

**MINUTES OF 24<sup>th</sup> BIENNIAL CONVENTION  
OF THE NEWFOUNDLAND AND LABRADOR ASSOCIATION OF  
PUBLIC AND PRIVATE EMPLOYEES  
HELD VIA ZOOM & DELTA HOTEL, ST. JOHN'S  
OCTOBER 21 AND 22, 2021**

**JOIN TOGETHER. WIN TOGETHER.**

**THURSDAY, OCTOBER 21, 2021**

**CALL TO ORDER**

J. Earle (President) called the 24th Biennial Convention of NAPE to order at 9:10 a.m.

Welcome. Good morning to everybody across Newfoundland Labrador, and welcome to the Board that's been able to attend the in person part of this Convention. I'll just start off by saying this is a very odd ceiling. Normally this morning you'd walk through the Convention Hotel and you would feel the energy in the room from delegates talking and conversations, and it would really get you ready for the day. Walking down to room today I ran into two or three people which is really unusual. That's what we've been dealing with now for almost two years, it's been extremely unusual, but we've had to continuously adapt and NAPE members have done that, right across Newfoundland and Labrador. We're going to try to do the best we can to make this Convention feel normal with you all gathered from your living rooms or your sofas or your offices, or whatever. So again, welcome. Thank you for taking the time to get involved in your Convention because this is your Convention. This is your Union, and we will bring things to the floor for your ideas and suggestions, and then move forward.

**LAND ACKNOWLEDGMENT**

J. Miles (Western Vice President) presented the Land Acknowledgement.

We respectfully acknowledge the land on which we gather as the ancestral homelands of the Beothuk, whose culture has now been erased forever. We also acknowledge the island of Newfoundland as the unceded, traditional territory of the Beothuk and the Mi'kmaq. And we acknowledge Labrador as the traditional and ancestral homelands of the Innu [in-new] of Nitassinan, the Inuit of Nunatsiavut, and the Inuit of NunatuKavut.

We recognize all First Peoples who were here before us, those who live with us now, and the seven generations to come. As First Peoples have done since time immemorial, we strive to be responsible stewards of the land and to respect the cultures, ceremonies, and traditions of all who call it home. As we open our hearts and minds to the past, we commit ourselves to working in a spirit of truth and reconciliation to make a better future for all.

**HARASSMENT POLICY / SAFE SPACE Policy**

A. Sedlickas (General Vice President) presented the Convention's Safe Space Policy.

NAPE has made a purposeful decision to prioritize the voices of people and advance the cause of workers in not only their workplaces but also their community. The organization is dedicated to providing an inclusive environment in which all participants, staff and volunteers of this event may

feel comfortable, safe, and free from harassment. Everyone deserves to feel safe while participating in the convention whether in-person or virtual.

As stated by the Safe Space Network, a “safe space is a place where anyone can relax and be able to fully express themselves, without fear of being made to feel uncomfortable, unwelcome, or unsafe” on account of, but not limited to, the following factors: gender identity or expression, race, ethnicity, sexual orientation, cultural background, religious affiliation or spiritual belief, age, language, body size, physical appearance, educational attainment, mental health, physical or mental ability, family status, source of income, real or perceived socioeconomic status, or lived experience.

NAPE strives to facilitate a safer space at our events and all affiliated offerings, including virtual meetings such as this convention. This is emphasized for all persons, and especially anyone who has experienced gender-based oppression; particularly Indigenous folks, racialized folks, LGBTQI2S+ folks, non-binary and gender non-conforming people.

NAPE encourages the expression of different opinions, choices and tactics.

This means that as a community we must work hard not to silence each other; and also that some voices must be given more of a platform than others. We are asking that we work through these possible conflicts or disconnects as a group in this space of working together.

When we disagree, let us do it in a way where we can hear each other, and communicate with care while respecting and considering context. This means also engaging with people in honest, non-discriminatory, and compassionate ways.

Your union asks us all to be aware of language, behaviour, and to consider if it might be offensive or presumptuous towards others. This is not a space for violence or intolerance.

We can all work together to create a safer space by:

- Respecting people’s physical, emotional, and spiritual boundaries.
- Respecting people’s pronouns.
- Being aware that raising your voice or other aggressive body languages may be understood as abusive behaviour by others.
- Respect people’s differing opinions, beliefs, and viewpoints.
- Be responsible for your own actions.
- Be aware that your actions do have an effect on others despite what your intentions may be.
- Be mindful and acknowledge that cultural differences exist, while working to embrace them.
- Identify what makes a space safer for you.
- Honour that safety looks different for everyone.

If you experience language or behaviour that perpetuates discrimination, if you feel that you or someone else is being harassed or made to feel unsafe, or if you have any other concerns and want to leave, please contact a NAPE staff member immediately.

## ADOPTION OF THE AGENDA

MOTION: R. Bellamy (1207)/M. Parsons (5205) - to accept the Agenda as presented.  
CARRIED.

ADOPTION OF THE RULES OF ORDER

MOTION: D. Baker (2853)/P. Fitzpatrick (8203) - the adoption of the Rules of Order as presented.  
CARRIED.

ADOPTION OF CONVENTION COMMITTEE

Ashley Carew (Local 6604), Chairperson  
Stephen Donahue (Local 7701)  
Wanda Healey (Local 3102)  
Vicki Hancock (Local 2204)  
Cornelius Cornect (Local 1859)  
Vina Gould & Ettie Bursey (Staff Advisors)

MOTION: T. Coombs (6901)/K. Osmond (4301) - to approve the Committee as listed.  
CARRIED.

ADOPTION OF THE MINUTES OF THE 23<sup>rd</sup> BIENNIAL CONVENTION

MOTION: S. Tiller (6604)/C. Steel (7004) - to adopt the Minutes of the 23<sup>rd</sup> Biennial Convention.  
CARRIED.

T. King (Secretary/Treasurer) assumed the Chair.

T. King stated it gives me great pleasure now to formally introduce the chair of this Convention. I've known Jerry for a long period of time, and most of you may know Jerry came out of health care. He actually was the President of the Hospital Support Local and I was President of an X-Ray Local, different area and we never crossed paths, but as soon as I was hired by NAPE I got assigned with Jerry, and it has been a great pleasure, we worked on a representation campaign across this Province to help our members stay strong within this Union. When I got elected to work side by side with Jerry, it was like I picked up right where we left off. We work great as a team. You know with these positions that you take, Jerry is the leader at the end of the day. Some quick decisions have to be made and I can tell you that Jerry is there to make decisions that are for the better of everybody and some of those decisions can be very tough. But that's why you elected Jerry as your President, somebody that stands up for you, stands up for the membership and the greater good of NAPE and for the safety of our members. I will tell you that as quick as a press release comes out from Keith or Jessica, within minutes, who do you think they're contacting first. They're contacting NAPE because they want to talk to Mr. Earle. They will reach out as they know who to talk to because they know what we can do to fix it. I tell you that he dives in and he puts his heart and soul into it. It's a pleasure for me to be here with him today at this Convention, and it gives me great pleasure to introduce your voice, your President, Jerry Earle.

PRESIDENT'S ADDRESS - JERRY EARLE

J. Earle stated this is my third speech to delegates to our Biennial Convention. Normally, this room would be filled with over 500 people, with activists, friends, music, and energy. But these, unfortunately, are not normal times. There is absolutely nothing that I would have wanted more right now than to be standing here with all of you – sharing stories, catching up, seeing old friends, and making new ones. We had to make a very difficult decision to hold this meeting virtually, but given the uncertainty, public health measures, and the rise of a fourth wave, we had to make the

right choice with health and safety being our number one priority.

So, here we are ... like we have all done for the past 19 months – adapting and changing to meet the challenges put before us by this pandemic. On that note, I want to thank each and every one of you for all that you have done through this pandemic – for those in your care, for each other, for your communities, for your province, and for your union. No matter the challenge, you have been there – to lift each other up, to give people hope, to make a difference in people’s lives.

- Standing in the blistering cold to do covid testing.
- Volunteering to go to the hardest-hit parts of our province to lend a hand.
- Doing thousands upon thousands of covid tests that people and the province depended on.
- Cleaning schools and supporting children and students in classrooms and on campuses across the province.
- Keeping our towns going,
- our highways clear,
- and people and patients moving
- Producing world-class products, goods, and services.
- Putting food on people’s tables.
- Keeping people safe.
- Providing care in our hospitals, long-term care facilities, group homes, personal care homes, and in people’s homes in communities across our province.

The list goes on and on.

Whether out in the limelight or behind the scenes – the work that you do has helped to get us all through this pandemic. The entire workforce of NAPE, some 25,000 strong, rose to this immense challenge – with courage, conviction, and a resolute determination to do all you could to guide our province and the people we serve through the storm. Every day, NAPE members are out there – supporting the most vulnerable members of our society, protecting our communities, and putting everyone else first as we work together in our collective fight to flatten the COVID curve. Many thousands left their homes to tackle the fight head on. Members who worked from home did all they could to keep our province running. And our private sector workers dug in to produce essential goods and services. You went above and beyond, stepping up in every way possible!

Was I surprised? No. I’ve worked with you on the frontlines. And for more than 30 years now, I’ve seen what you do every day. But somehow this time it was different. This time you helped bring into full focus the true value of the work you do. We have learned a lot from this pandemic. But one thing in particular has become crystal clear – the extent to which our lives depend on so many working people like you. This province works because you do! Behind the thousands of workers that make up our union is our board, our staff, and you – our union activists.

I want to pass along my sincere gratitude to each of you for what you have done to support your unions and working-class people throughout this pandemic. I know it has not been easy – much of the past two years have been uncharted territory. Yet, throughout it all, you have been there, driven by the fundamental concept that when workers join together, there is nothing that can stand in our way. The last two years have seen our members, our union, and our province face unprecedented challenges. And through it all, our members, our activists, and our union have joined together to face each challenge head on.

Early in 2020, NAPE’s negotiating teams reached tentative agreements for our public sector members. That agreement protected the no-layoff clause while delivering a 4% wage increase over eighteen months. In February, the Group of 19’s negotiating team reached an agreement that

covers roughly two-thirds of NAPE's 5,000 members who work in-home care. And while that vote took place, Snowmageddon hit.

On January 17, 2020, eastern Newfoundland was socked in with snow, resulting in an 8-day state of emergency. Our members who delivered essential services during this period were true heroes. And yet, snowmageddon seems like a lifetime ago.

Then on March 11, everything changed. The World Health Organization declared COVID-19 a pandemic. Few could have foreseen the dangers we would face or the ways our lives would change. Once again, our members were on the front-lines of the fight.

Throughout the past two years, you've shown the power of workers standing up for one another. We've accomplished so much to protect workers and the public. And we've shown the value of our collective labour. We've been able to do this because we've stood together. By joining together and through our collective strength, we were able to protect and advance the cause of our members throughout the pandemic. NAPE was there for our members -

- fighting for PPE,
- fighting to have child care declared essential and available to our members who worked through the uncertainty of the first waves,
- fighting to have our members work from home wherever possible to support public health measures while keeping our public services fully operational.
- fighting to have restrictions on visitors to long-term care facilities put in place – to protect our members and the residents they care for.

We persuaded the Regional Health Authorities that staff exhibiting symptoms of respiratory illness should not have to provide a sick note for absences less than 14 days. We led the fight for PPE, advanced cleaning protocols, and enhanced covid measures in our workplaces. We fought to keep people gainfully employed. And I say we, to mean, the collective we – our union...your union – all of us made these things happen. There is power in the union!

Despite the pandemic, your union continued to do the important work to move our collective cause forward. Collective bargaining, grievances, arbitrations, mediations, etc.. all went on. They may have looked a little differently than before, and we may have had our growing pains along the way, but we kept moving forward. We signed 40 new contracts since the last biennial convention. And organized 8 new groups and we would like to welcome these new members into our union family!

The pandemic showed working people the difference between how employers treat those with a union – and those without. We have never had so many inquiries about joining NAPE. That is why we hired a union Organizer, and why we launched 'Join Our Union.' With billboards across the province, ads on busses and bus shelters, digital ads, radio ads, and a website – all explaining the advantages of being a NAPE member – we are ready to grow our NAPE family.

Unions were created so workers could stand together for fair wages, safer workplaces, decent hours, and benefits. Many of the benefits and standards won for our members are enjoyed by all workers today, such as minimum wage, health and safety regulations, parental leave, and paid overtime.

Last year, unionized workers in Newfoundland and Labrador earned over \$8.16 per hour more than non-union workers. Women with unions earned more, too – an average of \$10.01 more per hour. Young workers (15 to 24) earned an extra \$8.44 per hour from jobs covered by a collective agreement. Our union has a proud history of defending its members, negotiating good collective

agreements, and fighting to improve the lives of workers and their families. Our message is simple - if you and your co-workers want a union, if you want a say in your workplace, if you want to make your life better, we can help make that happen. And if history and the pandemic has taught us anything it is that there is strength in numbers!

Your union worked hard in the back rooms, in constant meetings with the government, in the media, and, when necessary, we brought that fight out to the streets. Our members continued to protest decades-long shortages in long-term care and paramedicine – shortages made even worse by the pandemic. And we kept these issues front and centre in the media, while pressuring the Minister of Health to act. Workers joined together and fought for each other and raised their collective voices about the issues in their workplaces. From LPNS and PCAS, to Paramedics and Social Workers, and beyond... workers stood together to push for better – for each other and for the people they serve.

And on top of these efforts, we ran more campaigns to inform the public about the important work NAPE members do. 'It's what we do. It's who we are' showcased our public sector members from across the province, right in their home communities. December 2019 and 2020, saw us air ads encouraging the public to buy products produced by NAPE's private sector members. We also launched 'We Are Not Alone' – a campaign celebrating union activism, starring many of the people attending this Biennial Convention. Earlier this year, we aired 'We Called Them Heroes' to celebrate our members' contributions during the pandemic and remind the public of the essential work our members perform. And yes, that is the voice of Gordon Pinsent.

That is a very brief snapshot of the past two years and what we have been able to accomplish together in the face of incredible diversity. Trevor will cover off on other aspects in more detail in his speech this afternoon. As per usual, we tried to share the load so that we could cover as much ground as possible while keeping it brief. I would very much like to say that there is smooth sailing ahead.

Recently, the fourth wave of the pandemic has come to our shores. We have seen the devastating impact of the new Delta variant on communities, families, our members, and our healthcare system, particularly in Central Newfoundland. The pandemic is not over, and we must all continue to play our part to follow public health guidance to keep each other safe. Earlier this year, the Premier's Economic Recovery Team, headed by privateer Moya Greene, released something called the Big Reset. If adopted by the current government, this report will have a devastating impact on our members, their families, our vital public services, and our communities. It's not good enough that exhausted workers, who have given so much of themselves to get us through the pandemic, are now being asked to shoulder the burden of fixing the province's finances through austerity, uncertainty, privatization, cuts, closures, and rollbacks. These workers are being asked to pay for the decisions they played no part in making by people who won't suffer at all.

When times are tough – the working class are the ones who have to make the greatest sacrifices. However, when times are good, the same workers are often at the end of the line when reaping the benefits of prosperity. We have been pushing back against the austerity agenda laid out in the Greene Report, we have developed a strategy to beat back the plans for cuts and privatization recommended by Greene and her report. As our government begins to shift from pandemic response to a post-pandemic plan, we will, once again, see the modern-day Water Street merchants call for cuts, closures, rollbacks and layoffs. They will be lined up to profit off the economic uncertainty. With several sets of negotiations around the corner, including public sector bargaining for almost 18,000 members, we must all stand together to push back against this agenda. We must stand united and strong with a clear and concise message to the Premier – we will not allow you to balance the books on the backs of our members! We have sacrificed enough.

We have given all that we can. We will not take one step backward! We have overcome so much together these past two years. We have shown the government and the business groups what we can accomplish when we are united.

Every single day, I am grateful for the opportunity you have given me to lead this great union. It is a tremendous honour to be the President of your union, and it is one that I pour myself into because I know what is at stake for you and your families. I'm as passionate about this job today as I was on the first day I took office. My commitment to you is that I will work hard every day to advance the cause of workers in this province, to stand up for what is right and just, to push for good collective agreements, safer workplaces, and good pay and benefits. Every day I have one goal in mind – to make you proud of your union and what we can accomplish by being united. Thank you for all that you do for the people of this province and our great union. On a personal note; thank you for your support – it means more to me than you could ever know. The path ahead is fraught with obstacles. More than ever we will need to lean on one another. We must remember that when we join together – we win together. More than ever we must never forget that there is strength in the union.

Thank you.

### CREDENTIALS REPORT

Voting delegates connected via Zoom	- 267
Voting delegates in-person	- 31
TOTAL	289

MOTION: C. Squires (7501)/T. Sellars (6217) - the adoption of the Credentials Report as presented.  
CARRIED.

### BREAK

The Convention broke at 10:15 a.m. and reconvened at 10:45 a.m.

K. Rice (Central Vice President) stated it is my pleasure to welcome Sister Mary Shortall to address our Convention and bring greetings on behalf of the Newfoundland and Labrador Federation of Labour. Mary Shortall was elected as President of the Newfoundland & Labrador Federation of Labour in October, 2013. Prior to that, Sister Shortall was acting Regional Director for the Canadian Labour Congress (CLC). She had been the Newfoundland Representative for the CLC, since 2001. Sister Shortall is a long time member of Unifor, through both the CAW and CEP, and served as Vice President of her Local at the CLC until her election. Prior to working with the Congress, Mary was a Customer Sales and Service Agent with Air Canada (starting in 1977) and was involved with her union from 1982 until she went to the CLC. She served in many capacities with that Local – Health and Safety Representative, Vice-Chair, Chair, and Regional Vice President on the Local union Executive Board. She has been a facilitator and curriculum developer throughout her union involvement, political and social activist, human rights advocate and feminist. Please join me in welcoming Sister Shortall to our convention.

