

PROUD / UNITED / STRONG

SUMMER 2019

THE COMMUNICATOR

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YOUNG WORKERS' CONFERENCE

MESSAGE FROM THE PRESIDENT

Dear sisters and brothers,

As I sit to write this note to you I quickly realize I'm just starting the fifth year of my presidency – where does time go? I'm as proud today of our union as I've ever been. We continue to be a strong advocate for our members, workers in general, and the communities in which we live.

Throughout the past four years, I have had the privilege of travelling

our great province for training sessions, meetings, rallies, and to meet with front-line workers in their

workplaces and in their hometowns. I've been moved and inspired by the work you do, services you provide, and products you produce, and the amazing volunteer time you put into your communities on top of your work and family commitments.

Make no mistake – our province works because you do. So, thank you for everything that you do for our province and its people, and thank you for the support you have given me and your union.

Your union is like few others. We represent workers within the public sector, various agencies, boards and commissions, as well as the private sector. Apart from the public sector, we're continuously negotiating a variety of contracts for municipalities and private sector workers. This past year alone we have successfully negotiated more than 25 collective agreements across the province for these groups.

In every instance, your bargaining teams – your union – has done its utmost to protect and advance

your rights, compensation, and benefits against a fiscally challenging environment.

For those in the public sector, the agencies, boards, and commissions, NAPE has already begun preparatory work in anticipation of the next round of collective bargaining. We have established a senior Bargaining Oversight Committee, an Essential Services Advisory Committee, and are holding the necessary Component Conventions to address

“We have a message for this minority government – the status quo will not be acceptable.”



JERRY EARLE - PRESIDENT

issues for bargaining and to elect the members of the 15 negotiating teams – which, put together, represent more than half our entire union membership. I fully realize the challenges many of our members face, from staffing shortages, working short, mandated overtime, increasing workloads, to violence and harassment in the workplace. These are but a few of the many issues we must continue to work toward resolving in the next round of bargaining.

I can assure you we are not headed into the next round of public sector bargaining lightly. NAPE members have played their part in helping the province get through the

fiscal situation our province faces. We have a message for this minority government – the status quo will not be acceptable.

Apart from collective bargaining, this past year we've succeeded in having government introduce critical PTSD presumptive legislation. This would not have happened without your union's influence. We were also instrumental in securing a further review of the legislation, just one year after its introduction. The labour movement, inclusive of NAPE, was successful in securing changes to Workplace NL benefits, policy, and legislation. We were also successful in securing legislation relating to leave for domestic violence. These are but a few of our many successes.

NAPE has continued to promote our members and issues that matter to you through powerful and thought-provoking campaigns. We will continue such campaigns as they highlight the value of our members' work and tackle the issues you face daily at work and in your communities. I want to assure you, your union and I will continue to speak up and speak out whenever the government takes actions that adversely affect you. Whether it is employers or their representatives ... we will push back! My message

is clear – if you disrespect hard-working NAPE members, those providing invaluable services or those producing products here at home, be prepared to hear loudly and forcefully from NAPE. This province is our home too!

“Your union and I will continue to speak up and speak out whenever the government takes actions that adversely affect you.”

In closing, I want to assure you of my continued commitment to each and every one of you, the members of our great union. It is a great honour to be the President of your union, and it is a role that I pour myself into because I know what is at stake for you and your families.

My commitment is to continue to advance the cause of workers in this province, to stand up for what is right and just, and to push for good collective agreements, safer workplaces, and good pay and benefits.

My commitment is to continue to improve and advance our union. While we have made tremendous strides in the past few

years toward improving and advancing the way in which our union represents, communicates, educates, and services our members, we will continue to evolve, improve, and adapt to better serve you. We will continue to seek your opinions and input. We will continue to make necessary changes in your union, thereby improving services to members. We will continue to provide enhanced educational opportunities to Local union representatives and staff so they are better equipped to represent you. After all, **NAPE is YOUR UNION.**

Above all, you have my commitment that your union will be there for you – because we are stronger when we all work together!

Thank you for your continued support and encouragement.

In solidarity,



Jerry

MESSAGE FROM THE SECRETARY TREASURER

Dear sisters and brothers,

Many of you have heard I was recently elected Secretary-Treasurer of our national union, NUPGE. After 12 years as your Secretary-Treasurer, I will resign my position with NAPE effective July 31 and take up my new duties in Ottawa shortly thereafter. NAPE is part of NUPGE, so I'll never be far away, representing your interests at the national level. Our great union will always be near and dear to my heart.

There are many issues we faced together over the past 12 years. It was important for me as your Secretary-Treasurer to ensure we had the financial capacity 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.

When I took office in 2007, we had a crippling debt load of almost \$8 million dollars and, just as troubling, we only had about \$1.3 million in our bank account. Your board had also approved a union dues increase that I found unacceptable. There just had to be a better way to grapple with this overwhelming debt crisis.

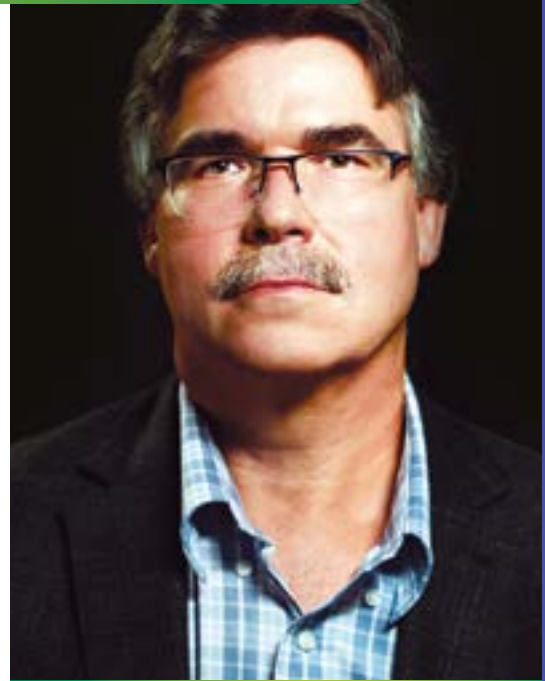
Resolving our debt issues and building a sustainable Defense Fund while freezing union dues is one of the accomplishments I'm most proud of. Today your union is debt free and, as of March 31, 2019, has \$55.5 million of assets on its balance sheets with almost

\$47 million of that in cash or cash equivalents.

