

NAPE

Newfoundland and Labrador Association of Public and Private Employees

Your Union

2022

NAPE – YOUR union!



- NAPE stands for Newfoundland And Labrador Association Of Public And Private Employees.
- The largest Union in the province representing over 25,000 Public and Private employees.

Strength in Numbers



The Union Advantage

- Better pay and benefits
- Safer working conditions
- Collective say in your work
- Representation
- Fair process

Member Services

- Professional staff and negotiators
- Two lawyers on staff
- Dedicated health and safety expert
- Communications and campaigns
- Education program

Member Services

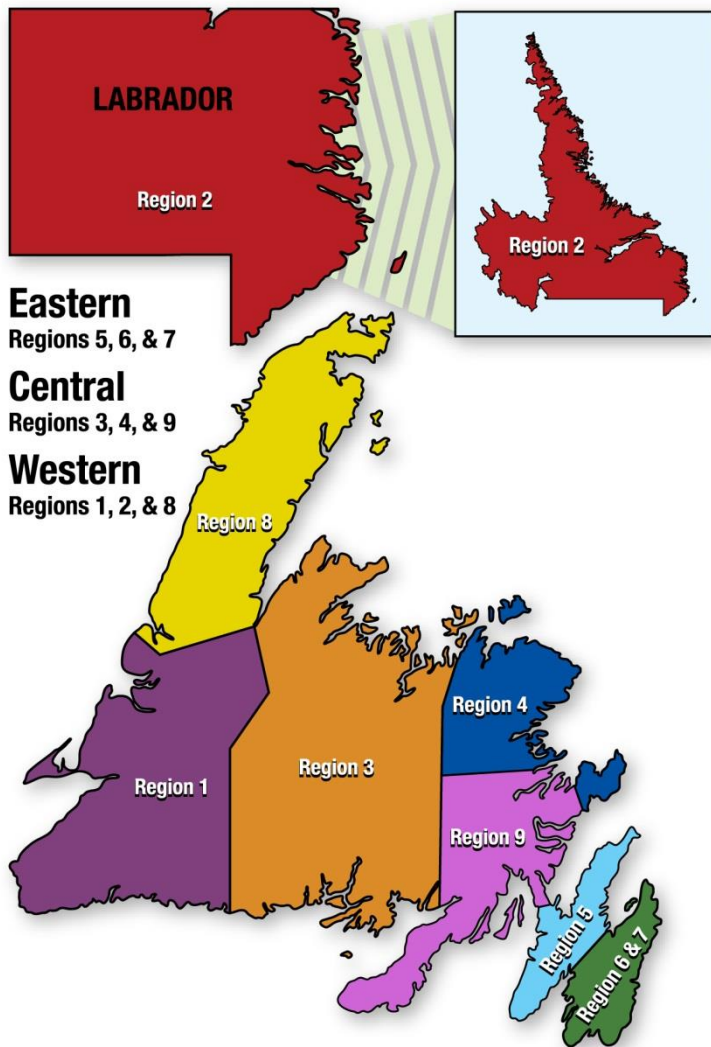
- Advantage Discount Program
- Grievance Process
- Scholarships
- Three offices – St. John's, GFW, Corner Brook

What is a local?

- Your Local is composed of unionized members in one or more workplaces.
- Members elect an executive to run the local in a democratic process.
 - Usually consists of a President, Secretary, Vice President, etc...
- Each local has by-laws that govern how decisions are made, composition, etc...
- Hold regular membership meetings.
- Deal with workplace problems, grievances, collective bargaining and other issues related to the union movement at the workplace level.
- Elect delegates to attend various labour conventions.
- Financed by membership dues.

What does your local number mean?

- Let's look at Local 6206
- First digit is 6 - is for region number in this case region 6 (St. John's).
- Second digit is 2 – is the component number 2 (Hospital Support Staff)
- Third and fourth digits are the number of locals in your region for that component.
- It is the sixth local formed in that region.

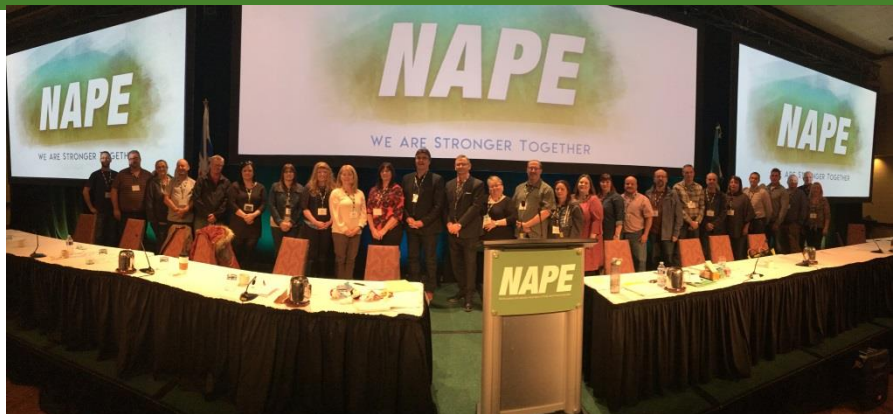


Component No.	Bargaining unit name	No. of Board members
Component 1	General Service	2 board members
Component 2	Hospital Support Home Care	2 board members 1 board member
Component 3	Maintenance & Operational Services	1 board member
Component 4	CNA Faculty	1 board member
Component 5	NL Liquor Corporation	1 board member
Component 6	Lab X-ray Health Professionals	1 board member
Component 7	Correctional Officers	1 board member
Component 8	Education Support Local Government	1 board member 1 board member
Component 9	Waterford Hospital	1 board member
Component 0	Private Sector	1 board member