### GREETINGS FROM NL FEDERATION OF LABOUR - MARY SHORTALL, PRESIDENT

M. Shortall stated good morning my friends. I am so happy to be here this morning to bring greetings and tell you about what your Fed's been up to. It's been an incredibly busy and in many

ways a very surreal 2 years since your last Biennial. I know you have a very busy agenda, and lots of things to talk about, and it's a lot more difficult to sit through conventions virtually as well. I remember Earle McCurdy saying the brain can only endure what the arse can absorb. I'm longing for the day when we can all meet face-to-face again, cause both my brain and my arse have just about had enough.

Our society has always depended on hard working, public-sector workers – but never so much as over the past eighteen months, and on behalf of our Federation I want to acknowledge your ongoing contribution and hard work. You really are working class heroes – every single one of you. Thank you for what you have done since the pandemic began, and what you continue to do – despite being exhausted, overworked, undervalued, and at risk in so many ways. It is not fair, safe or okay to have no days off or no annual leave, to work short staffed, excessive overtime, be subject to increasing violence in your workplace, and abuse by a public who don't understand why they can't get the service they need. We could have never gotten through this public health crisis without you. Nor can we rebuild our economy without you. A strong public sector quite frankly, can ensure our communities, province and our country can continue to ride the waves and this and any future crisis and can look after the well-being of all of us. And it's not fair too keep workers to in constant fear of losing their jobs, to erode workers' benefits or working conditions, or their right to be in a union because of the misguided notion by this government that the only way out of our fiscal hole is with an axe. We can't let this government continue to erode our public sector, blame unions, or associations, and make workers bear the brunt of fiscal challenges that we have not caused. You've paid enough already.

I want to say an enormous thank you to Jerry and Trevor for their leadership in dealing with some pretty serious issues over the past two years, and their support of the work and campaigns of the Federation of Labour. They have kept government's and employers' feet to the fire, and have been unwavering in their representation of your issues. They have always supported our work as well. Thank you and your Board of Directors for your solidarity and leadership. Thank you to those who help our Federation do its work, by participating on our Executive Council, Jerry of course as Affiliate VP representing NAPE, Arlene Sedlickas – our Secretary Treasurer, Joanne Miles – General Vice President, Krystal Rice – Young worker VP, and Danny Quilty – president Corner Brook DLC. And to those of you who make such an importance contribution on our standing committees, on special committees that we are asked to participate in through government, through the district labour councils, on the various coalitions both inside and outside of labour that we find ourselves working with on economic recovery, social justice and equality issues – You and your union are a huge part of our Federation, and your work makes a big difference. I'd be remiss if I didn't also say thank you for all the support and solidarity I received during my election campaign. Although we didn't get the results we wanted, it was an amazing experience and I am so humbled and honoured to have gone through it.

The past 19 months have given us so much to think about the kind of world that we live in, and what we are doing to that world. About the type of society that we find ourselves in, and what we can do to ensure that we look after each other and our planet. About the value we give to the essential, so-called low skilled workers who we also depend upon for our well-being and safety. Most of whom are low paid, with limited or no benefits, no paid sick days, and no pensions. Many don't work regular hours, and the vast majority, although not all of them, do not belong to a union. They may be temporary, or contracted workers. They are sometimes called precarious or gig workers. Most certainly they are vulnerable workers and the majority are women.

Every day, too many people in our community – People of colour, Indigenous people, members of the 2SLGBTQIA+ community, people living with disabilities, refugees and immigrants are harmed, harassed, and denied their fundamental rights and access to services. Add to that, the fact that

we have among the highest income gaps and gender wage gaps in the country. Too many of our province's people live in poverty. We need to put an end to hatred, discrimination and inequality, towards a fair future – for all of us – not just some of us.

The impacts of COVID-19 will be long lasting. It has certainly shaped the work of the NLFL. Some of those issues we have been working on for a long time. But they have taken on a new relevancy, and urgency. Although we remain busy with all the other things the Federation is involved in, our main focus these days has been to assert ourselves into the discussions about a worker-centered economic recovery and what that means - and what it doesn't mean.

There was a reason why I walked away from the Premier's Economic recovery Team. The NLFL asked to be at that table because we believed we could make a difference. Moya Greene and her very rich, and politically connected team had no idea about the real challenges that working families face in NL. They did not want to hear what we had to say. And as we all see now- their solutions will benefit their friends, at the expense of the rest of us, and especially the public sector and the public services people rely on. Ultimately we will ALL be impacted if this happens. Our vision of a strong economy is one that is rich in full-time, decent, fair, and safe work for all; that invests in a strong public sector and quality public services, that supports local businesses, and communities, and respects our environment. But that is certainly not the dominant narrative out there. Instead

The recommendations in the Big reset represents a narrow focused, outdated austerity driven agenda that this government has seemed to embrace as the only acceptable course of action for economic recovery. Their last budget clearly set that course of action, and recent announcements by government affirms their intentions I believe. Austerity measures are bad for workers, and bad for our economy. That belief is shared by many leaders, economists, researchers and experts around the world. But this government is hell bent on shoving it down our throats it seems. You CANNOT grow an economy, you cannot tackle poverty and inequality by slashing spending, cutting social programs, privatizing public services, raising tuition and other student fees, using temporary migrant workers to fill low wage jobs, delaying the quality of jobs that workers need and deserve. An austerity plan will send our economy in a tailspin, entrench the inequality and poverty that already exists in our province, and have the absolute reverse effect of what we need. We must refuse to return to the previous, outdated economic mindset of austerity. Workers have suffered from austerity measures for far too long. You have already paid dearly. Enough is enough! It doesn't have to be this way.

We must demand that government invest in a strong public sector and quality public services, in decent, fair and safe work for all, in public and social infrastructure, human capital and the real green economy, not the Moya Greene economy. These investments will lift incomes and stimulate business investment that will in turn, help grow the economy, and address the inequalities in our society. I believe that very soon, we will have to fight this austerity agenda of government with every ounce of our energy. The signs are pretty obvious about where this government is headed. Government wants us to believe that we have a spending problem. That seems to be the narrative out there – it's important for them to have the public believe this is true so that they can justify any plans for massive cuts and privatization. But the reality is – we do not have a spending crisis. We have jobs crisis, an equity crisis with includes disparity in wages, and a climate crisis. If we don't address these issues soon in an urgent and ambitious way – it will be more catastrophic than anything we have ever seen. If we are serious about transitioning to a sustainable future, we need to build a future that is not only sustainable in the ecological sense but in the social one too – one that ensures that all workers in workplaces impacted by our shift to a green economy can transition into sustainable jobs! We need a good jobs strategy, and a plan – one that all stakeholders can weigh into so we get it right. Richard Alexander has been spending a lot of time on the media lately

blaming workers, EI and CRB for a so-called labour shortage, and is demanding government bring in and exploit migrant workers to work in the service and retail industry and elsewhere. Are employers having a hard time hiring and rehiring workers especially in the retail, and service sector? Yes – no doubt. Many of them are hiring and rehiring at the same time as the economy starts to open up. But let's be clear – we have the highest unemployment rate in Canada at almost 13%. Are we running out of workers in NL? NO! Just like the reason you couldn't afford to buy lumber during the pandemic was not because we ran out of trees! Have workers lost the incentive to work? Absolutely not! But - The ground has shifted. People cannot be expected to work low wage jobs, with no benefits, low or irregular hours, no paid sick days, no access to childcare, dealing with covid, rising food prices, gas prices, and a host of other issues. The fact is - we do not have a labour shortage, we have a decent jobs shortage.

Governments have refused to pay attention to the deterioration of working conditions over many years, and the growing rise of workers who have no protections. They have accepted the increasing work without ensuring workers have the most basic of rights. In a province when 1/3 of our workforce earns less than \$15/hour, a \$15 minimum wage becomes critical to a strong economy. In fact, we should be beyond \$15 and closer to \$20 right now. Business groups that have spent decades convincing the public to believe the myth that raising minimum wages is "bad for the economy". Thanks to Nobel prize winner David Card and his colleagues and their now recognized research the myth that higher minimum wages mean fewer jobs has been finally dispelled. There has been an erosion of rights for workers to be able to organize themselves. It has become increasingly difficult for unions to organize, to bargain first collective agreements, and to exercise their collective bargaining rights, including the right to strike. Our world of work has changed so much... our outdated labour laws need to be amended to reflect today's world of work so that every single worker has fairness on the job, paid sick days – because no one should choose between going to work sick or feeding this children. Workers should always have the ability to join a union if they want to, and our laws need to reflect that right, along with the right to fair collective bargaining. NAPE has always recognized the importance of organizing workers – it is so wonderful to see your new campaign. Congratulations and thank you for doing this.

I am appalled that VOCCM refuses to carry your paid ads without a disclaimer. Our Federation supports your position and we will refuse to advertise with them as well until they remove that condition. How dare they! I have never heard a disclaimer on any of the BOT or NLEC's ads.

Recent comments by some Ministers have put my antennae on full alert. Finance Minister Siobhan Coady said last week that the government is reviewing mandatory membership in not just the NLMA, but in other associations. And Minister Haggie said "Freedom of Association will be debated in the House". Unbelievable! Those my friends are fighting words. This is very serious – and very similar to threats we heard from Stephen Harper, Jason Kenny, and Doug Ford about bringing Right to Work legislation to Canada and making union membership optional. We absolutely cannot let this happen. If Government wants to die on that hill - we will take them on, and I can promise you that this federation will NOT back down on that issue.

I don't know about you – but nothing I have heard from our government lately gives me a warm and fuzzy feeling from government about how they will tackle a "worker-centered" economic recovery that leaves no one behind. Our rich resources belong to all of us, and our communities are reflective of the riches that many have enjoyed throughout our history because of the hard work and struggles of those who came before us. We need a government who is committed to real and concrete actions towards Truth and Reconciliation, MMIWG and in support of UNDRIP, not one that signs deals with its pals in Ottawa which exclude the Innu Nation from arrangements in which they are an affected Party. We are the beneficiaries of our resources – they are not for sale, or for exploitation by foreign-owned multi corporations. Our public services are not for sale, nor NLC,

nor NALCOR, nor Gull Island. We will need to fight as hard as we can against this agenda. We owe it to those who came before us, and to those next generations who we borrowed this place from. We will need to work together, to inform ourselves, talk to each other, and keep the issues alive in the public arena, change the narrative, and keep government's feet to the fire – at every level. How that pans out will be up to government. This is about political will, and political choices. We are ready to work with them - they can invite us, or not... they can listen to us... or not. But make no mistake – we will not be quiet. They can work with us at the table, or we can take it to the streets. We will fight against any budget or recovery plan that does not put the interests of workers and public services first. We owe it to our members and the people of NL to fight for an economic recovery that ensures adequate investment in a strong public sector and all the quality public services that you deliver. And fight we will!

The Federation of Labour is also working on issues like EI reform, pharmacare, childcare, pay equity, paid sick days, labour law reform among other issues where the federal government has the primary responsibility to support all the provinces in the recovery. We have been working with all the federations in the country and the CLC to ensure we have a united and consistent message on those issues we're all working on. We are spending time connecting with equity seeking organizations and others – learning how we make space in our Federation for voices that have been historically absent – and what we need to do to correct that. We are working to make workplaces safer and to hold employers' more accountable to ensure this is done correctly. We have just gone through a Statutory review on Workers' Comp and I have to especially thank Bernie Coffey and NAPE for having her there representing the NLFL, and for not backing down. Awesome work!

Many of the recommendations that were produced in the Report are very important to injured workers and all of us – like having more worker advisors to represent injured workers, an income replacement rate of 90%, ensuring appropriate coverage for essential workers during public health emergencies, to review the policy on traumatic mental stress to consider including chronic stress, and in particular as it relates to workplace violence and/or harassment. Thank you to the staff of WPNL. Your work is never easy. You do a great job. Now the hard work of holding government to account to implement these is our job. I'll be meeting with the minister early next week about just that, and a few other things!

We are part of the people's recovery group that Jessica helped to facilitate. It's important that we join forces with as many voices as possible to fight this austerity agenda. Thank you Jessica for all your amazing work on this. Your union is among many who have come together to talk about a coordinated pushback, because we will need to unite and do whatever is in our power – to stop this agenda. Remember our anthem "In our hand is placed a power greater than their hoarded gold". We have that power because we know there can be no economic recovery without workers.

I read a quote once from long ago from a union organizer from the early 20<sup>th</sup> century who said that if the workers of the world want to win, all they have to do is recognize their own solidarity. They have nothing to do but fold their arms and the world will stop. Workers are more powerful with their hands in their pockets than all the property of the capitalists. We have used our collective power before - we had a bit of a dress rehearsal in 2016 - and we made a difference. We can do it again! We **will** do it again! Together. Your union has always understood the importance of solidarity and taking on those issues that make a difference. Jerry's report outlined the massive scope of the work your members do. The truth is - our province cannot function without you. We will be there every step of the way with you in your fight – our fight. Joining together, winning together.

MOMENT OF SILENCE FOR DECEASED MEMBERS

J. Earle stated At each Convention we honour those members who have passed since the last Convention. It is an opportunity to pay our respects, remember, and thank them for their service to the people of this province and their union. We must also use this moment to reflect on the NAPE members who have died as a result of workplace accidents. In the last decade alone, three NAPE members tragically lost their lives as a result of workplace accidents. We pay tribute to these workers and the staggering number of people in this province who have lost their lives or been injured on the job.

NAPE truly is more than a group of workers – we are a family. Since the last convention we have lost two stalwarts of our union and our family: Ed Hogan and Paul Foley.

Paul was a Correctional Officer at Her Majesty's Penitentiary where he became a fierce advocate for his fellow workers. Paul was extremely active in our union, serving in multiple roles and capacities over the years. After serving on the NAPE Board of Directors and working tirelessly to organize hundreds upon hundreds of Home and Youth Care workers across the province, Paul was hired as a NAPE ERO in 2013. Paul was a fantastic and powerful unionist, but he was somehow an even better person, co-worker, and friend. He was fiercely loyal. He was always so positive. Even in the face of the most stressful or hectic situations, Paul kept a cool head and lifted morale with his positivity, solidarity, and sharp humour – even when things got especially rough in his final months.

Ed was a proud, tried, tested and true unionist. He began his efforts in the labour movement at his workplace, St. Clare's, where he was a member of the Laboratory and X-Ray bargaining unit. Ed was a Shop Steward, Local Officer, and NAPE Board of Directors member. Ed began as an Employee Relations Officer with NAPE in 1989. Most recently, he served as NAPE's Senior Negotiator and as a Labour Relations Specialist. Ed was a fierce defender of NAPE members and worker's rights. He had a sharp tongue, a sharper mind, and he was famously stubborn. He often put all three of those traits to good use standing up for NAPE members, whether at the bargaining table, in meetings with employers, on the picket line, or in arbitrations.

They may be gone, but they have left an indelible mark on our province, our union and the many people they fought for and represented over the years. They both worked tirelessly to defend and advance the cause of workers in this province – something they were so very proud of. They are gone, but they will never be forgotten. Rest easy, brothers. Solidarity forever.

Please join me in a moment of silence for deceased NAPE members.

T. King resumed the Chair.

## REPORT OF THE RESOLUTIONS, COMMITTEES, OFFICERS AND FINANCE REPORTS

A. Carew (Chairperson - 6604) introduced the Committee members: Steve Donahue (7701), Wanda Healey (3102), Vicki Hancock (2204), Neil Cornect (1859), Vina Gould (Staff Advisor) and Ettie Bursey (Staff Advisor). All motions were made by myself and seconded by S. Donahue.

MOTION:                   A. Carew (6604)/S. Donahue (7701) - the adoption of the following Officers' Reports:

- Report of the General Vice President
- Report of the Eastern Vice President
- Report of the Central Vice President
- Report of the Western Vice President
- Report of the Eastern Area Board Member

- Report of the Central Area Board Member
- Report of the Western Area Board Member
- Report of the Region 1 Board Member
- Report of the Region 2 Board Member
- Report of the Region 3 Board Member
- Report of the Region 4 Board Member
- Report of the Region 5 Board Member
- Report of the Region 6 Board Member
- Report of the Region 7 Board Member
- Report of the Region 8 Board Member
- Report of the Region 9 Board Member

CARRIED.

MOTION: A. Carew (6604)/S. Donahue (7701) - the adoption of the following Committee Reports:

- Report of the Constitution Committee
- Report of the Education Committee
- Report of the Health & Insurance Committee
- Report of the Legislation Committee
- Report of the OH&S and Environment Committee
- Report of the Pensions Committee
- Report of the Women's Issues Committee

CARRIED.

MOTION: A. Carew (6604)/S. Donahue (7701) - the adoption of the Report of the Finance Committee.

CARRIED.

MOTION: A. Carew (6604)/S. Donahue (7701) - the adoption of the Report of the Audit Committee.

CARRIED.

MOTION: A. Carew (6604)/S. Donahue (7701) - the adoption of the Audited Financial Statements for the year ended March 31, 2020 for the General Fund, Defense Fund and J. V. (1983) Ltd.

CARRIED.