It is with a sense of accomplishment that together we have paid off our debt and rebuilt our finances without ever increasing union dues. During my terms of office, union dues have never increased and remain at their 2007 level – a maximum of \$12 a week. After factoring in the tax deduction, most of you pay about \$8 a week from your take-home pay.

During my tenure as your Secretary-Treasurer, there were many successes – none greater than securing the future of the Public Service Pension Plan. In 2007, I helped negotiate over a \$900 million payment into the plan. In 2015, we realized Joint Trusteeship, which included a promissory note of \$2.685 billion with a 6% interest rate payable over the next 30 years. Our negotiations in this area have resulted in the pension plan being 95% funded. Prior to Joint Trusteeship, it was in serious trouble with only a 55% funding ratio.

Space doesn't allow me to write about every success story, but as I leave NAPE it is with a great sense of satisfaction and accomplishment knowing that NAPE is one of the most financially secure and sound unions in the country, with among the lowest if not the lowest union dues of any major union. Your union is a financial powerhouse ready for battle at any time. Having that power



BERT BLUNDON - SECRETARY-TREASURER

is critical to maintaining and enhancing your collective bargaining power and protecting the things most important to you.

I've always been proud to be a NAPE member, and I have been proud to be your Secretary-Treasurer for the past 12 years. I leave knowing that NAPE has incredible leaders and staff no longer constrained by finances.

All the best!

A handwritten signature in black ink that reads "Ben".

NAPE will hold a membership-wide election to select a new Secretary-Treasurer. Information will be available in late July.

BARGAINING AND LABOUR RELATIONS UPDATE

Because united we bargain. Divided we beg.

With over 100 bargaining groups, your union is constantly in a cycle of negotiating collective agreements.

In the past few months alone we have successfully negotiated many agreements that have all been ratified by the members they cover. These include:

- Acadian Village
- Aramark
- Brinks
- Burin Town Council
- Canadian Blood Services
- Carmanville Town Council
- Collin's Ambulance Services Ltd.
- Correctional Officers
- Deer Lake Town Council
- Humber Valley Complex
- Makkovik Inuit Community Government
- MUN Campus Enforcement and Patrol
- MUN Custodians
- MUN Maintenance
- Musgrave Harbour Town Council
- Nain Inuit Community Government
- Port au Choix Town Council
- Port Saunders Town Council
- Provident10
- Purity Factories
- Rigolet Inuit Community Government
- St. Lawrence Town Council
- Town of Pouch Cove
- Wiseman Centre

The following groups are currently in negotiations. (Home care is covered separately.)

- Alt Hotel
- Bay St. George Community Employment Corp.
- Burin / Marystown Community Training
- Comfort Hotel-Airport
- Humber Valley Co-op Living
- Lewisporte Town Council
- Marble Mountain
- Port aux Basques Community Employment Corp.
- Regional Aquatic Centre
- Safety Council of NL
- Stephenville Dome
- Marine Institute Support Staff
- MMSB

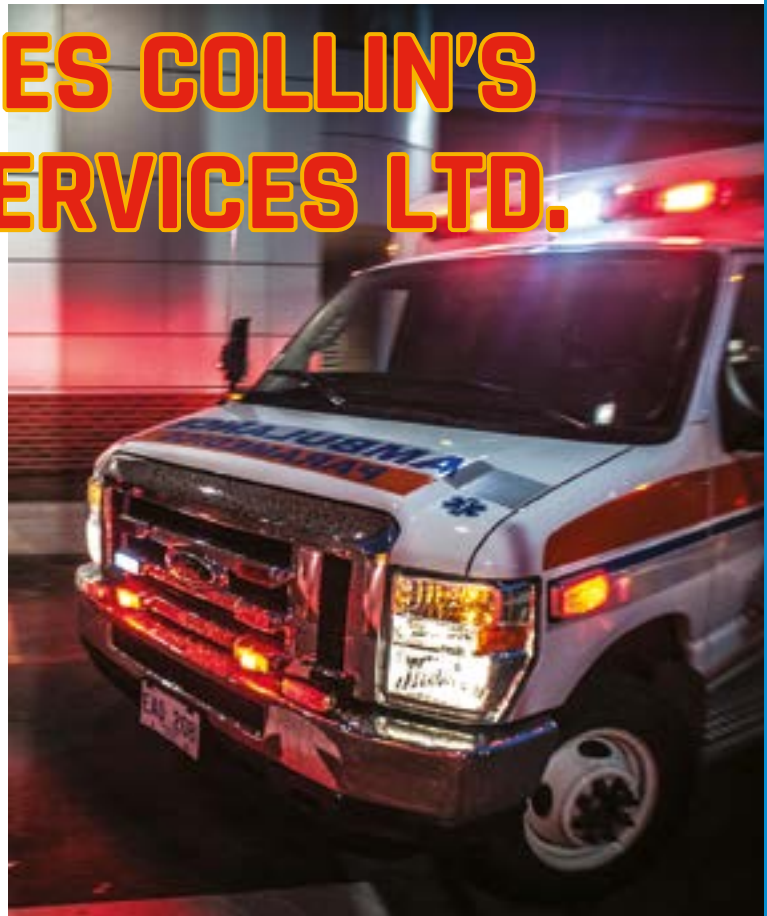
If you have questions about your group, please contact NAPE headquarters in St. John's and ask to speak to the staff negotiator assigned to your group.

NAPE WELCOMES COLLIN'S AMBULANCE SERVICES LTD.

Within the course of a few months, NAPE was certified by the Labour Relations Board as the bargaining agent for workers with Collin's Ambulance Service Ltd. Since then, we have successfully negotiated a first contract with the employer, which was accepted unanimously by the members.