Democracy in Action



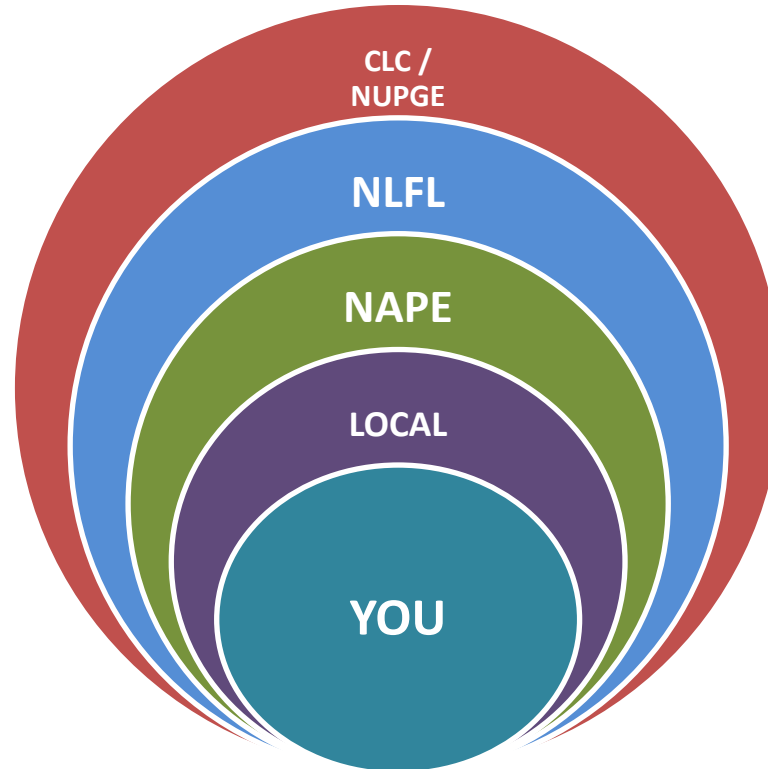
Democracy in Action – Conventions



- Component Conventions
- Biennial Conventions



Democracy in Action - Affiliations



Collective Agreement

- A collective agreement is a written agreement that states the duties of the employee and employer and ensures compliance with the regulation of scheduling, holidays, general work conditions, health and safety, and rate of pay.
- It sets out the ground rules at work – for you and for your employer.
- It also sets out processes to resolve workplace issues (grievances)
- Copies of the collective agreement can be requested from your NAPE representative, or found online at www.nape.ca.

Who Negotiates My Agreement?

- Prior to the expiry date of your contract, you will be invited to attend a union meeting. At the union meeting you will be asked for suggestions for changes you want to see made to your contract. You will also be asked to elect your negotiating team (if your bargaining unit is small) or to elect delegates to your Component Convention or negotiating meeting (if your bargaining unit is big).
- If your bargaining unit is large, your suggestions for your next contract will be presented at your Component Convention or negotiating meeting as resolutions, debated and either passed or rejected. Your bargaining unit's negotiating team will be elected from the delegates to your Component Convention or negotiating meeting.
- A NAPE staff person, who has training and expertise in collective agreement bargaining is assigned to work with the bargaining team to provide support.
- The bargaining team negotiates with your employer on your behalf.
- **In the end – every member gets a say in the agreement via a secret ballot vote.**

Bargaining Units

- NAPE has over 100 bargaining groups
- This means there are over 100 different NAPE collective agreements throughout Newfoundland and Labrador.

Employee Rights

- **Safe work environment**
- **Union access**
- **Union representation**
- **Grievance Procedure**

Grievance Process

- The Grievance process varies depending on the workplace and the collective agreement language, and it is up to the Shop Stewards and NAPE Servicing Representatives to file and resolve these grievances

- **Shop Steward**
 - Enforce Collective Agreement
 - Deal with Complaints
 - Settle Grievances

- **NAPE Servicing Reps** (LRSs, EROs, MSOs) – NAPE STAFF
 - Negotiations
 - Servicing various locals
 - Grievance handling
 - Mediation
 - Arbitration

Follow the Steps!



Membership Cards



- Proof of Membership
- Ability for NAPE to send you info
- Ability to vote
- Advantage Discount Program
- If you don't have one – **contact NAPE office**

- NAPE members are eligible for discounts at various places throughout the province. All you have to do is show your NAPE membership card.
- A full list of participating locations can be found online.



Communications



- Facebook Page (*most frequent updates*)
 - www.facebook.com/NAPENL
- Website (*frequent updates*)
 - www.nape.ca
- Newsletter/Mail Outs
(Communicator)
- Email list
- NAPE App (*search NAPE on Apple or Android store to get it from NAPE website*)

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Thank You Questions?