MOTION: A. Carew (6604)/S. Donahue (7701) - the adoption of the Draft Audited Financial Statements for the year ended March 31, 2021, for the General Fund, Defense Fund and J. V. (1983) Ltd.

CARRIED.

MOTION: A. Carew (6604)/S. Donahue (7701) - the adoption fo the Proposed Budgets for NAPE and J. V. (1983) Ltd. for the year ending March 31, 2022.

CARRIED.

T. King stated I thank the Committee for the work they've done on presenting these Reports.

**Resolution Number 1:** (Board of Directors)

WHEREAS the NAPE Anti-Racism Committee aims to support and monitor the implementation of

labour relations measures that address anti-racism and discrimination in the workplace through contract language, collective bargaining and other labour relations issues; THEREFORE, BE IT RESOLVED that NAPE support bargaining committees in improving and strengthening contract language related to discrimination and anti-racism; and BE IT FURTHER RESOLVED that NAPE develop a toolkit and sample contract language related to anti-racism and discrimination for bargaining committee.

CONCURRENCE. CARRIED.

**Constitution Amendment Number 1:** (Board of Directors)

WHEREAS current pronoun language in various Articles of the Constitution is dated and as we are currently in 2021 and should be using more inclusive language;

THEREFORE, BE IT RESOLVED that the following Articles be amended to include the more accepted pronoun language:

Article III - Membership

- 6. (b) (i) "he/she" should be changed to "they"
- 6. (b) (ii) "his/her" should be changed to "their"
- "he/she" should be changed to "they"
- "his/her" should be changed to "their"
- 8. (a) (x) "his/her" should be changed to "their"
- 8. (e) "him/her" should be changed to "them"
- 8. (f) (i) "his/her" should be changed to "their"
- 8. (f) (ii) "he or she is" should be changed to "they are"
- 8. (h) (iii) "himself/herself" should be changed to "themselves"
- "his/her" should be changed to "their"
- "his/her" should be changed to "their"
- "he or she is" should be changed to "they are"
- "he/she" should be changed to "they"

Article V - Convention

- 3. "his/her" should be changed to "their"
- "he/she" should be changed to "they"
- 5. "his/her" should be changed to "their"

Article VI - Officers

A. - Board of Directors

- 2. (c) "her" should be changed to "their"

B. - Full Time Officers - President and Secretary/Treasurer

- 4. (b) "his/her" should be changed to "their/them"

Article VII - Meetings

- 6. "his/her" should be changed to "their"

Article IX - Allowances

- 2. "his/her" should be changed to "their"

Article XIII - General Provisions

- 3. (1<sup>st</sup> Paragraph) "he or she is" should be changed to "they are"

“his/her” should be changed to “their”

Appendix “B” - Sample By-Laws

V. - Administration

- 5. “he/she” should be changed to “they”
- 9. “his/her” should be changed to “their”
- 12. “his/her” should be changed to “their”
- 13. “him/her” should be changed to “them”

VI. - Meetings

- 6. “his/her” should be changed to “their”

VII. - Financials

- 4. “his/her” should be changed to “their”
- 9. “he/she” should be changed to “they”

IX. - Elections

- 1. “he or she is” should be changed to “they are”

CONCURRENCE.

A. Carew (Committee Chairperson) stated the reason for the recommendation of concurrence is because these changes support inclusive language in our Constitution.

J. Hart (5601) stated in listening to that I think a better option to be more inclusive would be to add the pronouns, not removing the he and she, as he and she are still pronouns that are still used, but if we add the “they” and respectively. I think that would be a better, more inclusive language.

T. King stated Jonathan if I could, I appreciate your comments but just so you know for constitutional amendments we have to debate the resolution in whole. We can't make amendments to constitutional amendments. They have to be written perfectly, essentially, other than some little housekeeping error. But I appreciate your comments. That is something that I guess obviously the delegates will have to consider. But if you're suggesting that the Committee make that change, it is too late to do that now.

AMENDMENT: CARRIED.

T. King stated if it's okay with the delegates, considering the time, we normally get a two-hour break, we were going to proceed because of the importance of resolutions, until 12:30. If there is no opposition we will proceed until 12:30.

T. Kelly (BofD) stated point of privilege, the agenda was adopted and passed as is and a lot of people have things planned around that agenda. Not only that, there are people with dietary needs and things. So I would suggest that the members wouldn't support a change at this time as we are on time and everything seems to be moving along fine. I would prefer that we stick with the adopted agenda.

T. King stated it is just a suggested. It would be the wish of the delegates to convention whether or not we proceed. While the Rules of Order are adopted, flexibility is normally there in regards to timelines. It's really the wish of Convention. Not sure if we want to put it to a vote.

MOTION: K. Rice (BofD)/W. Thompson (BofD) - to continue and break for lunch at 12:30 p.m.

## DISCUSSION:

D. Hillier (3102) stated I would speak against the motion as more so in an outline fashion, people schedule their lives in a specific way, and the agenda was adopted with that in mind. Changing times in a Zoom virtual world is much more different than doing so in a convention hall. I would speak against this motion.

R. Taaffe (7302) stated I'm noticing in the chat that people have things to do and places to go, and I myself have an appointment and therefore I wouldn't be able to vote on upcoming amendments, so I speak against the motion.

T. Sears (7104) stated I would like to vote against the motion. Right now I'm afraid that the next amendment is going to take considerable consideration and debate on the floor, and will drag us well past the 12:30 deadline. I think the next vote is going to be of such importance that I don't want to be in a position where people are rushed and not given the opportunity to speak to it, so I vote against the motion.

T. King stated that's the great thing about a democracy. So, I'm going to take the liberty here as we don't want to jeopardize anybody's health in regards to having their necessary nutrition breaks plus they had previous schedules. Some points were made, but I am not the one going to decide this. It was just a friendly recommendation which we are willing to pull back. If the speakers who are lined up are willing to withdraw their hands, but it sounds like the wishes of the Convention, and we will live with that.

MOTION: WITHDRAWN BY MOVER AND SECONDER.

LUNCH BREAK

The Convention broke for lunch at 12:10 p.m. and reconvened at 2:00 p.m.

J. McCormick (Communications & Research Officer) stated I would like to take this opportunity to welcome our Keynote Convention Speaker. Journalist and best-selling author Linda McQuaig has long been a rare voice of dissent within the mainstream media. The National Post dubbed her "Canada's Michael Moore" and The Globe and Mail called her "one of Canada's indispensable public intellectuals." CBC's Michael Enright told his radio audience that "Linda McQuaig has spent her career as a best-selling author being a major irritant to Canada's 1 percent." In 2016, her book *Shooting the Hippo: Death by Deficit and Other Canadian Myths* was named by the Literary Review of Canada as one of the 25 most influential Canadian books of the past 25 years. As an investigative reporter for the Globe and Mail, McQuaig won a National Newspaper Award in 1989 for a series of articles which sparked a public inquiry and led to the imprisonment of Ontario political lobbyist Patti Starr. As a Senior Writer for Maclean's magazine, she probed the early business dealings of Conrad Black in two provocative cover stories. An angry Black suggested on CBC Radio that McQuaig should be "horsewhipped." Since 2002, she has used her op-ed column in the Toronto Star to challenge the prevailing economic dogma and champion a more equal distribution of wealth and power. She is the author of eight controversial national best-sellers. Her latest book, published in 2019, is *The Sport and Prey of Capitalists: How the Rich are Stealing Canada's Public Wealth*. Please join me in welcoming our keynote speaker, Linda McQuaig.

GUEST SPEAKER - LINDA MCQUAIG

L. McQuaig stated thank you very much Jessica. I really appreciate that very kind introduction, and let me say it's great to be here. If I could just maybe add one more detail to that biography, I ran

twice for politics, both times for the NDP, and both times against people who went on to be Finance Ministers. In fact I remember people used to say Freeland and I were quite similar because we had both written books about the rich. I didn't totally agree with that. I mean, we both wrote books about the rich, but the books were very different. Freeland's book was sort of about how the rich were running the world and doing a great job at it. Whereas my book was kind of more on the spirit of the protesters who had marched down Wall Street right after the 2008 financial crash carrying plaque cards that said "Jump you fuckers!!" I guess that explains one of the reasons why Chrystia is now Finance Minister and I'm not.

It's true - I'm not Finance Minister, but I have read a lot of budgets and judging from the Newfoundland and Labrador recent budget, I would guess that you, members of this fine Union, were not consulted, that you did not have a seat at the table. Of course, this reminds me of the old saying "if you don't have a seat at the table, you're probably on the menu". Clearly, when you read Moya Green's advisory report which the Premier seems to be listening to, I think it's pretty clear that you are on the menu. In fact, you're not just on the menu, you're the main course. This report by Moya Green, it's quite an astonishing document. It's absolutely ruthless and draconian, such deep cuts, social spending, job terminations. If this report were to be fully implemented, it would be devastating for NL's economy and for your society. I've been around budgets and this kind of thing for a long time and I don't recall ever seeing a call for cuts this deep. I've never seen anything quite like this. She calls it the big reset. I think you could call it the big train wreck because that is what it would do to NL. It recommends some of the worse of the neo Liberal policies of recent decades, and of course when I say neoliberalism, that's a term that I'm sure you recognize, it's an extreme form of capitalism. Basically the rich get richer, and that's pretty much it. So, we know the concept of neoliberalism. Sometimes we're more familiar with described as austerity, and the whole thing comes down to the idea that the rich and the corporate elite are the driving force, what they like to call the wealth creators in society. Therefore, we, the other people, must celebrate them, we must cater to them, we must enrich them. If we do those things maybe we will be lucky and some crumbs will be dropped down on us. Of course, we're familiar with the neo liberal agenda, we've heard it so many times, keep taxes low particularly on the rich and corporations, cater to them. Keep social spending low, that's the austerity, we have to do that to keep the rich happy so they don't have to pay tax to support important programs. And then let corporations own and operate things so privatization rather than public ownership or control and also don't interfere with corporations trying to take money, deregulate, let them do what they want, let them ruin the environment if that's what they want, that will be good for all of us in the long run according to neoliberalism.

Now this agenda has been, it's been the dominant agenda, it's been the economic dogma for the past thirty or forty years, and that's enough time to see what the results are. The results are very clear and they could be summarized as terrible inequality, the rich and the corporate have pulled so far ahead of the rest of society in terms of wealth. In the meantime, ordinary workers, wages have stagnated, and increasingly they are being pushed into precarious jobs. The other terrible side beyond inequality is the terrible environmental degradation. In fact, we've seen really no process against climate change despite strong public support for climate change, or for action against climate change.

Here in NL, your government has pretty much followed this neo liberal agenda and so of course you have rising inequality, environment degradation, and you also have large provincial deficit. Of course, this is what Moya Green was called into assess and make recommendations about. The conclusion that she clearly came to was that you're spending too much on government programs. Before we go into that in more detail, let's just remember when we talk about government programs, we're talking about things like health care, education - public school all the way up to university and colleges, and we're talking about key social supports. These are things that are

absolutely crucial to the lives of the people of NL, and their ability to fulfill their potential and to maintain the high standard of living that people in this province have aspired to and want to keep on enjoying. There's another way to look at this, rather than just look at the spending, how much government spending there is in causing deficits, we can look at how much revenue is collected because deficits occur when you spend more than you take in in revenue. Well, I think if we look at that we can see that there is pretty clearly a revenue problem here in NL. It's interesting because only about a decade ago, this province was running surpluses, not deficits. But what happened was more taxes on the rich and the corporate world, and those surpluses turned into deficits. By the way, those deficits began when oil was still booming, when oil was still a hundred dollars a barrel.

I want to talk about oil in the NL economy. Oil has clearly been a bonanza, but it's a bonanza that sadly has been squandered. NL has absolutely failed to collect enough of the enormous profits that are made on the oil here. That money instead has ended up almost entirely in the pockets of big oil, even though you, the people of NL are the people who own that resource. In fact, you have a particularly low tax and royalty regime when it comes to oil. It's the lowest oil royalty and tax regime any where in North America. What that means, is that over the past twenty years the Province has received only sixteen percent of all the revenues from oil, it has only received sixteen percent in royalties. The percentage keeps getting lower, and by 2018, you were only receiving eight percent. That means the rest of the money that's being produced from that oil has gone to big oil, it's gone to private companies. This is a very, very low amount of tax that you've been collecting. In fact, it even is lower than the amount of the tax rate collected by Alberta and Alberta is notorious for letting big oil keep most of the money.

Here's one way to look at it. If NL had imposed the same level of taxation royalties as Alberta, which again is a lower tax jurisdiction, if NL had done that up to Alberta's standards, it would have collected an additional ten billion dollars in royalties over the past twenty years. Clearly, that would have been just fantastic and would have pretty much wiped out your deficits. Now, of course, we're in a situation where we have to transition away from oil due to climate change, and so this kind of makes the squandering of the enormous bonanza boil all the more tragic. To put all of the squandering in context, I want to compare it with what's going on in Alberta and Norway. They're more equal points of comparison. Both have massive oil reserves and both have small populations, but they handle their oil very differently. Alberta has basically capitulated the private corporations and let big oil dictate the terms. Norway, on the other hand, has always believed in public ownership and control, even as a publicly owned oil company. It's also had big oil involved in oil development, but when it does, it controls it very tightly and it taxes it very heavily. There is one episode that really captures this. In the late 1980s, Norway decided to raise its taxes on oil even further than they already were, so big oil threatened to leave which of course it often does. The Norwegian Oil Minister called a meeting and he let the big oil's CEOs rage as much as they wanted to, and they did and it went on and on. Then the oil Minister looked at his watch and said, well, I guess I have to go now, but I see that no one has left the meeting, and then he turned to his staff, which were at the other side of the room, and he said loud enough so everyone could hear, well you guys never obviously raised the royalties high enough. These guys are complaining but they're still at the table. The Norwegians interestingly, having been a major oil power, they are now kind of leading a lot of the transition away from fossil fuels. But because they didn't squander that oil when it was so valuable, they have been left so much richer. Both Alberta and Norway have heritage funds based on revenues from their oils, but look at the difference between them. Alberta's heritage fund is worth today about \$18 billion. Norway's, on the other hand, heritage fund is worth \$1.3 trillion. That's sixty times richer than the heritage fund of Alberta. Plus, Norway owns its own oil company, even though the oil companies now are transitioning into wind and solar power. The bottom line from all of that is the people of Alberta are \$1 trillion poorer than the people of Norway because Alberta's politicians basically caved into big oil, they didn't stand up to them.

And yet, Alberta has a higher tax and royalty rate than NL. Just to repeat, if NL had imposed the same level of tax and royalty as even low tax Alberta, you would have another \$10 billion in royalties over the past twenty years. Imagine if you had followed Norway's example how much even richer you would be at this point. Norway is not talking about financial crisis at all, it's doing extremely well. But instead sadly that's not the route that NL followed, and so instead those deficits have persisted and they just have gotten much bigger, particularly in the wake of the pandemic.

I would say that contrary to a lot of what's being said about NL's situation, I do not think this is grounds for panic. First of all, all governments everywhere post pandemic are running significant budget deficits. There's no way around that. This was an extreme emergent. We had to get through the pandemic. Having said that, I'm not saying deficits should be ignored, I think they have to be addressed, but they have to be addressed in a careful and thoughtful manner. That is not what's happening here. In fact, here's the problem. The corporate elite and the government of NL is using this apparent crisis, these big deficits, as an opportunity to reinforce neoliberalism. It's using effectively the pandemic to push for even more extreme neoliberalism, which is exactly what we don't need. That's what Moya Green is calling for. She's calling for a revved up neo liberal agenda, going further down that disastrous neo liberal path. For instance, she's calling for huge spending cuts over six years - cutting all government spending by five percent, cutting health care by twenty-five percent, funding for colleges and universities by thirty percent. This is definitely going to mean, if the government acts on this, it's going to mean wage freezes, layoffs, cuts in pensions. And then she has the audacity to say if the unions don't co-operate with this, if they resist, the government should legislate these changes.

Let's just look at the numbers a little bit more. She wants a thirty percent cut in post-secondary education. For instance, she wants to end tuition support at Memorial University. She wants to have tuition be based on market prices, what the market will bear, and not on supporting people because young people need support in order to afford university, and that's an investment for the whole community if they go to university and college. I would argue that idea is just dead wrong. I would argue that tuition should be free. One of the things she talks about in the report is the difficulty and problems with so many young people leaving NL. Well, wouldn't it be something to keep them here if there was free tuition. Wouldn't that be something to attract students from other provinces to probably move to NL. It's so shortsighted to allow tuition fees to go up, and to go up basically as high as the cost require. And of course the twenty-five percent cut to health care. She doesn't take inflation into consideration. In fact, really that's not a twenty-five percent cut, when you add inflation into it, that's a thirty-five percent cut. Wow! And yet this enormously serious cut to something as important as health care, it gets one page, only one page in her big 250 page dossier. It's interesting, the Canadian Centre for Policy Alternatives, the very excellent, thoughtful think tank based in Ottawa, did a very interesting look at the health care situation in the province, and it found this health care she is proposing would be the biggest health care cut in any province ever. In fact, it's more than two times as big as the really serious Alberta health care cuts in 1990s which were very controversial and ended up in the result of closing of hospitals. Green and her report makes it sound like this is something that we can easily do. Don't waste money on administration, we can tighten up a little bit there. Well, as the Canadian Centre for Policy Alternatives points out, it's not that easy to just cut like that. Even if you, let's say to cut all of the administrative costs, not just the people running things, but the accounting, the secretarial, the IT person that's called in when there's a computer problem, or someone is called in to replace the light bulbs when they go out, essentially leaving nobody running anything. If you cut all of that and you also cut all the laundry services at hospitals, all of the heating, all of the food, all of the cleaning, that would still not be enough to get you to the twenty-five percent cut that she is recommending. In fact, it would be only two-thirds of the way there. Maybe you could cut mental health services in the province, or lab testing or shut down dialysis treatments, it's not clear what she thinks should be done. But of course, that's up to the hospitals to decide. Except there's nobody running the

hospitals because they've all been fired. Clearly, this is just a disaster and would be devastating for the province.