There are currently 12 employees working at Collin's, which services the Burin Peninsula and is a contracted service provider with Eastern Health.

NAPE President Jerry Earle welcomed the workers at Collin's into the NAPE family. "Our union continues to grow in the private sector," said Earle. "Workers see our union as a champion for their rights, for better pay and benefits, for improved health and safety standards, and for better overall working conditions."



NAPE CERTIFIED TO REPRESENT WORKERS AT ALT HOTEL

NAPE has been certified as the bargaining agent for workers at the Alt Hotel in St. John's, who voted overwhelmingly in favour.

Alt Hotel, with 148 rooms in downtown St. John's, is part of a Canadian, family-owned chain of hotels.

NAPE now represents workers at three hotels in St. John's – the Comfort Inn-Airport, The Quality Hotel Harbourview, and the Alt Hotel.





NAPE Committed To Making Home Care Negotiations Work For Members

During the recent provincial election, NAPE pushed to make home care negotiations an issue. That included asking a very pointed question in the questionnaire we sent to all political parties. We weren't very happy about the responses, which you can see on our website: <https://www.nape.ca/article/2019-election-party-questionnaire-response-package/>.

The current minority government may actually give us more leverage to push for positive change for home care workers in the province.

We will be reaching out to government in the coming days to talk to them about this crucial issue.

As you all probably know, there were no additional funds provided for home care salaries in the recent provincial budget. The home care agencies rely on government funding to pay wages and benefits. As a result, most home care negotiations have reached a standstill.

NAPE has applied for conciliation for some groups to help move the process forward in hopes we can reach collective agreements that will be acceptable to you, our members.

In conciliation, a neutral third party who is knowledgeable in effective negotiation procedures is brought in to help the union and employer reach a collective agreement. The conciliator has no authority to make decisions. While conciliation is not always necessary, it is a normal part of collective bargaining.

If conciliation doesn't work, and the conciliation officer has determined the parties are in a stalemate, the officer will write a report to the government. This report triggers a 15-day countdown after which the union can take a strike vote, or the employer can initiate a lock-out.

This does not mean there will be a strike or lock-out.

NAPE is fully committed to reaching a deal at the bargaining table, if that is possible.

However, it takes both the union and the employer to reach an agreement. While the employers have, by and large, been willing partners in the bargaining process, they will need to go that extra mile to reach an agreement.

A strike is an absolute last resort and can only happen based on a majority vote of our individual home care members. We are not at that stage, and we hope we never will be. Your union wants to be sure you understand how this process works because that is information you deserve to have as a NAPE member.

As some of you may recall, we used conciliation services in the last round of home care bargaining to help us reach a good deal for you. We remain hopeful that once again we can reach an agreement at the table that is acceptable to you, our members.

Home care workers play a vital role in our province's health care system. We will continue to lobby on your behalf for the respect and compensation that you truly deserve.

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



Home Care

OUR BEST CHOICE



Presumptive Legislation For All Workers With PTSD Big Win For NAPE



Early last year, your union learned government was looking at introducing presumptive legislation, which would put the burden of proof for a workplace mental health injury on Workplace NL, not the injured worker. It was government's intent, however, to cover just Post-Traumatic Stress Disorder (PTSD) and only for first responders.

Many other occupations – correctional officers, licensed practical nurses, social workers, home care workers, and bank tellers to name just a few – experience mental health injuries as a result of their work.

And many mental health injuries, like major depression and panic disorder, are every bit as debilitating as PTSD.

Your union knew we had limited time to change the course of this legislation to ensure it helped as many workers as possible.

We came up with a plan. Our approach consisted of:

- Conducting research
- Presenting the research to government
- Educating our members and the public about the research
- Media relations
- Advertising campaign
- Government relations / lobbying

NAPE engaged Rose Riccardelli, PhD and Alan Hall, PhD, both faculty members at Memorial University, to prepare a position paper. 'A Call for presumptive legislation: Post Traumatic Stress Disorder, Occupational Stress Injuries, and the Wellbeing of the Workforce' was released in June 2018 and presented to the provincial government and WorkplaceNL.

The report used information from other parts of Canada to support recommendations for how the province should move forward with legislation. The paper's key recommendation was that the provincial government enact comprehensive presumptive legislation for all workers, not just first responders.

In October, NAPE followed up with a province-wide advertising campaign: Workplace Mental Health Legislation – Let's Get It Right. This powerful campaign featured workers from a wide array of professions and workplaces and presented the urgent need for presumptive workplace mental health legislation for all working people in the province.

In November, representatives from your union met with government officials to press for comprehensive, presumptive workplace mental health legislation. We used our research as the backbone of these lobbying efforts.

Early in December, government announced presumptive legislation. It will cover all workers for work-related PTSD. Government also committed to conducting a review in 2020 to look at the potential for covering all serious work-related psychological injuries, such as major depressive disorders, anxiety disorders, and panic disorders. NAPE will be there to make sure it happens.

Make no mistake, this was a massive victory for our union, for the labour movement, and for all workers.

When workers are united, we can move mountains!



WORKPLACE MENTAL HEALTH - LET'S GET IT RIGHT CAMPAIGN MAJOR PART OF NAPE'S EFFORTS TO PROTECT WORKERS

When NAPE learned the provincial government was planning to introduce workplace mental health legislation that would apply only to first responders, and only cover Post-Traumatic Stress Disorder (PTSD), we knew we had to spring into action. Workplace mental health injuries touch every workplace and every occupation, and everyone affected deserves the same level of support. Nor is PTSD the only serious mental health injury people can incur at work.

NAPE's Workplace Mental Health Legislation – Let's Get It Right campaign was the final piece in NAPE's strategy.

NAPE members were joined by an RNC officer, fire fighter, teacher, and others in a series of ads that talked about the importance of introducing legislation that covered all working people and all serious

mental health injuries, like PTSD, depression, anxiety, panic disorder, and sleep and mood disorders.

