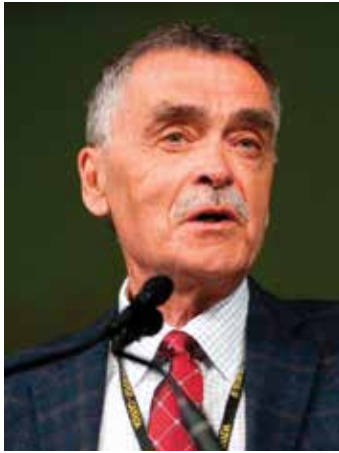


Mail it.



Get it.

NAPE and NUPGE - a formidable team



Larry Brown, NUPGE President

As the new President of your National Union (NUPGE) I am privileged to bring greetings to NAPE members who live in one of Canada's most beautiful provinces.

As members of NAPE you are also members of the 360,000-strong

National Union, representing private and public sector employees from Newfoundland and Labrador to British Columbia in 11 strong provincial unions.

The members of NAPE are facing some difficult times. The policies of your provincial government are creating significant hardship for many Newfoundlanders. As you confront these challenges, I want you to know the resources of the National Union are at NAPE's disposal.

Along with you we reject the prescription your provincial government is adopting in response to a difficult situation. Yes, the price of oil fell precipitously. Yes, that affected the economy of Newfoundland and Labrador and the finances of the provincial government. That does not justify every panicked response by the government.

Cutting public services will only worsen the living conditions for the people of your province. In tough times, people depend on public services. As it becomes more and more difficult to obtain these crucial public services, we know the quality of life for many people will suffer.

Furthermore, cutting public services and public spending will further damage the province's economy. A downturn is the worst time to cut public spending. Doing so just further weakens the economy as more money is taken out of the pockets of people and, therefore, out of the province's stores and restaurants, and every other place where folks spend their money.

Privatizing public services is an even worse idea. Cuts to public services can be reversed; the damage can be repaired. But if a service is privatized it becomes very difficult to bring that back into the public sector. Privatization is primarily a way to reward the friends of government by allowing them to make a profit off of work the public sector used to do at no charge. It is also an attempt to make public sector cuts permanent.

Public sector employees did not cause this crisis. It wasn't public sector employees who relied too heavily on oil revenues and didn't diversify the economy; who didn't take a fair share of the oil revenues being pumped out of the province; who didn't put aside money in the good times; or who invested billions in Muskrat Falls. Those were all political decisions made at the highest levels. NAPE told them, but to no avail, that they were making mistakes.

The National Union has good, solid research, providing facts and analysis to back up our assertions. That research has been provided to NAPE and is being put to good use.

Unfortunately, governments across the country have pursued the same misguided policies your government is now embracing. The National Union and its components have fought these governments and their policies every step of the way. We are ready to put that experience to work on your behalf. Your government thinks it is adopting new ideas to deal with the financial downturn it is facing; but in reality, it's like it is rediscovering the hula hoop and the transistor radio.

NAPE members are lucky to have a great leadership team, with NAPE President Jerry Earle and Secretary-Treasurer Bert Blundon. Jerry and NAPE's General Vice President, Arlene Sedlickas, sit on our National Executive Board, with other leaders from across Canada.

I have told your provincial leadership the National Union will stand with NAPE during these challenges. We stand with you – shoulder to shoulder.

Your struggle is our struggle. Your fight is our fight.

Together we make a formidable team.

Larry





Newfoundland and Labrador
Association of Public and Private Employees

Phone (709) 754-0700 / 1-800-563-4442
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