Another big area that she thinks is going to be very helpful to get the deficits down is privatization. She is extremely big on privatization. That is privatizing actual entities, actual organizations and institutions and corporations that the province have set up. As well as getting into P3 - public, private partnerships - where infrastructure is developed in conjunction with the private sector. And the rationale for this whole exercise in privatization is to save money. Remember, that's what this is all about - getting the deficit down. Well, I can tell you guaranteed, privatization will not save you money. I wrote a book that looks specifically at the question of privatization, the business community and government always assumes and argues that the private sector is so much more efficient so they can do things for less cost, they always argue that but they never provide any proof to show it. If you actually look at the proof, which I did with that book, what you find is not any evidence that privatization saves money. That would only be the case, for instance, if the private sector were providing their services for free or for a discounted price. But you know what? They are not. The only reason they're interested in these privatization deals is to make profits. Of course, but those profits have to come out of something. So, instead of being cheaper the infrastructure or the organization becomes more expensive to run. It's interesting.

Ontario has a lot of experience with privatization. The Auditor General did a big look at privatization a few years ago and she looked at seventy-four big infrastructure projects that were done through P3s and studied them all in great detail. She concluded that if the province had done things the traditional way, leaving out the private sector, just developing these infrastructure deals on its own, the province would have saved \$8 billion. There is no savings there. In fact, in some situations it gets worse. I don't know if you heard about the Ontario Gas Plant scandals that we had a few years ago. They were P3s as well. These new Gas Plants were built by bringing in the private sector and of course it was the same argument, it would be cheaper, be able to transfer the risks to the private sector. It turned out that one of the companies involved, a private company, had trouble borrowing money. Of course, government can always borrow money much more cheaply than the private sector. This particular company ran into real problems and it was eventually forced to borrow money from other offshore hedge fund at 14% interest. It was just a disaster. So what ended up happening eventually the deal collapsed, but that private company was theoretically on the hook for hundreds of millions dollars because of those high interest rates by the hedge fund. You know what happened? They managed to transfer that risk back to the government as people predicted they would and so that entire build and the entire build of another gas plant that also ended up having to come to the government through those privatization deals, those deals transferred a cost of a billion dollars to the taxpayers of Ontario. So much for transferring risks, it's ridiculous. What's absolutely clear is that privatization is not a way to save money; it's a way to channel money to the private sector.

By the way, Moya Green knows this perhaps as well as anyone. She became, of course, the CEO of Britain's Royal Mail and when she did that, by the way it was a publicly owned company, she managed to get herself a salary of a million dollars, but she was actually forced to pay back about \$250 thousand of a housing allowance that she claimed for herself because she had no entitlement to that. In fact, the government forced her to repay it. So much for cutting costs. Then of course she convinced the government to privatize the Royal Mail. There were a lot of people in that government that wanted to do that and she was very keen. She made a really bad deal for the government. Think about this, all the pension liabilities of the Royal Mail, which were billions, she managed to transfer all that responsibility for those back to the government of Britain, rather than on the Royal Mail's. That made the Royal Mail much more attractive to private investors. And then she managed to get the Royal Mail on the market for investors really under pricing the value of the shares. Terrible deal it ends up being for the government but her salary goes from about a million

a year to about three million a year. As I say, it's a way to channel money to private interests, not to save money.

I think it's important to note that the NL government knew all of this about Moya Green; they know her story well. They knew what they were getting. They also knew, a part from the whole experience with the Royal Mail, she spent her whole career in Canada before going over there, being a real ideologue for neoliberalism, both in government and outside of government. For instance, she worked as senior vice president at Bombardier and in that capacity she was responsible for closing seven plants and laying off eight thousand people. When the NL government selected her for this job, they were clearly thinking in terms of a hatchet job. Of course, she also advocates privatization of NL Hydro, your motor vehicle registration, your liquor stores. Again, under this mistaken notion that it's going to save you money. It will not.

First of all, let's acknowledge that these are very valuable assets. That's because people need and want electricity. They need and want to drive cars. They need and want to drink. These are businesses that make a lot of profit. It's easy to make a profit in this line of work because people want your product. That's why businesses want these privatized but think about it. Why would you sell something that's already making a profit every year for you? In fact, Green acknowledges that the liquor store is a profitable entity. Over the last ten years, it's earned the government \$1.6 billion dollars. Again, you know why - people like to drink. You make lots of money selling liquor. But think about it this way, the way things are now every time you have a beer or a glass of wine, you are helping the province pay for things that your fellow citizens need. If the Liquor Corporation is sold, of course people will still drink, but it will no longer help the community when they drink. Privatization is in fact a money loser for governments. What it does, it does not bring down the deficit, it drives the deficit up. The other think about it that's so serious is that it tremendously weakens government control, which is public control. She's calling, for instance, for the privatization of Hydro and Nalcor. We don't want these entities privatized, it's so important that we maintain strong public control of them so that we can guide them and supervise them as they make the necessary transition to clean energy. We don't want to hand that responsibility and that task to the private sector because we just can't count on them to deliver. Privatization is not helpful in any way.

What about the province's revenue problem. As I said earlier, you can either see this as a spending problem or a revenue problem. I think it's more convincing as a revenue problem, and yet the Green report and the business people that sat around the table with her, they don't want a lot of tax increases, they suggested some modest tax increases. That's not enough, because NL has lost a great deal of tax revenue through all of the tax cuts they've done in the last twenty years for corporations and the rich. In the last twenty years since the 1990s basically, the province's the revenue, the revenue it collects each year, has fallen by about a third from where it was in the 1990s. If NL simply collected revenue at the same rate today as all of the other Atlantic provinces do, you would have a much higher rate of collection. You'd in fact be collecting close to a billion dollars extra a year. That basically would take care of your ongoing deficit problems right there. The Canadian Centre for Policy Alternatives, and with some help from some members of your union, have come up with a suggestion of \$800 million that could be collected mostly by raising taxes on the rich and corporations. That's the answer. Instead of that what we see is the same old neo liberal agenda - tax cuts, spending cuts, privatization. What is so striking about this is that this agenda has dominated for decades now but the striking thing is there is evidence that the world is finally ready to move on. For one thing, the pandemic and the huge deficits we've experienced because of the pandemic have helped to highlight the real problems with neoliberalism. I mean neoliberalism is all about austerity, small government doing without social spending, and yet look at what the pandemic has shown us. The enormous economic shutdown that we had to go through left people absolutely desperate needing big government, needing strong

social supports. Where is the private sector when you needed it in an emergency? You don't want to be leaning on, relying on corporations in a pandemic - it just wouldn't work. Interestingly, even before the pandemic, there were already cracks starting to appear in the neoliberalism consensus among economists, and established organizations about neoliberalism. It had been as strong as a rock for about thirty-five years, but there had started to be doubts about it. Now in the wake of the pandemic we are seeing a real sea change in that sort of mainstream economic thinking.

You now have leading economists arguing actually for big government, for stronger social supports. Paul Krugman, a leading economist, wrote a column recently in the New York Times where he said, given today's situation large scale deficit spending isn't just okay, it's the only responsible thing to do. That's pretty clear. That applies just as much to Canada as it does to the United States. Even an organization like the International Monetary Fund, the IMF is an organization paid for by the rich nations of the world to try and smooth things out in the world's economy and to lend money to countries that need it. It's interesting, for decades like the rich countries that support the IMF, the IMF has been pushing a very cruel neoliberal agenda. It lends money to poor countries all over the world, but it makes them sign on to austerity and tax cuts for the rich if they're going to get money from the IMF. Recently in the past few years, the IMF has done a dramatic about face. It now admits that it was wrong with those policies, and it now has said that its top priorities are tackling inequality by helping those at the bottom and imposing higher taxes on the rich and corporations, and also by fighting climate change which it acknowledges as probably the most pressing problem the world faces at this point.

I've been throwing around a lot of big economic words and concepts, I'm reminded there is a simple way to understand a lot of those economic concepts that is also fun. You may be familiar with the world according to cows: Under capitalism you have two cows - you buy more cows cornering the market in cows, the price of milk rises and you become a multi millionaire. How about neoliberal capitalism - you have two cows, you force them to produce the milk of twenty cows, they try to unionize so you replace them with less militant cows and you become a billionaire. What about Hedge Fund Capitalism - you have two cows, you sell three of them to a numbered company in the Cayman Islands, and then do a debt swamp so you get eight cows back, your annual report says the company owns thirty cows and that you qualify for a massive tax rebate. Then there is British Style Capitalism - you have two cows, both of them are mad. Or Italian Style Capitalism - you have two cows but you don't know where they are so you decide to have a delicious lunch. Or there's Iraqi style capitalism - you have no cows but Washington insists you're hiding them, but it's really after your oil so it invades your country killing many people, you still have no cows but at least now you're a democracy.

My point in all of this is that the neoliberal agenda has been highly destructive and it's time we got rid of it. For too long neoliberalism has been so dominant, so pervasive, such a social and economic dogma enjoying the support of economists and apparently the support of the broader public, it's enjoyed all of that we as progressives have been mostly trying to hold the line against further neoliberalism, things getting worse. We've been on the defensive but I would argue now is the time for us to go on the offensive. In the wake of the pandemic neoliberalism has been effectively exposed, its shortcomings, its weaknesses, its failure to help and provide for members of the community. Now really for the first time in forty years, neoliberalism is under serious scrutiny, among serious economists, economic organizations. Even in government we see a lot of this attitude in the importance of social investment in the Biden administration, you see it in Ottawa to a certain extent in the Trudeau administration, so I would argue let's be emboldened in this moment. What we need is not just to hold the line against more of the neoliberal agenda, what we need is to reverse course so not just not more tax cuts for the rich, but actively pushing for higher taxes on the rich. Also we need more, not less, public investment. We need stronger social programs that foster equality and inclusiveness and seriously will be able to tackle climate change.

This is a winning case if we make it with passion and conviction. I just want to conclude quickly with two more little cow stories. How about Canadian style capitalism - you have two cows, the Prime Minister calls an emergency election for no apparent reason, at the end of the campaign nothing much has changed and you still have two cows. Then there is NL style capitalism - you have two cows, the Premier asks Moya Green what to do with them, she consults a bunch of business types and they conclude there's no choice but to privatize both cows and layoff all of the workers in NL, but the people of this great province decide they've had enough of this neoliberal scams and they discover their inner viking and they rise up against the corporate con artists. I just want to say may the wind be in your sails. Thank you very much.

J. McCormick stated that you very much for that great talk. For those of you joining on line, if you have a quick question for Linda, enter into the Chat and for the others here in person you can go to the mic. I will just say in my perspective, I've moved to NL fifteen years ago from Nova Scotia. My family couldn't afford to send me to a university in that province at that time it had the highest tuition fees in the country, and so I chose to go to Memorial because it was the most affordable of the only accessible institution for my family and I've stayed here. I think that policy that we've maintained for a couple of decades that was fought for by student activists and labour activists is so incredibly important to our population growth strategy and also to just dismantling inequality, so I'm glad you raised that point.

L. McQuaig stated that is so interesting, that's exactly the point that I was trying to make. Having low tuition or no tuition, that becomes a drawing point, that becomes something that keeps young people in the province and even attracts people like yourself from outside the province and then they end up staying. This is perfect illustration that cutting back on those supports

J. McCormick stated thank you Linda. Okay, I see that we have a delegate at the microphone here in the room so I'll ask the mic to be unmuted for her to go ahead.

K. Rice (BofD) stated first of all, I'd like to say I love how Kevin O'Leary, with his estimated \$400 million, calls you really evil for speaking and writing truth based on research. I'm a young worker, a mom and a wife, and all workers, but especially, young workers, want gainful employment, and with living in a province with large deficits, Moya Greene's report and the provincial budget, increases in taxes goods and services, what can young workers like myself do to help push back against privatization?

L. McQuaig stated well thank you for that question. You commented on Kevin O'Leary's attack on me. Kevin O'Leary, of course, is a big business commentator and media star, and the reason he was so outraged against me was because I was suggesting the rich should pay more tax. He thought this was so outrageous that he actually suggested, you know, that he was going to cut the interview off, and then at the end of the interview he said, after what you've said on the show tonight Linda McQuaig, I sure hope you get home safely. Oh, you know, kind of almost suggesting that somebody should come and attack me.

Anyway, your question though is about what can young families, what can single mothers, what can people in difficult circumstances, do. You're part of the union right? I would recommend you urge your union, I know how progressive this union is. You've got to take this fight on. I mean, if the province adopts what Moya Green and her business friends are recommending, this is not even going to solve your deficit problems. Of course the brunt of it is going to be borne by people like yourself - layoffs, and then she wants to roll back union contracts. I've been around these kinds of neo liberal fights for a long time. I'm based in Ontario and we've had a lot of them with Doug Ford, going all the way back to Mike Harris and of course, Ralph Klein, we see this across the country. I have never seen a report as draconian and irresponsible as this one. And, that is of

course, terrible. Except it really gives you a strong basis to fight. That may be cold consolation, but this is something to mobilize around. This would be devastating and unproductive and I would just say, go all out against it because what alternative do you have. What else is there, what are you supposed to do? I don't know, take on extra two or three jobs, part time jobs. That's the kind of solution they want you to adopt. Maybe get everyone in the household working, whether they're able to or not. This is a completely disastrous scenario and it's neo liberalism on steroids. It's a wonderful thing for you to take it on.

J. McCormick stated we have a question in the chat from M. Wessels (Local 7813). What is one thing Newfoundland and Labrador organized labour can do to resist and avoid paying for the sins of Newfoundland and Labrador politicians, and those who have ultimately served these lobbied for private sector interests?

L. McQuaig stated well, I feel that's the same question. What can you do in terms of, oh you're asking specifically what could the union do. Well, you've got to make a great deal of noise. You've got to educate the people of the province. I don't know enough about what's going on here now to know how popular or unpopular this report is. We see that the Newfoundland and Labrador government is already in their budget that came out right after this report, they're already moving in some direction, and some along the lines that she's recommending, at least to study those things and look further into them. I think you want to educate the public about how devastating this will be. Put it in concrete examples like, she says 25% cut to health care, well we'll have to be more administratively streamlined. Lay out what that will mean, because people are very sensitive about health care and having access to it. Tell them what they may have to do without if that goes through. Are hospital closings acceptable to people. I think you've got to make a very dramatic and very loud and very public. I'm not really familiar with the public opinion polling at this point, but I would guess there's a lot of resistance to this. And I think the more you educate people, the more people will resist. By the way, in your education campaign I would include all the stuff about her background, because it tells you exactly what she's all about and exactly why they chose her. This is a done deal, this is an attempt by the corporate elite, and the government to push the neo liberal agenda further, even though at a time when the rest of the world is sort of saying hold on a minute. So you don't want them to let them get away with this. Portray this to the public as the great setback, not the big reset, but the big setback, that it really is.

J. McCormick stated I see that J. Hart (Local 5601) has a question. He says I feel the "report" is a fabrication designed to give the worst case scenario only to have major cuts pushed through that don't seem as bad, for example, the 25% health care cut that's recommended, and the government is saying maybe a 10% or 15% cut could happen which is still unattainable. Is this kind of a way to present a worst case scenario and then give us something that seems like a reprieve from that?

L. McQuaig stated yeah, I think that's probably true. You notice that the government, the Premier's response, when that report first came out was something like, well you know we're not going to implement all of it, but it's sort of implied they would implement a lot of it. So I think that's exactly what you're thinking, I'm being on set out something extreme and then anything less seems manageable. It's a very dangerous strategy if they're doing that deliberately however. I'm inclined to think that she's laying it out like that because she's trying to scare people. She's using language that we haven't heard for a long time. She's saying things like, what if we get cut off and we can't borrow money anymore. That's just ludicrous, that is not going to happen. The deficit situation is not that extreme. You can turn this around with proper taxation, but I think what she's trying to do is really scare you and so you'll accept these big changes. You know well maybe she's hoping for something less, maybe, but if you look at her background she's pretty extreme. Imagine somebody comfortable laying off, throwing out of work, 8000 people. This is somebody who really believes this neo liberal stuff so maybe the government strategy is let's lay this out and then we'll come

somewhere softer. But it also gives you an opportunity to show what this is really all about, it's all there. It's not some moderate program, it's a very extreme program and you've got the evidence right there. It's rare that they would lay it out so plainly.

J. McCormick stated thank you so much for that Linda. So that concludes the question and answer period. I'm going to turn it back over to NAPE President Jerry.

J. Earle stated Linda thank you very much on behalf of all of our delegates across Newfoundland and Labrador and our Board. We really wish that things was different. We had hoped that you'd have been here in person, and you've certainly been able to engage with some for delegates on convention floor. As I've always said, even after the formal functions, having a chance to talk one on one is a great opportunity. You've certainly got my thoughts turning. I got a funny feeling we could be reaching out to you again as part of the education piece. But again I want to thank you for presenting to our delegates. Very well laid out, very thought provoking and very factual, so again thank you very much for that. When things clear up when we have a function, maybe we can get you we're on the rock or in the big land and have some direct interaction with our members, thank you very much.