The campaign website, www.lets-get-it-right.com, included a position paper prepared for NAPE by two academics at Memorial University as well as links to resources for those needing mental health support.

The ads helped the public understand the issue while putting pressure on the government. The outcome – legislation that protects everyone suffering from work-related PTSD – is a great first step. NAPE will be watching to ensure government keeps its commitment for a review in 2020 to see if other serious work-related mental health injuries can also be covered by presumptive legislation.

Important Information For Retiring Public Sector Members

2019 is an important year for Public Service Pension Plan (PSPP) members as it marks the end of the transition period from pre-reform to post-reform pension rules.

When pension reform happened in 2014, a five-year transition period began where some plan members could still retire under the pre-reform rules. This window ends on December 31, 2019. Public sector members who are eligible to use pre-reform rules need to act now.

It doesn't apply to everyone; but Provident10 wants to make sure you have access to the information you need

to make the right decisions for you, your pension, and your retirement.

To help you better understand the transition period, they've posted an interview with their Director of Member Services, Perry Downey, in 'The Latest' section of their website at:

<https://provident10.ca/the-latest/about-the-transition-period/>.

You can also find more information about the transition period on the Provident10 website at:

<https://provident10.ca/transitionperiod/>.

MEMBERSHIP CARD REGISTRATION FORM NOW ONLINE!

As part of our efforts to improve the services we provide to our members, be more environmentally friendly, and to make things generally a bit easier for you, we have launched our Online NAPE Membership Card Registration Form.

From now on, members can fill out their registration form online to get their NAPE card or to update their contact information at:

<https://www.nape.ca/member-services/nape-membership-card-application/>

Members can still request a hardcopy, paper version of the registration form to be mailed out to them if they prefer by emailing bscurrey@nape.ca or mgalway@nape.ca.

The online system is secure and encrypted.

It is important that members fill out and submit their NAPE Membership Card Form.

Being registered with your union entitles you to vote in NAPE elections, gives you access to a host of discounts, and ensures that your union has your most up-to-date contact and employment information.

*NOTE: This is only for cards for those members in workplaces that are already organized by NAPE. Workers wishing to organize their workplace with NAPE will need to fill out the paper, hardcopy registration form.

Members, Public Concerned About Health Care Cuts

In February, NAPE responded to a steady stream of reports about cuts to health care services, particularly in rural regions. NAPE voiced those concerns to the media, the health authorities, and government.

According to our president, Jerry Earle: “Members have told me they’re concerned about the effect these cuts are having on service delivery and patient care. We’ve heard stories from St. Anthony, Happy Valley-Goose Bay, Carbonear, Grand Falls-Windsor, Bonavista, Gander, and St. John’s to name a few.”

For example, the pathology lab in Carbonear has been closed. In Happy Valley-Goose Bay, staff shortages are having a negative impact on patients and staff. St. Anthony is converting acute care beds to long-term care. Workers there and in many other facilities are worried, frustrated, and demoralized.

Audiology services in central Newfoundland are under immense pressure due to vacancies either not being posted or remaining unfilled for long periods of time. There are almost 700 people on a waitlist in that region for audiology services. Of the five positions, three are vacant. One of the two audiologists is retiring soon, and that position won’t be filled either. Unless something is done, soon there’ll be one person doing the work of five! And we have to wonder if the people on the waitlist will be expected to drive to St. John’s.

Most recently, LPNs and PCAs at Pleasantview Towers and other health care facilities in St. John’s were told requests for annual leave during the summer might be denied because Eastern Health had failed to hire sufficient staff – recruiting only 25 of the 50 or 60 temporary LPNs and PCAs needed.

Staff at Pleasantview held a big protest on April 23. Family of residents spoke out on behalf of staff, saying they could see the negative effects of working short and forced overtime. This situation is just the tip of the iceberg as staff are constantly overworked and required to work significant overtime due to chronic understaffing. Staff are being denied time off for children’s weddings and graduations, and leave requests as far out as May 2020 have been denied. This is happening with every health authority.

NAPE president Jerry Earle says the problem could have been avoided by training more people. Instead, Eastern Health is recruiting as far away as the United Kingdom. Since the protest, government has committed to fast tracking the training of additional LPNs and PCAs.

A recent survey conducted by NAPE showed that 60% of its members who work in health care believe their workloads have increased ‘a lot’ in the past five years. Approximately 30% find their jobs ‘extremely’ or ‘very’ stressful. Roughly 60% said they have taken on more responsibilities in their jobs in the past five years alone.

This is what we talk about when we talk about death by a thousand cuts. When services are slowly degraded, defunded, centralized, and privatized – they rarely come back. NAPE is sounding the alarm in an effort to stop this trend before it’s too late.



NAPE Campaign Shows Why Home Care is Our Best Choice

Home care gives those who need support the ability to stay in their own homes, in their own communities. It allows people to get better, grow, and be independent; and that's good for their physical and mental health.

In many cases, home care is the best choice – for families, for loved ones, for our seniors, for those with special needs, for troubled youth, for our health care system, and for our province's bottom line.

Our November campaign showcased members who work with seniors, children and adults with special needs, and troubled youth.

NAPE represents more than four thousand home care workers. These members work hard providing skilled support to some of the most vulnerable people in our society. They deserve respect and to be fairly compensated for the work they do.



Sarah and Elizabeth



Max and Shantal



Chris and Riley



Don & Joanne

COMMITMENT TO REPLACE HMP, EXPAND LABRADOR CORRECTIONAL CENTRE A POSITIVE STEP

After decades of darkness, there is hope in the province's corrections system.

Budget 2019 includes funding to extend the Labrador Correctional Centre and to begin the process of replacing HMP.

Overcrowding is an issue in both facilities. But the problems at HMP run deeper. The oldest parts of the building date back to 1859. It is unsuitable for housing prisoners and as a workplace – and that has been the case for decades. Repeatedly, reports on the province's corrections system have called for its replacement.