#### REPORT OF THE SECRETARY/TREASURER

J. Earle stated it gives me great pleasure to stand before you, the delegates across the province or this room to welcome our Secretary/Treasurer, your Secretary/Treasurer. This morning I jokingly said I gave Trevor \$20 bucks to make comments about me, but Trevor being a Secretary/Treasurer would likely charge me \$50 bucks for having the privilege of introducing him. But I can tell you one thing I've found since Trevor's came on, Trevor's correct, we know each other a long time. We didn't really know each other when we worked in the same facility. I went to work at NAPE, and then Trevor came to work at NAPE, and we got to know each other. We came from similar backgrounds, and we worked in certain sectors for a period of time. But I can tell you when he ran for the position and got into the position, that's when we really got to know each other. He has been there, nobody can really understand the challenges that we have went through for the last couple of years. It has been unbelievable and we anticipate those challenges, unfortunately, to continue for a period of time. We feed off each other's energy. Like I said earlier, It's like a relationship, everybody has their good days, everybody has their bad days, but we sit down and work through. It may be seven o'clock in the night because he's more of a night, or one o'clock in the morning, when he decides to send off a flurry of texts. I don't know what it is, I'm wondering if he goes to bed at all. I'm a stickler about being on time, Trevor's not a stickler about being on time, so that's a challenge sometimes. I'm there, if you noticed this morning when you come on, I was probably sitting at the table and two minutes to nine Trevor slowly comes in.

We feed off each other, I gotta say, we have faced many challenges and people have to understand what the role of Secretary/Treasurer is. Some will tell you, it's about finances. Finances is this much of the Secretary/Treasurer, this much. We have a full accounting staff, and I give credit to them, and they work side by side with Trevor. This is a role, and even though we use the term Secretary/Treasurer, it's truly a full time Vice President of the Union. It's a person to have the President's back, and when the President steps aside from issues, and I'm uncomfortable that when I get a day off that I don't have to worry, that the union is in good hands. He understands the labour relations, he understands the politics, he understands the employers, he worked in the front lines, and that's the kind of persona you need working side by side with you. We have our differences, no doubt about it, but you'll never see that outside. We sit down and we have our discussions and debates, sometimes I kick him out of my office, and even once I didn't realize he kicked me out of my office until I realized I was out in the corridor and using my office. Again, you have to picture sometimes, I've always been seen as the one that plays the good cop, but a couple

times Trevor has. Can you imagine, Trevor actually had to play the good cop. We went to a meeting at the Confederation Building with the Minister of Justice and the Assistant Minister of Justice and the Deputy Minister of Justice and Director of Collective Bargaining and myself and Trevor and one of our lawyers and Frank Pittman. It got a bit heated and I ended up being the one who stormed out the room along with Frank Pittman. When I looked behind, Trevor was sitting down being the voice of reason and actually got a damn fine deal out of it. But that's the way, without saying a word, we know how to work with each other. I don't just say Trevor you need to do this, that's how we work together. It is my pleasure to introduce to you your Secretary/Treasurer, Trevor King.

T. King stated, thank you Jerry. Sisters, Brothers, Friends, Colleagues, Let me start off by thanking you for all you do for our union, for your locals, for your community, and for all the members of NAPE. Our members are the heart and soul of NAPE and I couldn't be more proud to be part of this union family. I wish all of you could be with us today in-person, together in this convention hall, sharing stories, making connections and building solidarity. Unfortunately, a virtual convention is another way our union has had to adapt to the pandemic. What we've learned over the past couple of years is that following public health guidelines and putting health and safety first must always be our collective priority.

This is only my second convention serving as your Secretary/Treasurer, but it feels like it's been a lifetime in this role given the number of issues we've tackled over the past 24 months – from public sector bargaining, to Snowmageddon, then straight into a global pandemic. These have been two of the most challenging years for our union. We've had to be nimble and responsive as we navigated our way through the first, second, third and now fourth wave. Through it all, we've managed to accomplish a lot. Each and every day NAPE members rise to meet seemingly impossible challenges again and again. You have worked so hard on the front lines, keeping the people of our province safe, and delivering vital goods and services. Thank you for all that you do.

While my official title might be Secretary/Treasurer, I have learned very quickly that this job is about wearing many hats – government relations, labour relations, staff relations, education, communications, outreach, crisis management. To say there's never a dull moment would be a massive understatement. Throughout this pandemic, we've often heard talk of staying in your own bubble. Well, I can tell you that in addition to my close family and friends, I've counted Jerry Earle as a part of my bubble.

Since I've been elected to this role, Jerry has more often than not been the first and last person I talk to each day. Standing shoulder to shoulder with Jerry to lead this organization through some of the most challenging years has been a privilege. And we've accomplished a lot. Our organization has managed to pivot, adapt and roll with the punches thrown over the past 20 months. Our strength is rooted in our connection and commitment to each other and our shared vision for a better life for all workers. Every day, NAPE activists are working to keep our union strong. It happens in our workplaces, with our shop stewards, at local meetings. It means having conversations, every day, with everyone you can, about what we are working to achieve together, and why. Our power comes from our members. They are the reason for everything we do and they should be central in everything we do. Please keep that in mind as we continue to discuss and debate matters here in this convention.

You heard the finance committee report earlier today. As the report stated, NAPE has weathered the past two years very well. NAPE's total revenue has grown from \$12.2 million annually to \$12.7 million annually since our last convention, due to increased membership. We hope those numbers will continue to grow as we add more members to our union family through our organizing campaign. Our Defense Fund continues to be in a very good position and has increased by \$8.3

million since our last convention. The Defense Fund is fully invested, accruing investment revenue of \$1.8 million during the last two fiscal years. The fund is debt free with assets of \$46.5 million, which leaves us very well positioned to support our members during any job action with their Employers, should the need arise.

As a union, we are up against some very well-resourced forces that use their wealth to finance efforts that will stop at nothing to ensure workers' rights are rolled back. As individual workers, we have little chance of facing off against these anti-worker forces, but collectively, we can pool our strength and resources into a force that our opponents can't afford to ignore. It's those collective resources that allow us to engage in this struggle. Our budgets are political documents. They are a reflection of our priorities as a union. They allow us to allocate resources towards membership servicing, towards campaigns and advocacy and to building stronger communities.

Over the last two years, our union has made significant investments in order to strengthen our capacity to better serve our members and build a strong, influential union. We have invested in staffing to ensure we have capacity and talent on staff to provide the servicing, communications and supports our members, local officers and shop stewards require. We now have 20 servicing staff across the province who address members' concerns and handle grievances, appeals, arbitrations, workers compensation claims, and support our negotiating teams. We have also hired a second communications staff person to help speed up the flow of information from your union and brought on an Operations Manager to support our human resources and internal operations. We recently added an Organizer position as well, a full time staff member that will work with some of our volunteers in offering opportunities to non-unionized workers in our community to join our great Union.

We have continued to maintain our low dues structure, as well as remain debt free. This has only been possible through the co-operation of our members, staff, and board of directors who work very hard to keep costs under control. But as I said, budgets reflect our priorities. And over the past two years, those priorities have included investments in infrastructure, education and organizing that will benefit our members for years to come. We have invested in our NAPE members on the west coast, by constructing a new building. We utilized local contractors, sub-contractors and suppliers wherever possible, in order to build a 3000 square foot building on Grenfell Avenue, modeled after our building here in St. John's. In August, we held a grand opening of the building NAPE owns this building outright. It's a space available to our members on the west coast to hold meetings, for staff to conduct grievance and negotiating meetings in-house. Not only does owning our own building provide significant cost savings to our union, it's a demonstration of our union's strength and capacity. At our St. John's office, we've recently completed renovations to the outside of the building and to the grounds and have taken over more space in the building to accommodate our expanded staffing resources. We are also in the process of finalizing plans to either renovate or replace our office in Grand Falls-Windsor to better serve our members in Central. These infrastructure investments send a strong message to the Employers throughout this province that NAPE is here to stay.

We have established a new Financial Appeals policy for our members to access the financial supports they need if they suffer a loss of pay due to a medical condition or tragic event in their family. We have reactivated our Bursary Program to help members upgrade their education while on the job, upgrade to retain a job, or train to move from one position to another within NAPE's bargaining units. We have also added a \$1000 scholarship to our program for NAPE dependents who pursue post-secondary education after completing high school, and increased the value of three other scholarships to \$1000. All told, we now offer 23 scholarships worth \$13,500 – an increase of 23 per cent. We're in a healthy financial position. That's about ensuring that no matter what comes our way we're in a position to take things on. We want employers to know that we are

in a position to run comprehensive campaigns and push back. We have increased our public relations, communications and campaigns budget so we can continue to protect public services and the people who provide them. That includes promoting the great work NAPE members do every day. We've launched some of the most sophisticated PR campaigns this province has ever seen with more coming soon. And for the past two holiday seasons, we have run campaigns promoting the products produced by our private sector members.

Union education has always been a priority for me. I have spent many years in the NAPE classroom, facilitating labour schools, and doing my part to help train hundreds of shop stewards, local officers and NAPE activists. I firmly believe that union education is a crucial element to building and strengthening our union. As the pandemic forced us to move from in-person training to virtual, we increased funding to our Education Program and upgraded our technology in order to accommodate this new kind of training environment. In the current climate, it's more important than ever to give our activists the skills and tools they need to represent our rank-and-file members, and to keep all our members informed of their rights. During the pandemic, we still managed to train 100 new shop stewards, hosted several virtual town halls to stay in touch with our members and local leadership and hosted our first ever virtual women's conference that was attended by nearly 100 delegates from around the province.

Regardless of what the past two years has thrown at us, I'm proud to say your union has not only met those challenges, we've transformed the way we do things to ensure we're reaching our members no matter where they are located within the province. Coming out of the pandemic, our union must double our efforts to build our solidarity, expand our reach, organize new workers and move them to action. This means continuing to invest in our union education program to build our capacity and train new activists, local officers and shop stewards. We know that our collective dreams for a better future for our province are bigger than what one union can do alone. This is why our union works in solidarity with our allies in the labour movement, social justice movements and with community organizations who are on the front lines providing the support, advocacy and activism required to bring about a more just and equal society.

Since the last convention, NAPE has been proud to support several local charities who you'll be hearing from throughout the convention. We continue our longstanding commitment to Kids Eat Smart and Daffodil Place. These are two organizations that are providing incredibly vital supports in our community. This year we began a new partnership with the Health Care Foundation's Moving Lives Forward Program. This scholarship program is designed to support clients of mental health and addictions programs. As a union, we've long worked to destigmatize and address mental health. Partnering with the Health Care Foundation on this program is another avenue for NAPE to provide tangible and long-lasting support for our communities. Our union has also made several other donations to organizations in our communities – from food banks, to solidarity funds for locked out or striking workers, to financial support for Indigenous organizations here on the island and in Labrador. Our union builds power through our community partnerships because our communities are the lifeblood of our movement.

Being a part of a union means extending our values of fairness, equality and solidarity into our communities. It's what we do! Sometimes it can feel like we're just moving from one crisis to the next. But we need to look much further out, towards where we're trying to go. To have a real vision for what we're trying to build as a union. Each time I think about what that future holds, what that bigger picture looks like, I think about my daughter. About what kind of life I want for her. I encourage you right now to think about a young person in your life. What kind of life do you want for them? This is what inspires our movement. We can be our best selves when we think about those who come after us; when we lay a strong foundation for THEIR future. Right now we are facing a moment of opportunity. The pandemic has laid bare the gaping inequality and lack of

security facing so many working people. Workers are demanding better from their employers and from their government. Support for unions is growing. This isn't surprising, when you think about it and consider what working people are facing, particularly young people, front line workers and precarious, non-unionized workers. These workers want to organize and join together because right now, more than any other time in our movement's history, they have experienced what a world without unions could actually look like. Our kids are counting on us. The next generation of workers is counting on us. Those workers who want better for themselves and their co-workers are counting on us. Let's not miss this moment to grow our movement. We must be big and bold. This is why our investments in organizing and in our fight back campaigns are so crucial. We've made significant progress for our members but there is much more work to be done and many challenges ahead.

Thank you for putting your trust in me as your Secretary/Treasurer. I am unwavering in my commitment to this union and to fighting for our members every day. It's a privilege to work on your behalf. I assure you, we will continue to invest in you, the members, and your future. Friends, the future is ours to build. Let's leave this convention ready to tackle what lies ahead. We must stand together in solidarity to turn our dreams for the future into concrete actions, to organize and mobilize and keep our union strong, not just for our own kids, but for generations to come.

Enjoy the rest of your convention!

T. Kelly (BofD) - point of personal privilege, stated I really don't appreciate, after serving in this Union for over 38 years if I get up and bring up a point of order. I can read it out of the book for you if you'd like - It is the duty of the chairperson to see no member of the meeting itself is referred to improperly. Well, I sat down in my chair and the cold stare that you gave me because of what I said was totally uncalled for. You can't stare at me like that.

J. Earle stated I decide as the Chair that that is not a point of personal privilege. We will now move on with the business of Convention.

T. King assumed the Chair.

D. Hillier (3102) stated I rise today on a point of information. I would just like to remind everybody that here in Grand Falls/Windsor this is the ninety-ninth day that our brothers and sisters in CUPE 1349 have been locked out. I wanted to bring to the floor and remind everyone of this and let them know they are in our thoughts and we care about them deeply. I know they have been in the forefront of our leadership and have greatly appreciated when Trevor and Jerry and other supporters from NAPE have shown up. I just wanted to make that point today and remind them we are still thinking of them. Thank you very much.

J. Earle stated let me assure you Brother Hillier, we have communicated with our sister union, CUPE. As you know, we've been there and have made a significant donation. We're monitoring it closely now as they are back at the bargaining table and wish deliberations go well. As we said to our sisters when we were in Grand Falls, we will see no member of our union, or another union, starved off a picket line. We will be there for our sisters and brothers in CUPE if this strike continues. You will see myself and Trevor and members of NAPE back in Grand Falls/Windsor if a successful collective agreement is not arrived at in the coming days I assure you. I'm sure I speak on behalf of the delegates, we will be delivering the support necessary to the women and men who work in Grand Falls/Windsor when it's necessary. Thank you brother for raising that, and we will certainly be commenting further. We wish them well. For the benefit of the delegates, you may not know, I believe they are at the bargaining table as we speak. They have been for a number of days. We will keep you posted. Brother I really appreciate that, great point, and we will

support those sisters and brothers in the struggle they have, and we have done on several occasions. Thank you very much.

REPORT OF THE RESOLUTIONS, COMMITTEES, OFFICERS AND FINANCE REPORTS  
(Continued)

**Constitution Amendment Number 2:** (Board of Directors)

WHEREAS Article V - Convention, A. Biennial, 1. states:

The regular Convention of the Union shall be held every two (2) years and shall be known as the Biennial Convention, which shall be a meeting of the Board of Directors and accredited delegates representing the Locals of the negotiating Components (hereinafter referred to as Locals) of the Union. Biennial Conventions shall be held in odd-numbered years.

THEREFORE, BE IT RESOLVED Article V - Convention, A. Biennial, 1. shall be amended to read:

Article V - Convention, A. Triennial

The regular Convention of the Union shall be held every three (3) years and shall be known as the Triennial Convention, which shall be a meeting of the Board of Directors and accredited delegates representing the Locals of the negotiating Components (hereinafter referred to as Locals) of the Union.

BE IT FURTHER RESOLVED the following Articles be amended to reflect this change:

Article I - Name, Power and Location - 2. (b)

Article III - Membership - 4. (b); 7.; 7. (a); 8. (b)(i)

Article IV - Governing Authority - 1.; 2. (2 places)

Article V - Convention - A. 2.; 3. (3 places); 4.; 5.; 6

Article VI - Officers - A. 2. (c); (d) (2 places); 3. (a)(i); 3. (b); 5. (2 places); 10. (b); 15. (a), (b), (c)

Article VII - Meetings - 3.

Article IX - Allowances - 3.

Article X - Funds - 1. (f); 7.

Article XI - Committees - 2. (a) (2 places); 4.

Article XII - Locals - 7. (2 places); 7. (e)(i), (f), (h); 8.; 9. (3 places)

Article XIV - Amendments - 4.

Appendix B - Sample By-Laws - V. 2. (2 places); V. 3.; V. 4.; V. 14; VI. 1. (2 places); VI. 7. (b).

CONCURRENCE.

A. Carew (Committee Chairperson) stated there were two main components that led the Committee to make this decision. (1.) The President and Secretary/Treasurer have three year terms and we feel the Convention should be in line with their terms. Since Convention is where our leadership takes direction from the membership, it is logical for these two to line up. (2.) The cost of Convention goes up each time and the amount of work that has been done at the last few Conventions, this doesn't make sense financially. We can reallocate the funds used to better serve our members. Triennial Conventions are not new to the labour movement, and we all feel it's for the betterment of NAPE to follow the process of our National Union and other sister unions. We have a slide that we will show for statistics on how many resolutions have been submitted to the last couple of Conventions. Part of our rationale of the Committee is over the years the number of resolutions and the work that has been done, because that's the main reason why we meet at Convention, to do work of the union. The numbers have gone down significantly over the years. We don't feel that moving to a Triennial is going to impact us in regards to doing work of the union. We feel the Triennial is the way to go. Thank you.