Improving the lot of the province's prison population is hardly a vote getter, which is why successive governments have failed to act.

Now the process has begun, NAPE has made it clear to government that front-line workers must be involved in the planning. They understand the needs of those who are incarcerated, and they understand what is required to keep both inmates and staff safe. Our members who work in corrections have a vested interest in getting the design right as many will spend 25 years or more working in these facilities.

NAPE is also committed to ensuring government follows through. It's the right thing to do, and there can be no turning back.



NAPE ADVANTAGE PROGRAM ADDS MORE OPPORTUNITIES TO SAVE

THE FOLLOWING BUSINESSES HAVE BEEN ADDED TO THE NAPE ADVANTAGE PROGRAM.



EMPOWERING YOU LIFESTYLE CENTRE INC.

- \$100 savings on set-up cost of either Basic or Accelerated weight loss program
- Some conditions apply
- 21 Pippy Place, Suite 108, St. John's
- www.areyouempowered.ca
- 709-579-3176



ENDLESS SAVINGS & MORE

To see the discounts on goods and services available in Newfoundland and Labrador, download the app. In the Apple App Store, search Endless Saving & More. When asked, Organization Code is NAPE. In Google Play (for your Android device), search ESM. When asked, Organization Code is NAPE.



GOODLIFE FITNESS

- Discount available via online portal only. Access the portal here: <https://corporate.goodlifefitness.com/>. Create a 'Mygoodlife Account' (if you don't have one already). Enter NAPE in the company / organization box. Enter your six-digit NAPE member number (it's on your NAPE membership card).
- Discount available to new and existing Goodlife members.
- \$499.00 annually paid in full / \$24.00 bi-weekly for All Access Membership

- Regular rate \$897.00 annually / \$29.50 biweekly
- Towel service included where available – a \$5.00 bi-weekly value
- Total savings of \$273 - \$448 (30% - 50% off)
- No enrolment fee
- Paid in full via credit card
- Bi-weekly pre-authorized payments via personal banking
- All memberships subject to applicable taxes



TAX EDGE INC.

- 15% off personal tax services
- 970 Topsail Road, St. John's
- 95 Main Road, Seldom, Fogo Island
- www.taxedge.ca
- 709-726-0000



24/7 FITNESS

- 15% off memberships (excluding annual)
- 430 Massachusetts Drive, Stephenville
- <https://247fitness720276900.com/>
- 709-214-0924



HEALTHQUEST

- 20% off products. Some exceptions apply.
- Suite 104, 300 Kenmount Road, St. John's
- 28 Cromer Avenue, Grand Falls-Windsor
- www.healthquestnl.ca
- 709-754-5944 / 709-489-2111

**WANT TO SEE A BUSINESS JOIN THE ADVANTAGE PROGRAM?
ASK THEM TO CONTACT KDUNNE@NAPE.CA.**



On April 11, 5 NAPE members were recognized by their union for their volunteer contributions – either to their fellow union members or to community groups. These individuals give willingly of their time, effort, energy, and treasure to help others.

This year's winners were:

Bradford White (Western), Debbie Brenton (Labrador), Dwayne King (Central), Elizabeth Roache (Eastern), and Philip Tompkins (Metro)

Winners received a donation to the charity of their choice.

NEW TOOL HELPS ACTIVISTS WITH NEW MEMBER ORIENTATION

As part of NAPE's ongoing efforts to help with new member orientation, NAPE's communications staff has prepared a PowerPoint presentation that provides a guide for NAPE activists to use when welcoming new members.

The presentation

- Encourages new members to sign their union card
- Introduces them to their Local officers / shop stewards
- Helps them understand their rights under the collective agreement
- Lets them know how their union works for them

The presentation can easily be modified to meet each Local's needs.

The presentation is also available as a PDF with speaking notes for Locals that don't want to or are unable to do a PowerPoint walkthrough with new members.

The PowerPoint presentation and the documents are available at the bottom of the following webpage:

www.nape.ca/education/new-members/

NAPE TAKES ON ISSUE OF VIOLENCE AGAINST WOMEN

67 per cent of NAPE members are female. Many of them have experienced sexual harassment, sexual assault, and domestic violence. Often, that brings them to NAPE for help. Many NAPE members work with women who have been abused, harassed, the victims of violence (as well as their children).

Harassment and violence against women – including domestic violence and sexual assault – are all too common in Newfoundland and Labrador. And they've got to stop.

They all have one thing in common. They're all about proving a man has power over a woman.

Newfoundland and Labrador has among the highest rate of domestic violence in Canada. And in Canada, more than three quarters of the victims of domestic violence are women.

Some women are particularly vulnerable. Women with physical disabilities. Indigenous women. Women of colour. Members of the LGBTQ2 community who identify as women. All are much more likely to be on the receiving end of harassment and violence.

Don't get us wrong – most men understand where the line is, and they respect that line.

But as hard as it is to believe, some guys just don't know any better. We need to try to educate them. We need the guys who 'get it' to step up and tell the guys who don't that they have to do better.

And sometimes, women aren't aware they don't deserve to be treated that way. Sometimes, women lack the power to speak up for themselves.

That's why in April NAPE launched the #Don'tBeThatGuy campaign about the attitudes

and behaviours that underlie violence against women. And that's why the campaign used powerful female actors to deliver its messages.

If the feedback we received on Facebook and offline was anything to go by, the campaign created a lot of discussion. In workplaces. In families. And in the larger community.

Not everyone liked what the campaign had to say or how it was said. But it needed to be done.

The campaign's approach and its messages were thoroughly researched. We consulted with women's groups, indigenous groups, community groups, student groups, and academics.

This campaign tackled the issue of consent – that no always means no, and stop always means stop. Even in a relationship.

It took on the issue of workplace harassment. That it's inappropriate to touch a co-worker, invade their personal space, or comment on their personal appearance.

It debunked the myth that women are "asking for it" when they dress a certain way.

And it took on the idea of guys calling women pet names like "babe" and "sweetheart" when they don't have permission to do so. Because it's belittling and demeaning. It's meant to put women in their place. And it needs to stop.

The campaign website, dontbethatguy.ca, has lots of information about violence against women, including specific pages on sexual harassment, sexual assault, domestic violence, and where to get support.

#DontBeThatGuy was a special initiative of NAPE's Women's Committee.

Don't Be That Guy.



dontbethatguy.ca

NAPE

PROVINCIAL BUDGET OVERVIEW

Before the election was called, the provincial government released its budget. That budget contained some good news for NAPE members.

Elimination of the tax on insurance as well as elimination of the deficit levy will help our members keep their hard-earned cash in their pockets.

Our public service members have played their part in getting the government back on track fiscally, and we will be reminding government of this when we return to the bargaining table.

As a result of our last contract, there are no layoffs in the budget. This is a far cry from the 2016 budget when hundreds of our members lost their jobs, offices were shuttered, and services slashed.

Government has said it will continue to use attrition as a way to reduce the size of the public service – and costs. While reduction through attrition is preferable to layoffs, we still need to be vigilant. Government says it will replace roughly 8 out of 10 vacancies. In the last round of negotiations, we negotiated regular updates on the attrition process – because we simply cannot take them at their word.

There was no significant increase to health care funding in the budget, so this is another area we

must watch as health authorities will be under significant pressure to cut costs.

Funding for College of the North Atlantic did not increase, and Memorial University's operating funding actually declined. We need an adequately funded post-secondary system to help fuel our province's recovery.

We are in negotiations for four thousand home care workers. The budget included no increase for them. NAPE must continue to pursue this with government outside the budget process.

There was \$300,000 extra allocated for student assistant hours – a small step in the right direction.

The budget also contains funding for an extension to the Labrador Correctional Centre and to begin the process of replacing HMP.

There was also significant funding announced to build and upgrade acute care facilities.

The \$4.6 million allocated to replace heavy equipment for winter highway maintenance is something NAPE has been advocating for.

Nothing about this budget appears likely to address major economic trends like population decline, unemployment, and the decline in labour force participation.



EDUCATION UPDATE

More than eighty activists from across the province attended NAPE's 2019 Labour School.

The Labour School is primarily organized by the NAPE Education Committee with the goal of providing NAPE activists with the tools they need to effectively represent our members in the workplace.

This year's classes covered Mental Health in the Workplace, OH&S, Collective Bargaining, and Facing Management Effectively.



ONGOING TRAINING AVAILABLE FOR UNION ACTIVISTS



Your union has been ramping up its education and training efforts – more Shop Steward training, advanced shop steward training, local officer training, online materials, resources, and guides, etc. And we will continue to expand our efforts to help our activists develop the skills they need to represent our members.

So far this year, the following training sessions have been delivered:

- Avalon Local Officer Training (March)
- West Coast and Great Northern Peninsula Shop Steward Training (Corner Brook – March)
- St. John's Shop Steward Training (March)
- West Coast and Labrador Local Officer Training (Corner Brook – April)
- Central Shop Steward Training (Gander – April)
- Central Local Officer Training (Gander – May)
- Shop Steward Level 1 and 2, Regions 5, 6, and 7 (St. John's – June)

Stay tuned for details of further training opportunities this fall.

2019 NAPE SCHOLARSHIPS

SCHOLARSHIPS BENEFIT MEMBERS' DEPENDENTS

NAPE understands the importance of education to our communities. In that spirit, NAPE offers scholarships to dependents of NAPE members who pursue post-secondary education.

Changes made to NAPE Scholarships in 2019

Beginning in 2019, NAPE will offer 22 annual scholarships as follows:

- 9 Regional Scholarships each valued at \$500
- 10 At-Large Scholarships each valued at \$500
- 1 Emmanuel Strickland Scholarship valued at \$1,000
- 1 Max Dyke Scholarship valued at \$1,000
- 1 William Browne Scholarship valued at \$1,000

Applicants for the 9 Regional Scholarships and 10 At-Large Scholarships must answer a multiple-choice, true-false union-based quiz.

Applicants for the 3 memorial scholarships – Emmanuel Strickland, Max Dyke, and William Browne – will be required to provide a 750-1000 word essay.

Find more information and apply online here: <http://www.nape.ca/education/scholarships/>

Deadline for applications for NAPE Scholarships is July 15, 2019.

Johnson Insurance Scholarships

The Johnson Scholarship program provides 50 students across Canada with \$1,000 scholarships. Students whose parents, grandparents, or legal guardians are Johnson Insurance clients are eligible to apply.

Deadline for Johnson Insurance scholarships is August 12, 2019. Application must include an official high school transcript of your final year marks.

Further information is available at <https://www1.johnson.ca/scholarship>



NAPE NAMES NEWLY RENOVATED CLASSROOM IN HONOUR OF NANCY RICHE

NAPE has named the newly renovated classroom in our St. John's Headquarters after the late, great, fierce, and fearless feminist and labour activist Nancy Riche.

According to NAPE president Jerry Earle, the decision was easy. "Nancy, whose activist roots are firmly planted within our union, embodied the determination, empathy, compassion, strength, pride, and resolve of the union movement. This is one small way that we could honour her legacy. I think it would bring her tremendous joy to know how many union activists, many of them women, will find their voice in this room."

A labour organizer and social activist, Nancy was a tireless fighter for working people the world over and for the rights of women.

Nancy, whose professional life began as a vocational instructor, went on to become our union's director of education, research and

communication, secretary-treasurer of our national union NUPGE, and ultimately secretary-treasurer of the Canadian Labour Congress. She also served as vice president of the International Confederation of Free Trade Unions in Brussels, president of the Newfoundland and Labrador New Democratic Party, and vice president of

the Newfoundland and Labrador Federation of Labour. Nancy received the Order of Canada, an honorary doctorate from Memorial University, the AFL-CIO Meary-Lane Human Rights Award, and the Elijah Barayi Award from the Congress of South African Trade Unions for her contribution to the struggle against apartheid.