J. Kawaja (3102) stated I'm a first time delegate and I've enjoyed the day very much. A lot of what I'm hearing today, in my mind, contradicts the need to reduce the number of meetings. I hear a narrative that labour and collective bargaining has been under a lot of pressure over the last several years, and I'm hearing that it's very important that the Union moves forward strong. I'm also hearing that NAPE has done a very good job financially so we're in pretty steady, and I see these meetings as a really good opportunity for communication and team building. If we went to a triennial, we would essentially reduce the number of times we meet by one-third. I think if we were in a different time, it wasn't so turbulent, and if we were in more difficult financial position, I think I could understand it a little bit more. I'm not sure in my mind that the rationale simply to align to some other things, such as elections, is a strong enough reason weighed against some of the benefits of these sorts of events. Thank you.

D. Hillier (3102) stated I would echo much of what Brother Jonathan has said that the Convention is where we turn membership into activists, and labour's under siege, and I believe that we need to build more activists. Another point I would like to raise here is that the term "Biennial Convention" is built into most of our Collective Agreements, therefore, if we change that to Triennial without updating the Collective Agreements, we could be in a position where employers are able to deny leave to members to go to vote. And, if we move to resolution going forward where leadership will be elected at the conventions, then we could have positions where Components are not able to vote on their leadership. I suspect Agreements, most employers, would be amicable to amending the Agreements, but if in a difficult situation where an employer was petty, we could see that. That's one of my concerns. It's not part of the move to this, it's have the dominos in place before this is all triggered. That's one of my concerns. Thank you.

C. Farrant (2201) stated this is my second Biennial. I was present at a Biennial four years ago. At the time I was a relatively new Shop Steward and employee/activist within NAPE. I have to say my passion for NAPE started there in a lot of ways. My drive to want to represent my co-workers really started there, and being able to have discussions with people and to feed off each other's passions. In a society that is geared more and more towards isolating people, I don't think it's a good idea to be moving towards a system where NAPE does it in itself. I think that our power is in our ability to act as one, to be able to raise our voices as one, and when we don't have that opportunity, then it's a drawback, and it's only going to benefit our employers. Also, I would like to say that I think that Trevor and Jerry are doing an excellent job, I know that. I would hope that in the future every single one of our Presidents and Treasurers that come after you will do a similar job. However, that may not be the case and I think that being able to have our reports come in and being able to hear how our Union is doing, whether it's good or bad, is very important. We should know that as Union members, we should be able to take that information in and be able to pass along to our other co-workers so that we can have discussions. If things are going bad, then we need to know that just as much as we would need to know that things are going good. In this case, I am not in support. I just wanted to make sure that was brought up.

J. Meadus (BofD/6206) stated I stand in support of this motion. There are several reasons. I understand where the members are coming from. When we first talked about this motion, they were the same issues that I had. Then we got down to the crux of it, actually earlier we showed our Convention costs us \$800,000. So, let's put it perspective. If this was a normal convention, we would be spending \$80,000 per resolution. That to me does not seem like a good way to spend our members' money; there's no value there. I did jot down a few points in regards to our cost savings, which I just discussed. The cost savings also allows us to move forward with what we talked about with Component Councils. Our Component Councils in the initial idea, obviously a policy will have to be put in place; they will meet twice a year, and we will discuss labour relations and contract issues. Most members have zero interest in the actual running of NAPE, but they have every bit of interest in their contracts. I think that is a better way to spend our money. It also

allows the Board of Directors, the President and all of the Executive, and Committee members to have adequate time to develop and execute policies and plans to move our organization forward. In two years from now, what seems to happen is that we lose board members, we gain board members every two years. So after this Convention, we will have new Committee members. Two years does not seem long enough to actually devise, develop, forward proper plans for major issues that are facing our members, such as engagement. We could see by this particular one that so many of our Board seats were acclaimed. I've never seen anything like this in my life - all in the Central area, no one running against anyone. What does that say? It says that our members are not engaged. Covid has a lot to do with that, but it is what it is. I know everyone is looking saying, well NAPE is so financially stable right now with \$46.5 million in our defense fund. Our defense fund is exactly what that is; it's a defense fund. Nineteen years ago when we had our last public service strike it cost \$25 million. How much do you think it would cost tomorrow if we were all to walk out again? That \$46.5 million won't be there very long. Thank you very much.

P. Dunne (7104) stated I speak against this resolution based on the principles of democracy. What makes NAPE a strong union in this Province is the fact that we have input from our members. Some members are not engaged, but those who are engaged provide strong input. NAPE is not an umbrella organization. We're not like the Newfoundland and Labrador Federation of Labour or the St. John's District Council that represents union bodies. We are a frontline union representing frontline workers and union members, therefore, I believe more democracy will help us, not less. Thank you very much.

S. Rees Tarrant (7104) stated I am not in support of this motion. It was just said that we're trying to get more active in our Union, trying to get more people engaged. To do this, I feel that we need to bring people face to face, see the players, see the Union members, find out who is who, who is doing what, and how things are being done. If we want to increase members' interests in running the union and we want to engage them, there are all kinds of comments being made about members are not engaged in the union, well if we want to engage them, I feel that we need to keep bringing them together. This is my second biennial convention, it took all of the first biennial convention to figure out who is who and what people are doing and exactly what my union is doing, so I was very excited about coming to this, even if it was virtual, and I don't think by spreading it out over more years, yes we might save a little bit of money, but I think the bang for your buck is getting our members engaged and bringing together to get them to want the union voice active and to keep the union out there in the forefront.

R. Taaffe (7302) stated this is my fifth Biennial Convention. I am not supporting this amendment to the Constitution. I feel we are all here to represent all of our dues paying members, which has been brought up financially how well we are doing. I can't see why we would put a cost on what a previous brother spoke to, democracy in our union. I feel that this amendment has a direct impact to further amendments that are coming up, particularly Number 5. I feel that every member of this union should have the right to have a say on who they elect, what resolutions, amendments. All of these things that come with this democracy that we have in our union should stay as standard quo, I think it should stay every two years. Our Local meetings and AGMs are every two years, I feel it should stay that way. I don't mean to be out of order, but if I am someone tell me. But as for Number 5, if this amendment is passed, then it will certainly open a big debate for Number 5. I feel very strongly that if I went back to my Local and told them that change is coming into this Constitution potentially if this is passed, they certainly wouldn't be very happy. Ultimately, I will reiterate, we are here for all of our members, that's who we are representing. I am supporting this amendment. Thank you.

T. King stated I am going to take the liberty, I'm not cutting anybody off, and I'm just wondering, because a couple of speakers had said this, I get the sense that people are thinking it's about cost

savings. If I can refer to the Committee, and Rod, you just referenced it as well, there are resolutions following this, and maybe the Committee, if you don't mind, explaining a little bit so that we can proceed with the debate. I'm afraid people may not understand.

A. Carew (Committee Chairperson) stated I got the same feeling as well. The change to making it a Triennial, if you look forward to the coming up amendments, this change would have to cause other ones to go into effect. I'm not talking about all of them, but the Component Council is a big part of the changes that are wanting to be made to allow to be met more often. If we have the Component Councils in place, that is when we can get together more, we can engage our members more. It's not going to be less engagement, it's going to be a lot more engagement. That is going to be discussed further on, but we can't move on with the Component Council if we don't move on with the Triennial. That was our rationale for it. We need the Triennial in place, and then we will move on to the amendment about the Component Councils. We feel that is the most important and that is when it's going to bring more engagement from our members. I just feel that's getting lost in the messaging here.

K. Rice (BofD/4205) stated I want to speak in favour of this amendment. I feel that a Triennial Convention is something that's needed. I got bit by the union bug at convention like everybody else. My very first Biennial Convention, I was like, wow - there's a Board of Directors, I want to be part of this. So, I ran not even knowing there was a Board, and I put myself forward. I didn't get on the Board the first time, but I came prepared and I became educated, and here I am now the Central Vice President. I work my hardest every single day to engage all of the members within Central that's under my Regions. Almost every single Local in the area has heard from me or one of the Board members in the Central Region. When I first heard this, I don't want less engagement, I want more. That's why there's the Component Councils that we're looking at - there's more engagement. We come here to this convention and it lights a fire underneath your bum, a fire underneath your feet, and you go out into your home locals and you say, I was at convention, let's start this and that. It's so exciting and it renews the energy. We are here at these Biennial Conventions to discuss resolutions on our Constitution and it was said, we have ten here today plus one other, with a total of eleven things that we're here discussing. If we have those Component Councils in place, there is going to be more engagement; there's going to be more opportunities to light that fire and to come together. I don't know how many of you know me, but I eat, sleep, breathe this stuff; I love it, it's my passion. I don't want anything that's going to put down engagement; I want more. I feel the Triennial Convention is going to do that. Also looking at your Board of Directors, this will be every three years for your Board for being nominated and elected in. My very first time on the Board, I came to my very first meeting and by the time that you're finally getting your feet wet and understanding what it's all about, then it's back into campaign mode and getting all of your Local meetings done. There's 132 Locals in the Central Region and this past year, especially with Covid, trying to get 132 Local meetings done was very difficult. It gives you more time to be able to do that and to focus on the members, so I would really like to say please support this motion. This is about membership engagement, it's not just about the money, it's costing, like Brother Meadus said \$80,000 per resolution here today, because it continues to go up and up. It's not about spending the money. NAPE is going to spend that money on the Component Councils. I ask you to please vote in favour of this and in favour of the next ones coming up in relation to the Councils. Thank you so much.

D. Dillon (4102) stated in looking at this resolution that has been put forward, and I guess in hearing from other people I think more discussion has to happen for sure to make a proper decision on it. With that, Biennials do well in regards to networking and getting people out and getting more information, especially our young members who are coming out there now. With that comes experience and education and that is something that we look forward to NAPE in doing a great job in doing that, trying to get more information out and educating our members. We have

new members coming in and if they don't get educated on NAPE, then they don't know the full strength of NAPE itself. Right now in looking at the resolution, I guess it's a bigger plan, but I think we need some more information on the plan to make a solid decision on that. Thank you.

M. Wade (BofD/6604) stated I stand in support of this motion here today. I know it's change, and change is very scary. By making this every three years, you would make it more consistent with your President and Secretary/Treasurer, but we will be able to do the Component Councils, which I think will open up a number of relationships that you wouldn't be able to develop in your field across the Province that you just can't do now. We come here every two years, you end up a little bit cliquish within your Local because it's the only people that you know, and by the end of Convention you know people but then you have to go home. If we do our Component Conventions once or twice a year, you know people from all across the Province, you're in consultation and talk about your problems in the workplace, how you want change, how you can conform change, and bring forth more resolutions to convention. That is what convention is for. Right now we have eleven this week. We could have twenty in three years and that would bring forth the change that people truly want and when you get here you will know way more people because it's not just two/three people from your Local. I hope people consider that. It's not about the money. We're not going to stop spending money, it's just we want to bring people together more often.

J. Earle (President) stated this is presented as an idea. This is not some conspiracy that some may lead you to believe. I ran for the President of this Union six years ago to work with a Board of Directors to present new ideas. You cannot be afraid of change. I've been around for a long time. I've went through more change than most in this room, and I've never feared it, and I don't fear it today. It is the responsibility of the leadership of the Union to bring things to the members across Newfoundland and Labrador and say here's the way it is, and if it's being fine and working fine, then we will continue on. Patrick was right, it's about democracy. But just think for a second, if the Board of Directors did not bring the resolutions to this Convention floor that we have here today, we would have none. We would have none. Our Convention is about running our Union, it's about bringing forth ideas, and that's what this resolution is - bringing forward an idea. If it's to continue as is, then we accept that and the leadership, the Board, myself, Trevor and Staff, and all of you as activists will continue on as we are. But you have to do change gradually, and we have done much in the last six years from internal staffing to a number of things, and this resolution is more linked to what we talked about with Component Councils. This is not about less engagement. We're trying to find a way to engage members more. There is a whole host of things that we've done to engage members. We just did a full membership survey and got great feedback from our members. Our members, actually where they stand now versus five years ago, they're even more supportive of their Union, they are much prouder of their Union, they're very pleased with their Union. While I'm in this seat as President, I'm going to encourage our Board, going to encourage you as delegates, don't be afraid to bring forward ideas. Don't be afraid to debate them on this Convention Floor. That's what it's about. And if at the end of this resolution, we say things are fine, we don't want change, we don't want to do these Component Councils. Jamie is correct, that's where the issues are, in our Components they want to get together more often because what we do at our Component Conventions now is we elect an negotiating team, they negotiate a Collective Agreement, and we disband them. They never come back together. What we're saying is that if we had more time in between conventions, every six months those Component Councils would come together and talk about issues, whether it be in Labrador, Port aux Basques, St. John's, General Service, Hospitals, or about MOS. We can do more. We cannot be afraid to envision what NAPE needs to look like going forward. It's not about money. We are in a good financial position, but clearly if you look at the figures we have to think about, that's our responsibility collectively, looking forward and saying what is a convention going to cost us in four years time. Likely it will be approaching \$1 million, and every one of your delegates will go back to your members, we know what the cost will be, we only got so much room in our budget, so what

are we going to do in four years time? Put less in our strike fund? Not - because we need to have a greater defense fund. One of the delegates hit the nail on the head, the last strike nineteen years ago cost us \$25 million. If we go on strike next year, that pot we have right now is going to take a major hit. This is about looking at the larger union, having a vision thinking forward, and I would implore the delegates to look at it. If you don't support it, then that is perfectly fine too, but you're going to have to go back to your members and say when there were provisions there to have greater engagement of the Union - go back before this Convention, we had five resolutions; the Convention before that, we had one or two; back to Patrick's point with democracy, we're not bringing those resolutions here, it's at Component Conventions we're bringing dozens upon dozens resolutions and our Component Councils would deal with those. I would ask you to support the Committee's recommendation and thank you for your indulgence.

D. Saunders (7801) stated when it comes to engagement I know our Local seems to see very little of it, lack of it actually. The only major engagement I get from NAPE are these Conventions. Aside from that, I think we should stick with every two years. It seems to me that the only people who seem to be supporting this are the ones who are on that themselves, and I get that it may be a good idea for the future, but right now it doesn't seem to be a great idea to change to every three years. I don't think that I'm going to see anymore engagement going every three years. I don't think I will see a difference, but maybe it's something to look at in the future, but I don't support this right now. Thank you.

J. Earle resumed the Chair.

S. Hickey (BofD/3211) stated I, myself, when we spoke about this was a little bit skeptical like most of you. But then my wheels started turning and as a committee member of the Women's Committee, I saw it as opportunity for more education, more women's conferences. Right now we have two. Now this is not me as a Board member making promises. This is me seeing opportunity to dig in there and get more women's conferences. Instead of two before our Convention, we could probably have four. That is a great way to engage our members. It's great education, that over the last number of years that NAPE has been able to provide our members. I'm sure the people who sit on our Education Committee, I'm sure their wheels were turning as well, that's an opportunity to get in more Labour Schools. That's what I see it as, as a Board Member, and a committee member, to allow things to get more rank and file members and educate them and engage them that way. Thank you.

J. Hart (5601) stated just based upon what everyone is saying and what I've heard from the committee, I have to go against it just because there's just not enough information about what comes after that with these other committees and such that they want to set up. I think a better thing if you want to align it with elections, is maybe put forward something different that says that we elect for our President and Secretary/Treasurer for a four year term, instead of a three year term. That might work out better. That they could do more in those four years than they can in three. That's just my opinion. Thank you.

A. Ford (2601) stated I'm sure curious as to why they didn't implement the Component committee before deciding to go for the Triennial. I'm not suggesting that I'm for or against, but why not add the new thing before slowing it down to see if this is actually more valuable to us. I don't want to visit this again in the next three years, and then decide it was a complete flop.

J. Earle stated bottom line is to implement, the Convention is only two years apart, it takes a significant piece of work to put the Biennial Convention in place. Moving it to Triennial then, the intent if we moved forward with the Component Councils, is that they would happen and put in place and stay in place and would have a longer period of time. Because with the Biennial

Convention, basically you would have a Component Council that would be in place basically for eighteen months. Whereas a three year Convention they would be in place for at least, because you have to remember there is at least a three month lag on each end so that you don't get the full three years, you basically lose months. When we finish this Biennial Convention, we won't put our committees in place coming from the Board of Directors until February month. So those committees don't even get to start working until then. Two years seems like a long time; it's not when trying to operate and come up with and putting these various things in place. I don't mind saying, some of the savings then from that big expense of Convention could be used to offset the costs of the Component Councils. They are going to cost money, these Component Councils will cost money. Do we put an additional burden on or do we try to balance out the savings, we saved some money here, we can invest it here, and that was some of the thoughts behind it. It's new for us, but it happens within our National Union; it happens in BCGEU of 77,000 members; it happens in NSGEU with members about the same as ours; and they call them Regional Councils. It's new to us but it looks at what some of our sister unions have done that's part of our National Union that has a Triennial Convention. I hope that helps a little bit.

A. Ford (2601) stated we seem to not have enough education these additional committees that are coming in place to vote properly.

J. Earle stated that's the difficult thing. These new committees referred to as Councils means a Negotiating Team or Council gets elected and part of their duties and responsibilities would be collective bargaining. They would be provincially set up. You talk about engagement, what we foresee as a Board of Directors, every Council would represent the entire Province. We've heard about Labrador feeling excluded, Labrador would have a rep on every Council where they have members working, West Coast would, Central would, and that Committee would stay in place for the length of the Component, which based on the Collective Agreement is usually around four years, and they continue to meet, readily available to staff negotiators, Labour Relations Specialists, Board of Directors, and they would always be in place. Whereas at the Biennial Convention now we come together for two years. If you took the resolutions off the floor now, we would have no resolutions.