“ I’m a trade unionist, a feminist, and a socialist, and I think all three are synonymous. I never tried to hide that throughout my entire career. ”

– Nancy Riche

2019 YEAR OF CONVENTIONS FOR NAPE

2019 will be a year of conventions for NAPE. Because many of our bargaining units are heading into negotiations, we will be hosting 9 component conventions / negotiating meetings as well as Biennial Convention.

Component Conventions Biennial Convention set for October

Delegates to component conventions debate resolutions for the upcoming round of negotiations and elect their negotiating team. They also elect your component's representative on NAPE's provincial board of directors.

All Locals in a component hold a general meeting prior to their component convention to elect delegates and to debate resolutions that lay out what Local members would like to see in the next contract. Resolutions passed at your Local's general meeting will be debated and voted on at component convention. So attending your Local's general meeting is an important way for you to have input into the negotiations process.

So far, the following groups have held their component conventions:

- Correctional Officers
- LX / HP
- Education Support – School Board, Students Assistants, CNA Support Staff
- HSS & Group Homes
- NLC
- MOS & Marine Services
- Private Sector & Local Government
- GS

The Faculty Component is scheduled to hold its convention in September.

NAPE's Biennial Convention, held every other year, is scheduled from October 23-27. It is your union's ultimate source of authority. Union members who attend Biennial Convention debate resolutions and constitutional amendments – in other words, proposed changes to the policies and rules by which NAPE operates. Delegates to Biennial Convention also elect half of the members on NAPE's provincial board of directors.

Your Local is represented at Biennial Convention by your Local president, or if they can't attend, your Local vice president. Locals with more than 100 members can elect additional delegates at a general meeting of the Local.

You too can have input into what's discussed at Biennial Convention. At the general meeting your Local holds before Biennial, any member can propose a resolution to be brought to convention, as long as the resolution is not related to bargaining (those resolutions are dealt with at component conventions and negotiating meetings). Each resolution brought forward by a member is debated and voted on by your Local. If it passes, it will be debated and voted on at Biennial Convention. Members can also submit proposed constitutional amendments up to 60 days prior to Biennial. Article 14 of NAPE's Constitution sets out how. You can view NAPE's Constitution here:

<http://www.nape.ca/about-nape/constitution/>

NAPE HELPS MEMBERS MAKE INFORMED DECISIONS IN RECENT PROVINCIAL ELECTION

Prior to the election call, NAPE prepared a questionnaire and sent it to all four political parties asking for their response by May 1 – well in advance of election day.

The questions covered the following:

1. If they intended to use cuts to the public service, additional revenue streams, upcoming public sector negotiations, and / or diversification of the economy to address the province's current economic woes.
2. Whether or not they thought the public service was too big. And if so, what they intended to do about it.
3. How they intended to improve the health care system for patients and for those who work in it.
4. If they intended to protect long-term care, car, highway snow clearing, the NLC, and registry services against privatization.
5. If they would commit to providing additional funding to improve pay and benefits for home care workers.
6. If they would commit to improving correctional services, including replacing HMP.
7. If they would commit to reintroducing 24-hour snow clearing.
8. If they would commit to introducing anti-scab legislation.
9. How they proposed to deal with the province's debt.

We took the responses received from the parties and made a package including each party's full response to each question as well as your union's analysis of those responses. We posted the package on our website, shared it on Facebook, and sent it out to our various email lists.

The responses and our analysis can be found on the NAPE website.



COMMUNITY

JOIN THE FIGHT FOR A \$15 MINIMUM WAGE

Newfoundland & Labrador has one of the highest GDPs in Canada – we should be among the wealthiest provinces. Yet we have tens of thousands of people living in poverty. It's no coincidence that we have one of the lowest minimum wages in Canada at \$11.40. Less than 6 per cent of Canadians live in jurisdictions with a lower minimum wage.

The \$15 & Fairness campaign is calling on the provincial government to adopt a \$15 an hour minimum wage in line with other jurisdictions that are moving forward on minimum wages, like Alberta and B.C. (Ontario's move to increase its minimum wage to \$15 stalled at \$14 with the recent change in provincial governments.)

So who in Newfoundland & Labrador earns minimum wage? Thirty per cent of our labour force earns \$15 an hour or less, and women make up two-thirds of that group.

What are the benefits of a \$15 minimum wage? Our province's economic inequality (the gap between the rich and poor) is the highest in Atlantic Canada. Increasing the minimum wage to \$15 is a concrete way to help reduce growing inequality, to limit the rise of precarious work, and to help move families and individuals out of poverty. It will reduce reliance on food banks and taxpayer-funded social services and income



support. It will also put more money in the pockets of working people, who will spend that money in the local economy. So in fact, it would be good for the economy.

To learn more about a \$15 minimum wage, check out the website:

<https://www.wearenl.ca/minimum-wage/>

and follow \$15 & Fair on Facebook:

<http://www.facebook.com/15andFairnessNL>

A recent survey showed more than 87 per cent of the residents of Newfoundland and Labrador support a \$15 minimum wage. You can help make it happen by signing this petition:

<https://www.change.org/p/common-front-nl-support-a-15-minimum-wage-in-newfoundland-and-labrador>

DAFFODIL PLACE DONATION

NAPE donated \$10,000 to Daffodil Place. Daffodil Place provides affordable accommodations and other supports for cancer patients (and their caregivers) who must travel to St. John's for cancer-related appointments.



COMMUNITY FOOD SHARING ASSOCIATION DONATION



In the wake of a devastating fire, NAPE presented \$10,000 to the Community Food Sharing Association. The association's five staff, with the help of hundreds of caring volunteers and community-minded businesses, manage the collection and distribution of food through 54 food banks to 27,000 people.

KIDS EAT SMART DONATION



NAPE presented a cheque for \$10,000 to Kids Eat Smart. This donation will provide 10,000 breakfasts to school children throughout the province.

BUSTING SOME MINIMUM WAGE MYTHS

Minimum wage earners are teenagers in school who live at home.

Most minimum wage earners are over 20, not students, and female.

Most minimum wage earners work for small businesses.

In fact, most are employed by large companies, not small businesses.

Raising the minimum wage will put small companies out of business and cause consumer prices to rise.

Labour is only one of the costs of doing business. In fact, raising the minimum wage tends to reduce staff turnover and training costs. It will not cause prices to rise.

Raising the minimum wage will increase automation.

Automation happens whether the minimum wage rises or not.

Raising the minimum wage will cause unemployment to go up.

Hundreds of studies show raising the minimum wage does not increase unemployment.



NAPE MOURNS LOSS OF FORMER PRESIDENT LEO PUDDISTER

On May 2, Leo Puddister passed peacefully away at the Health Sciences Centre in St. John's.

Leo Puddister served as President of NAPE from 2003 to 2005.

Leo Puddister became a NAPE member in 1968 when he started work as a correctional officer. Within weeks he was actively involved in his NAPE Local as a shop steward, rising to become Local president.

He represented the correctional officers on NAPE's provincial board of directors from 1979 to 1980. He served on NAPE's provincial board as eastern vice president from 1980 to 1983, during which time he led the establishment of affirmative action positions for women on NAPE's board.

In 1983, Puddister joined NAPE's staff as an employee relations officer, and in 1999 he became NAPE's senior negotiator. As a staff member Puddister negotiated more contracts, organized more groups, and arbitrated more grievances than anyone else in NAPE's history. His win record in arbitration cases was one of the best in Canada.

Leo may be gone, but he has left an indelible mark on our province, our union, and the many people he fought for over the years. He worked tirelessly to defend and advance the cause of workers in this province.

He will not be forgotten.

EVERYONE NEEDS TO DO BETTER WHEN IT COMES TO OCCUPATIONAL HEALTH AND SAFETY

The headlines tell a sad story.

'Man's foot partially amputated in workplace incident, OHS lays charges'
CBC, June 18, 2019

'Thirty-Six Workplace Fatalities In NL In 2018'
VOCM, June 18, 2019

'Forbes Bros., N.L. Hydro charged in double fatality on transmission line near Come by Chance'
CBC, June 7, 2019

Of the 36 people who died last year of work-related causes, four died from workplace accidents, while the other 32 deaths were due to occupational disease.

There's lots more concerning information when you dig into Workplace NL's 2018 injury rate report.

Assaults and violent acts rose by 24% in 2018. In fact, assaults and violent acts claims have increased by 107% since 2014

Soft-tissue is the most common type of work-related injury (66%). In 2018, lost time due to soft-tissue injuries was steady at 1 per 100 workers, while serious injuries grew by 11%.

Mental health illnesses and disorders rose to 1.5 per 10,000 workers in 2018, from 0.8 in 2017. And the expectation is that mental health-related claims will continue to increase in the future.

In terms of lost time claims in health care, the top 5 by occupation were:

- PCAs 21%
- LPNs 16%
- Cleaners 13%
- RNs 13%
- Home Care and related 6%

Most of these are NAPE members!

Employers must be held accountable. They are responsible for creating a safety culture. They must have policies and procedures in place, and they must expect employees to obey those policies and procedures. They must provide training. And they must supply personal protective equipment.

Employers who fail to protect workers must be prosecuted.



But as employees, we also have responsibilities. We must know and follow safety procedures. We must use personal protective equipment. And we must be attentive to our personal safety and that of our co-workers.

We must also acquaint ourselves with our rights. One of the most important is the right to refuse unsafe work. NAPE has a good video that explains this right. You can watch it here:

<https://www.nape.ca/education/educational-videos/>



FIRST YOUNG WORKERS' CONFERENCE ONE FOR THE BOOKS



From November 16-18, young NAPE members from throughout the province gathered in Gander to discuss the issues young workers face and ways of addressing them, review the do's and don'ts of social media, learn about NAPE, and talk about bridging the gap between younger and older workers. For our union and our province to survive, we need to do a better job of representing and reflecting our younger members, including their unique workplace needs and concerns. While workers 35 and younger are a comparatively small group within our union, they are our future. We need their leadership now, and events like this help to nurture our young leaders.

2019 WOMEN'S CONFERENCE - A WOMAN'S PLACE IS IN HER UNION!



Every year, the NAPE Women's Committee organizes a conference to build women's political capacity and activism in the union, the community, and beyond. The 2019 conference was held May 16-19 at the Wilds on Salmonier Line.

Attendees learned how NAPE's structure is designed to encourage membership participation in setting goals for bargaining and in setting policy direction, how to draft resolutions to submit to Biennial and Component conventions, the rules that govern debate at conventions, and how to run for positions on NAPE's Board of Directors.

The political action session covered child care, the fight for a \$15 minimum wage, domestic violence, pharmacare, and privatization.



EILEEN BROWNE RETIRES

After 47 years of dedicated service, Eileen Browne has retired as NAPE's Membership Records Supervisor. On behalf of the membership, board, and staff, we wish her well on her retirement.



GET THE NAPE APP!

The NAPE app allows you to quickly and easily

- get info about your union
- access your collective agreement
- contact NAPE representatives
- call NAPE office with the touch of a button
- get alerts and important updates

Download the app by going to

<https://www.nape.ca/member-services/nape-app/>

or by searching NAPE in the App Store or Google Play.

ST. JOHN'S HEADQUARTERS

330 Portugal Cove Place
P.O. Box 8100
St. John's, NL, Canada
A1B 3M9
(709) 754-0700 or
1-800-563-4442

CENTRAL NEWFOUNDLAND

15 Hardy Avenue
P.O. Box 160
Grand Falls-Windsor, NL, Canada
A2A 2J4
(709) 489-6619 or
1-800-563-1050

WESTERN NEWFOUNDLAND

10 Main Street
P.O. Box 864
Corner Brook, NL, Canada
A2H 6H6
(709) 639-8483 or
1-800-563-9343

WWW.NAPE.CA

 @NAPENL