T. King (Secretary/Treasurer) stated as Secretary/Treasurer and part of the Board of Directors I just want to fill in some gaps because it sounds like with a lot of new delegates there is a bit of information that you're missing. I understand that, because several years Triennial was proposed to this Union. I was at the Convention and that that time it wasn't something that I could support but there was no plan, no disrespect to the previous leadership, there was no plan for the in-betweens on what we were going to do. One of the speakers mentioned here about Collective Agreements, I would tell you as an experienced negotiator, that first of all it will be three years before the next Convention if this were to pass. I will tell you that the employers will grab it, because that means they won't have to let you go every two years, but every three years. It would only take a simple MOU, and I can almost guarantee it. As regards to money, as Secretary/Treasurer, I do need to say this, I'm actually excited to see what we could potentially do with another \$800,000 or \$1 million in that six year period. It's \$800,000 for Convention, this is not because we're broke, but in three Conventions, six years, do the math, \$2.4 million. That gives us \$800,000 to focus on the Component Councils, focus on education and training that is mostly desperately needed. I think that getting us back to building solidarity whenever we get out of this pandemic, to be able to get in-person meetings, and I'm pretty excited to be able to re-allocate these resources. I can assure you, this is not about saving money. I will tell you that. I think that I'm not sure if someone has touched on it yet, but I want you to think about the calendar. Two years from now, normal protocol, we're going to have a Biennial Convention. Your current leadership, Jerry and I, will speak at that Convention. We will not have an election between now and that Convention. However, six months later we will, in 2024. Let's say that we don't re-offer

or someone else succeeds us, they do not come to the delegate of Convention for eighteen months. Do the math. I know we've been there before but it was always confusing to members. They'd say we just elected a President and Secretary/Treasurer, and we're not having a Convention for eighteen months, why is that. Because the Constitution says so. What we're proposing is to line us up with other affiliates, national unions, provincial unions across this Country, but also because of the number of resolutions that are coming to this Convention at a lower level, because anybody who has attended a Component Convention we get upwards to one hundred resolutions, and you get to elect a negotiating team that could deal with those resolutions and they same as a team. You will have more meetings and more engagement focusing on contract issues. I can almost guarantee you, I bet you the Highway workers would like nothing more than to get together and talk about their issues instead of the Constitution of NAPE. That's no disrespect to our own Constitution. I have no doubt that the Private Sector group wouldn't like to get together more often to talk about their issues. Think about the issues for the general membership. I've said that earlier in my speech, the general membership, what's crucial to them, what's important to them today, and what's important to them going forward. Thank you very much.

D. Hillier (3102) stated after hearing the speakers from the Board of Directors and Brothers Earle and King speaking on this matter, I have had my concerns allayed and I believe that we should support this resolution. I believe information should change your mind, and information has been provided and has changed mind. Thank you very much.

QUESTION CALLED: CARRIED.  
AMENDMENT: DEFEATED.

J. Earle stated thank you very much for a great first day of Convention.

The Convention broke at 4:30 p.m.

## **FRIDAY, OCTOBER 22, 2021**

### **CALL TO ORDER**

The Convention was called to order at 9:05 a.m. by J. Earle, Chairperson.

J. Earle stated good morning. I want to give out a few thank you's this morning. First of all to our Staff who have been here at the Convention, thank you so much for everything that you've been doing so far. Nobody has any idea the work that goes on behind the scenes and they've been doing a tremendous job adjusting with things on the fly. To the Eastern Audio staff who are here in the room that is allowing you to see everything, thank you for the incredible work that you've been doing. To DOTS, that voice you hear. Hotel staff, we always tend to miss, the staff who are here making sure that we're safe and providing services, members of the UFCW, I want to thank them very much for what they've done.

I spoke with Sherry Hillier, President of CUPE NL, last evening after Convention, and I am quite pleased to say that the CUPE Local 1349 in Grand Falls/Windsor have reached a tentative Agreement yesterday evening. After a long arduous lock-out by their employer, we have to applaud them. I asked Sherry to pass along to the Local President our congratulations, and hopefully everything will go well now with the ratification process.

T. King resumed the Chair.

REPORT OF THE RESOLUTIONS, COMMITTEES, OFFICERS AND FINANCE REPORTS  
(Continued)

**Constitution Amendment Number 3:** (Board of Directors)

WHEREAS Article IV - Governing Authority, 3. (a) (ii) states:

3. (a) (ii) the election of Negotiating Teams.

THEREFORE, BE IT RESOLVED Article IV - Governing Authority, 3. (a) (ii) shall be amended to read:

3. (a) (ii) the election of Component Councils as per NAPE Policy.

WITHDRAWN BY THE BOARD OF DIRECTORS.

**Constitution Amendment Number 4:** (Board of Directors)

WHEREAS Article IV - Government Authority, 3. (a) (i) states:

3. (a) (i) election of member(s) to the Board of Directors representing the negotiating Components.

THEREFORE, Article IV - Government Authority, 3. (a) (i) shall be amended to read:

3. (a) (i) election of member(s) to the Board of Directors representing the negotiating Component. The elected Board Member shall chair the Component Council. Where a Component Council has more than one (1) Component Board Member, the chair shall be determined by the Component Council during the first scheduled meeting following the Component Convention.

WITHDRAWN BY THE BOARD OF DIRECTORS.

**Constitution Amendment Number 5:** (Board of Directors)

WHEREAS Article VI - Officers, A. Board of Directors, 2. (a) and (b) states:

2. (a) The President of the Union and the Secretary/Treasurer of the Union shall be elected at large by the total active membership.

- (i) For the election of President and Secretary/Treasurer of NAPE, the candidate who receives a simple majority shall be the candidate deemed elected.
- (ii) All other rules and procedures for conducting the election of President and Secretary/Treasurer of the Union shall be determined by the Board of Directors.

- (b) Members shall be notified through appropriate means as to the Notice of Election for the offices of the President and Secretary/Treasurer, along with access to a summary of the Rules and Procedures for such an election, twelve (12) weeks prior to the end of the term of office(s).

The election process determined by the Board of Directors shall allow sufficient time for the nomination of candidates, preparation of and the notification of voting by members.

The total time for the nomination and election process shall not exceed sixty (60) days and shall be completed no later than thirty (30) days prior to the term of office concluding as per Article VI. 3. (a).

THEREFORE, Article VI - Officers, A. Board of Directors, 2 (a) and (b) shall be amended to read:

2. (a) The President and the Secretary/Treasurer of the Union shall be elected at large by the delegates at the Triennial Convention.

- (i) Delete.
- (ii) Delete.
- (b) Delete.

WITHDRAWN BY THE BOARD OF DIRECTORS.

**Constitution Amendment Number 6:** (Board of Directors)

WHEREAS Article VI - Officers, A. Board of Directors, 3. (a) (i) and (ii) states:

- 3.(a) (i) Subject to Article VI, A, Section 3. (a) (ii), the term of offices for the President and Secretary/Treasurer shall be for a three year term commencing on June 1<sup>st</sup> and ending three years thereafter on May 31<sup>st</sup>. The Biennial Convention shall continue to be held every two years in accordance with Article V, A, Section 1.
- (ii) If the election of the President and/or the Secretary/Treasurer is not completed prior to June 1<sup>st</sup>, the term of office for the respective Officer shall commence once the Chief Returning Officer has ruled the election process to be complete.

THEREFORE, BE IT RESOLVED Article VI - Officers, A. Board of Directors, 3. (a) (i) and (ii) shall be deleted.

WITHDRAWN BY THE BOARD OF DIRECTORS.

**Constitution Amendment Number 7:** (Board of Directors)

WHEREAS Article VI - Officers, B. Full Time Officers - President and Secretary/Treasurer, 4. (b) states:

- 4. (b) In the event of a vacancy in the office of the President, as a result of the President's death, written confirmation of resignation or removal from office, the Secretary/Treasurer shall assume the Office of the President. Within fifteen (15) days of the date of his/her becoming aware of the vacancy, shall call a meeting of the Board of Directors upon ten (10) days' notice for the purpose of filling the vacancy in accordance with Article VI. A. 10 (a) (ii).

THEREFORE, BE IT RESOLVED Article VI - Officers, B. Full Time Officers - President and Secretary/Treasurer, 4. (b) shall be amended to read:

- 4. (b) In the event of a vacancy in the office of the President, as a result of the President's death, written confirmation of resignation or removal from office, the Secretary/Treasurer shall assume the Office of the President.

WITHDRAWN BY THE BOARD OF DIRECTORS.

**Constitution Amendment Number 8:** (Board of Directors)

WHEREAS Article VI - Officers, B. Full Time Officers - President and Secretary/ Treasurer, 5. (b) states:

- 5. (b) In the event of a vacancy in the office of Secretary/Treasurer as a result of the Secretary/Treasurer's death, written confirmation of resignation or removal from Office, the President and Board shall follow the procedure outlined in 4. (b) above.

THEREFORE, BE IT RESOLVED Article VI - Officers, B. Full Time Officers - President and Secretary/Treasurer, 5. (b) shall be amended to read:

- 5. (b) In the event of a vacancy in the office of Secretary/Treasurer as a result of the Secretary/Treasurer's death, written confirmation of resignation or removal from

office, the President shall call a meeting of the Board of Directors upon ten (10) days' notice for the purpose of filling the vacancy. The vacancy shall be filled from within members of the Board of Directors by vote of the Board of Directors. The elected Board Member shall serve the remaining term.

WITHDRAWN BY THE BOARD OF DIRECTORS.

**Constitution Amendment Number 9:** (Board of Directors)

WHEREAS Article VI - Officers, A. Board of Directors, 10. (a) states:

10. (a) (i) If, between Conventions, any office of the Executive Committee, except that of President or Secretary/Treasurer, becomes vacant, the alternate elected at NAPE's Convention shall fill the position.
- (ii) This shall apply to any office except those of President and Secretary/Treasurer, which shall be filled by a general membership vote.

THEREFORE, BE IT RESOLVED Article VI - Officers, A. Board of Directors, 10. (a) be amended to read:

10. (a) (i) If, between Conventions, any office of the Executive Committee, except that of President or Secretary/Treasurer, becomes vacant, the alternate elected at NAPE's Convention shall fill the position.
- (ii) This shall apply to any office except those of President and Secretary/Treasurer.

WITHDRAWN BY THE BOARD OF DIRECTORS.

**Constitution Amendment Number 10:** (Local 2202)

WHEREAS Article VI, A. 1. (a) reads:

Six (6) executive members constitutes as follows: President of the Union, Secretary/Treasurer of the Union, Eastern Vice President, Central Vice President, Western Vice President and a General Vice President ...

THEREFORE, BE IT RESOLVED that the Constitution under Article VI, A. 1. (a) shall include a Labrador Vice President.

BE IT FURTHER RESOLVED that Article VI, 1. (d) add another Board Member for Labrador.

UNCONSTITUTIONAL.

T. King stated there is no motion nor debate because the Board of Directors have withdrawn the resolutions from 3 to 9, and the Committee upon review have come to the conclusion that Constitutional Amendment Number 10 is unconstitutional so that it can't be accepted by Convention.

H. Williams (2202) stated could I get clarification as to why it is deemed unconstitutional.

A. Carew (Committee Chairperson) stated when doing the Constitutional Amendments, they have to be written exactly how it's going to replace the Article. It's very specific on how the language needs to be for the Constitutional Amendments. All it had for the therefore, be it resolved and be it further resolved was adding; it did not add to change the language or indicate what the language changed needed to be.

T. King stated I want to thank the Convention Committee for your report and giving us the

recommendations to Convention.

M. MacIsaac (1857) stated good morning everyone. I'm not sure if I'm in the appropriate place or not, but I just want to say a really quick thank you. Back in March, I'm sure you remember the big election, I was part of the Elections Committee and I had to travel to St. John's unexpectedly to look after my mother. We found out very quickly that she only had two weeks to live and I learned really quickly who my true family are, that was my Elections Committee - Walter Meadus, Reg Anstey, Peter Pelley and you, Trevor and Jerry and Rhonda White. You guys were there for me more than any of my family, and I just want to say thank you so much from the bottom of my heart. You guys taught me what solidarity really means, and I really appreciate everything you guys did for me. Thank you.

J. Earle resumed the Chair.

J. Earle stated Michelle thank you for those kind words. I know you went through a very difficult time and we have members who face that every day. Anytime your Union family can help any of you, just reach out and we will do what we can. No thanks necessary; that's what we do.

### AUDIENCE RESPONSE

K. Dunne (NAPE Communications) stated at the last Convention we had hand held clickers and we did a session to ask questions and it was an opportunity to have some interaction in terms of providing information and using that information to have discussions. Given the uncertainty of the Agenda, we didn't know how far the resolutions were going to go, we wanted to build in some flexibility, so here we are this morning doing a presentation. We want to mimic that from the last Convention, but do it in such a way that people at home could be a part of it. We will send out a questionnaire, it is anonymous, and we will use that as a springboard for our conversation.

Yesterday was a really good indicator of how the Union movement is meant to work. We bring forward ideas, we have those discussions, we talk it out, we have that respectful discussion and dialogue, we make a decision, and we go from there. One of the things that came up over and over again yesterday was the idea of trying to get the next generation of workers involved, how do we get more people involved, how do we build that excitement for the Union movement, how do we do that education piece.

J. McCormick (NAPE Communications) stated the intention of doing this session, while it was to try to supplement the opportunities we would normally have in person to have some of these discussions whether it's in a caucus meeting or during social time or on the Convention floor during a debate, there are opportunities to talk more about who we are, not just as workers, but as people in our communities, and what the Union can do to support some of the issues, concerns, causes that we care about both at work and at home. We hope some of these questions will paint a bit of a picture of what the delegates of what the delegates look like, what some of your concerns are, what's on your mind, and how we can connect all of that back to the work that we do as NAPE to try to advance the cause of workers and to improve our communities to make a more just and equal society.

Questions and Responses:

1.	What is your age?	
	18 - 24	1
	24 - 34	26
	35 - 44	63

	45 - 54	96
	55 - 64	70
	65 or older	5
2.	How many Biennial Conventions have you been to?	
	This is my first one	76
	2 - 4	119
	5 - 7	40
	8 - 10	15
	11 or more	10
3.	Where do you work?	
	Public Sector	213
	Private Sector	24
	Home Care	17
	Municipality	5
4.	When do you plan on retiring?	
	In less than 5 years	51
	In 5 to 10 years	70
	More than 10 years	140
5.	Have you ever been on strike/locked out?	
	Yes	96
	No	175
6.	In the past 3 years, has your workload ...	
	Stayed the same	39
	Increased a little	90
	Increased a lot	132
7.	How concerned are you about your job security?	
	Not very concerned	102
	Somewhat concerned	107
	Very concerned	45
	Not sure	6
8.	How stressful do you find your job?	
	Not at all stressful	16
	Somewhat stressful	118
	Pretty stressful	50
	Very stressful	41
9.	Do you feel burnt out by work?	
	Absolutely and it's getting worse	93
	Yes, but it's the same as it's been for years	90
	No	71
	Work is getting easier	4
10.	Do you feel safe at work?	
	Yes	207
	No	52

11. Have you or one of your co-workers experienced sexism, racism, homophobia, transphobia, ableism or any other form of discrimination at work?
- |     |     |
|-----|-----|
| Yes | 121 |
| No  | 139 |
12. Please choose your NUMBER ONE priority for collective bargaining:
- |  |     |
|--|-----|
| Health and dental benefits               | 23  |
| Job security (protection against layoff) | 88  |
| Wages                                    | 105 |
| Pensions                                 | 44  |

### BREAK

The Convention broke at 10:55 a.m. and reconvened at 11:15 a.m.

### KIDS EAT SMART PRESENTATION

J. Earle stated when the idea of creating a foundation that would support the nutrition of school aged children in Newfoundland and Labrador was conceived over twenty years ago, all involved said it would be a costly venture to undertake. Fortunately, NAPE stepped up with a \$100,000 donation to provide the seed money needed to start this school based nutrition programs and establish what is now known as the Kids Eat Smart Foundation Newfoundland and Labrador. NAPE was there at the beginning and is still here now. NAPE and its members have continued to support as the Foundation has grown. Since our last Convention we have donated almost \$60,000 to the Foundation alone. To add perspective, that amount provided 60,000 breakfasts to children across Newfoundland and Labrador. Being a part of this program and the positive impact that it has on children and communities across this Province is something that we are incredibly proud of. Before I go any further, I would like to introduce Celina Stoyles from the Kids Eat Smart Foundation to say a few words. Welcome Celina.

C. Stoyles stated good morning everyone and thank you for such a kind invitation to invite me to come and speak with you today during your conference. I think for all of us it's been a very unusual, challenging, ever evolving nineteen months. When we think back on March 16, 2020, it was announced that all of the schools in Newfoundland and Labrador were going to close, and that was in an effort, I guess, to slow down the Corona virus and the spread of that. What that meant was that 64,000 children in our Province, from kindergarten to Grade 12, weren't going to school. We were like, so when that happened we thought what are we going to do. We didn't have to think, it was within days we were getting urgent calls from donors, community leaders, principals, and even parents and they were concerned about what happens to the children who come to school that don't have food. I will tell you, listening to that, and I think one principal said it best, she said sometimes school is the only constant that's in a child's life, and sometimes the only access they have to food happens at breakfast or at school. Knowing this, our response to Covid 19 was immediate and we knew we needed to help and NAPE, you were right there with us. With our very small team, we knew we had to do something, and it was because of your support and from other organizations and communities just like yours, that we were able to act so quickly and find a different way to serve. Within that first week we set up a campaign called "Covid - Food for Kids Campaign" and we mobilized volunteers all across the Province and then put a call out to our community to help pull together funds that we needed. We came up with the idea of delivering hampers, putting together food hampers that we could put on the steps of those families who truly needed it the most. Those families, they were ones that were home with school age children all day, all week and most times these children were the ones who were having access to food at school. We stepped up and NAPE stepped up and you were there. You've always been there to

help the children of this Province, so thank you for that.

The stories that we heard were incredible, and I think for a lot of people and for our team, and many of the volunteers and staff who worked on the grounds, it really opened our hearts, because when families received these hampers and food, they cried. Children were inside waving from the windows. In one area, in Central, there was a little boy who ran after the volunteers on his bike saying thank you for the food. We had another little girl who was making a card for her teacher, and by the third delivery hamper came down their driveway and said to the volunteers I was holding this for my teacher, but I don't know when I'm going back to school, so I'm going to give it to you. We provided over 3,000 hampers from April to August, 2020. Families are struggling; there are a lot of complex needs, we all know that, but we had the opportunity because of your support and others to do the hampers again in June, July and August of this year. We're really proud of that. I remember when the pandemic hit and we started the campaign and I received a call from Jerry and he said we are seeing what you doing and NAPE is here to help. It was 28 years ago that NAPE gave this Foundation the seed money to start one of the most impactful organizations and programs in this Province. Now that schools are back, children are back, 267 Kids Eat Smart Clubs, 35,000 meals, this school year we will be serving about 5.4 million meals. It's happening because of the community in the schools. It's the staff; it's the custodians, it's the teachers, it's the administration, it's the volunteers, it's everybody making it happen in all of the communities of Newfoundland and Labrador. Today, I guess, I get the privilege to be the voice of all of those children who are going to have food because of you. On their behalf, I want to say thank you. Thank you for keeping our Foundation strong. Thank you for always being there for the children in Newfoundland and Labrador. In closing, I just want to say thank you because you've given us an opportunity to tell you what we've done over the last nineteen months for the children in Newfoundland and Labrador, how we found a new way to serve, and how we will continue to do that. Together we will make sure our children and youth have a bright future in this Province. Thank you.

#### VIDEO PRESENTATION.

J. Earle stated to you and your staff, thank you for what you guys do. It's a crucial endeavour that you carry out. We really appreciate it. I know you have your annual event coming up and behalf of our members we will be there. Thank you for what you do.

G. Beesley (5205) stated on behalf of our Home Care Local, we would like to donate \$200 to the Kids Eat Smart.

J. Earle stated thank you so much, and it bring me back to the last Convention when I felt like an auctioneer. If any Local, and you don't have to do it right now, if you want to send in a donation for Kids Eat Smart, Daffodil Place or the program that we will talk about in a bit around mental health, you can target it to a group or you can say my donation is to assist with all three of the donations. Please feel free to do that - drop a message and we will gladly make sure that the Kids Eat Smart or Daffodil Place or the Health Care Foundation are made aware where the contributions are coming from.

P. Newman (6208) stated on behalf of our Local, I would like to donate \$200 to the Kids Eat Smart program.

K. Dunne (NAPE Communications) stated there are a lot of donations coming into the Chat. We're not able to announce all donations, but every donation is important.

#### DAFFODIL PLACE PRESENTATION

J. Meadus (BofD) stated in 2015, NAPE was approached by a close friend of the labour movement, former Newfoundland and Labrador Federation of Labour President Reg Anstey about a potential charitable opportunity. Shortly thereafter, Brother Anstey gave a presentation to the Board of Directors about becoming a high level donor for a cause near and dear to his heart - Daffodil Place. The Board was in unanimous agreement - NAPE would step up to the plate and help support this worthwhile cause. For those who aren't aware, Daffodil Place is a 24-room facility operated by the Canadian Cancer Society of Newfoundland and Labrador Division for cancer patients and caregivers who must travel to St. John's to receive cancer treatment. I don't think there is a person in this room, in our entire Union, in our Province, or beyond who hasn't been touched by cancer in some way. We are hopeful that our donation will assist the Canadian Cancer Society and Daffodil Place in helping ease the burden for those visiting St. John's fighting to beat cancer. Since the last Convention, we have contributed \$40,000 to this worthwhile cause. It is my pleasure to welcome Al Pelley from Daffodil Place to say a few words about our partnership.

A. Pelley stated good morning. It is certainly a pleasure to be here to share with you how your donations have made a difference to cancer patients who have to stay at Daffodil Place while receiving treatments. Before I do that, I want to say a huge thank you to each and every NAPE member for the outstanding work that you do in this Province in keeping our Province running, particularly Covid-19. You've done a tremendous job and the people of this Province owe you a great debt of gratitude for the amazing work that you do on a daily basis. Daffodil Place opened in July 2009 and it has been a home away from home for 3,526 people from 462 communities throughout Newfoundland and Labrador, and they've spend a total of 88,474 nights at Daffodil Place. The facility is designed to be a home away from home, it offers all of the amenities of home, transportation to and from medical appointments, three cooked meals per day, a beautiful room, nightly entertainment, and many other supportive care programs for people who stay there. Without Daffodil Place people would likely have missed their cancer related appointments because there aren't many who could afford to travel to St. John's and spend three/four weeks in a hotel, pay for their meals and transportation to and from their appointments. The facility was put there to provide affordable accommodations. Through our partnership with NAPE and other partners, you make it possible for us to provide those affordable accommodations so that people don't have to miss their cancer related appointments. The other think that you need to know about Daffodil Place is that we do not receive any Government funding, so everything that we do, it costs around \$700 thousand a year to operate that facility, is all based on donations and fundraised dollars. Covid has hit us pretty hard over the past year and half because many of our events that we would do, i.e. Relay for Life, Daffodil flower sales, they were all postponed and again this year. We are very fortunate to have NAPE as a partner, and I can't thank you enough for your generosity to help people throughout this Province who have cancer and who have to travel to St. John's for cancer care. It's so important to them, they depend on that affordability. They depend on Daffodil Place and you make it possible. For that we are really truly grateful. I have a little video that I think will put it all in perspective. It's done by the Chair of our One Night Stand campaign, Allan Hawco, and the video says it all. I want to say thank you for Trevor and Jerry, and to all of you again for your amazing support. We look forward to having ongoing dialogue with NAPE as to other ways that we can benefit the membership at large through our services at Daffodil Place. Thank you again for having me here this morning. Enjoy the video. Thank you.

#### VIDEO PRESENTATION.

J. Earle stated again, another powerful video. Al, to you and your staff, for everything that you do at that fabulous facility, and I know it's for very challenging situations. Early in my first mandate I went to the facility, and we've gone several times since, I remember walking the hallway and there was an older couple checking in and Al introduced me and they looked at me and said thank you, because of you guys, I'm here. And those words stick with you, that was powerful. Upon seeing

that facility and then seeing what the Kids Eat Smart do, I have to say I'm really proud of what the members do. This is about what our members do across Newfoundland and Labrador. You have a fundraiser coming up, and NAPE will be there.

T. King (Secretary/Treasurer) stated we will take a tally of everything that comes in for both organizations, and my commitment to you is that whatever you total in, in addition to what we already committed to Kids Eat Smart and Daffodil Place, I am going to match the total of everything that comes in. Thank you very much.

#### ADDRESS - LARRY BROWN, NUPGE NATIONAL PRESIDENT

J. Earle stated I would like to take this opportunity to welcome one of our keynote speakers to our Convention: Larry Brown, the President of our National Union. With degrees in political science and law, Larry Brown, President of one of Canada's largest unions - the National Union of Public and General Employees. Larry has spent over three decades honing skills in government, public administration, labour relations, teaching and legal issues. Born in southern Saskatchewan and raised on a farm there, Brown began his interest in social issues while at the University of Saskatchewan. While articling with a Saskatchewan law firm, Brown was hired by the provincial Department of Labour. While working with the government, he drafted precedent-setting Canadian legislation protecting workers against imminent danger - the right to refuse dangerous work. The Saskatchewan Federation of Labour was his next stop. He later became the Chief Executive Officer of the Saskatchewan Government Employees' Union. In 1986, he was elected as Secretary/Treasurer of NUPGE. In 2016, Brown was first elected as President of the National Union. Brown is also the President of the Canadian Centre for Policy Alternatives, Canada's leading progressive research and policy organization. Please join me in welcoming Brother Brown to our Convention.

L. Brown stated hello NAPE delegates. I remember not that long ago when I was speaking to a Convention I was able to say nice to be here, I always liked being in St. John's, and now the closest I can get is nice to be able to talk to you. I hope this is a good Convention for you and I'm pleased to be part of it. The good part of this is that yesterday I gave a speech in Winnipeg to the MGEU convention, and today I'm in St. John's speaking, and all of that is without sitting on an airplane for hours, without having to go through jet lag, so there some advantages. I want to ask you something, who among you would have guessed in March 2020 that we would still be dealing with Covid in October 2021. I couldn't raise my hand at that point, but not too many people would have been able to guess that I'm sure. It is still a crisis. It's a crisis in many Provinces unfortunately. In Alberta, it's a disaster. In Saskatchewan, it's a disaster. In Manitoba, they're just holding their breath to make sure it doesn't get as bad as that, but it's pretty bad. New Brunswick is being hit again. One of the things that I've noticed and really is so impressive is that folks from Newfoundland have been there helping other Provinces. When Ontario was having a crisis, it was the folks from Newfoundland who came and helped out in our health care to keep it from going under. Now you've got people in Alberta. I think it's fair to say that the whole of Canada is grateful to you for the work you've done to help us out across the Province. Personally, I want to thank Jerry. He has been a great President of NAPE, and he is a wonderful ally on the National Executive Board. I'm so grateful for all of his work and support. And Trevor, it's nice to have you part of the mix as well. A bit newer to the table but you've been playing a really strong role and I appreciate that. And Arlene, she has been on our Board for a number of years, and she has been our rep on the National Apprenticeship Board and have done a really good job for us in both places, so Arlene thank you so much for all that you've done for us. I mentioned that Newfoundland has always been there for the rest of Canada, well NAPE has been there for the rest of Canada too. Whenever we've asked for help, NAPE has been right there front and centre willing to help and do whatever they can. We had a big raid going on in BC, and NAPE was part of the group that went

out there to help them fight off the raid. We had a situation in Alberta where the government was threatening really awful labour legislation, and NAPE had people on the front lines there working with our folks in Alberta as well. You folks always punch above your weight; you're always there when it comes to helping others and we really appreciate it. I have one last thank you and that's for you lending us Bert Blundon. There's a secret though, you're not getting him back. We love the work that he's doing, we love having him on board so we're going to keep him. If you thought you were lending him to us, that's your mistake. He's on board with us now and really appreciate what he's brought to the National Union.

One of the things that's going on in the Country is a lot of concern about the environment and in most cases if you say you're going green, that's a good thing. That means you're concerned about the environment, except in Newfoundland and Labrador, if you say you're going green, it's got the opposite meaning. It means you're signing on to a lunatic's set of economic nonsense prescriptions. The Green Report, Green who is a famous privatizing was asked by the Government to make recommendations and they got some pretty dumb ones and you sort of wonder to yourself what do they expect. Cut health care budgets - coming out of Covid we're going to cut health care budgets. We're going to negotiate wage cuts and benefit cuts, but of course the negotiations is with a gun to your head because if you don't agree then she says the Government should go ahead and legislate. That's negotiations? Not when I checked last. And she wants to privatize everything that can move of course. If Dame Green was a Covid doctor, the patient would be in trouble because she would advise killing the patient in order to save it. You've got a fight on your hands, but we will be there with you, and I'm sure the prescriptions are so dangerous to the Province that you will be able to fight off the worse of the Green prescriptions.

We have three over arching issues on the National Union table right now. One of them I sort of indirectly mentioned, and that's the environment. Climate change is now here, it's not coming, it's here, it's a crisis, and you just have to look across the Country at what happened in the last two or three years and you will see how dangerous it has already become. The heat waves in BC where hundreds of people were killed. It was hot that people died. Droughts in Manitoba. There was an emergency declaration, it was so dry that it was an emergency in that Province. We've got floods, and we've got fires, and we've got more hurricanes and tornados. We had more wild land fires this year than the year before and the year before was a record. It keeps on building. The environment is a big issue for us and the climate change that is with us is already bad enough, we want to keep it from being a catastrophe. It's an issue for all of our members. All of our members live on this planet, and that means climate change is an issue for every single one of us and our families. We've also got a lot of people on the front lines. We've got our EMS workers who have to go to the disasters to try and help out. We have our Wild Land Firefighters who fight those amazing intense fires that are increasingly happening in all of the western Provinces. I don't think it's happened this year, but in far too many years we lose one or two of Wild Land Firefighters who die as a result of serving the public. There are health care workers who are facing new threats all of the time. The issues that our health care workers are facing are changing. Even the people who have to rebuild the roads are facing increasing pressure because they have to be able to go in after disaster and rebuild. All over the place we have people on the front lines of climate change. There safety is a concern of ours and we want to make sure that when they're doing their jobs they are as safe as possible when they do that. There's a thing called COP2 that's going on fairly soon and COP26 is a meeting of all of the Governments around the world to decide what Governments are going to do to fight climate change, and Bert Blundon is going to be there for us. He is an official delegate with the Canadian delegation. He will be there keeping our Government's feet to the fire to make sure that they live up to the promises that they've made, and they make more promises. The time for Governments to be cautious and political is long past. We need our Governments to step up and really make the kind of aggressive and courageous decisions that they need to make.

The second issue for us is income and wealth inequality. It was a crisis before Covid and it got worse during Covid. For two/three decades all of the accumulated growing wealth in Canada has gone to the one percent and it hasn't been shared across the board. Some of you will remember the name Stephen Harper, the late Prime Minister of Canada, who was so unpopular because he was so far to the right of the political perspective, he just fell off the edge. Stephen Harper said that income inequality is just a problem in Canada that needs to be addressed. He is right. It's a serious problem, it's destroying our economy and it's destroying our social systems. You know what, during Covid our billionaires, and we have a few in Canada, grew \$53 billion richer during the first year of Covid while the rest of us were holding on to our jobs, if we could, and some of us were getting CERB and people were really struggling. Our billionaires grew their wealth by \$53 billion. That's a crazy system, and the wealth of Canadian billionaires has more than doubled in the last decade. Probably about the same as your wages right? If we kept pace with inflation, we were doing well. If our strong unions were able to fight to keep places in inflation, we thought we were okay, and the billionaires among us, they doubled their wealth while we were barely holding on.

I want to read what some of our CEOs were paid during the first year of Covid. There's the top ten paid Canadian CEOs at the bottom of the list is a guy named Magro who worked for a company called Nutrien, I don't know what they do exactly, he was not very well paid among those ten because he only earned \$16.3 million that year. At the top of the list is a guy named Dovigi, GFL Environmental Inc, and he made \$27 million in one year. Just a little bit above CERB payments I would say. That kind of wealth and income inequality is dangerous to us as a society and it affects you every time you go to the bargaining table. If wages everywhere are being held down, and they are, then the public sector is not going to make huge breakthroughs in negotiating wages at the bargaining table. So, our members pay for wealth and income inequality every day and every year.

Finally, of the big three that we're keeping an eye on, is austerity. We know that coming out of Covid there's going to be another wave where right-wing Governments are going to push for more austerity, the Green Report has already staked out that ground for you in Newfoundland. Governments are going to claim they spent all of their money on Covid and now, the public sector workers, have to tighten our belts again and really it's only fair. All of that is nonsense. First of all, public sector workers gave of themselves during Covid for the public. Our health care workers, our corrections workers, our road maintenance people, all of the people who rose to the disaster so well, they paid a big price personally to serve the public during Covid. To say to them that it's now time to tighten their belts is just immoral and inhumane. But you know what's worse than that, it also would be an economic disaster because if we push for austerity right now, we're going to push the economy over the cliff into a recession. It doesn't make any sense. We learned during Covid how important our public services are. We, in the public sector, always knew that, but the Canadian public understands that now. Health care is hugely important. Social services are hugely important. Rebuilding the way that our society works is important. We learned that again under Covid and to now say it's time to tear all of that down doesn't make any sense. We are going to be working with our components, we're going to build as many tools as we can to help fight this growing wave that we can see coming of the new demands for austerity. Don't forget the people now are saying we need austerity because of Covid, they would say we would need austerity for whatever happened. Provincial Governments did not spend their own money on Covid. Provincial Governments, by and large, spent Federal money. They didn't drive themselves in the economic ditch. They spent money that was coming from the Federal Government. You know what else, Canada is a wealthy Country. Coming out of Canada, Canada is a very wealthy Country. The problem isn't that we can't afford things, the problem is that we don't tax the people with money enough so that we can pay for public services. We don't need austerity, we don't want austerity, we can't afford austerity, and it's not even a sensible prescription. If we had fair taxation in Canada we could afford to have public services that we deserve. If the Federal Government had fair taxes,

they could afford to help the Provinces that have less income to deliver a standard of services that are first class right across the Country. We have one of the lowest corporate tax rates in the G7. We could afford to increase our corporate taxes. There is a little company called Amazon, you might have heard of them, if we taxed their pandemic profit alone, 580 million people around the world would be able to get vaccinations. That's how much money is being left in the pockets of these mega corporations. We don't need austerity, we need fair taxation and we need strong and effective public services.

We have things on our plate, always do. The difference maybe now than in some situations is that increasingly in Canada, the public is on our side. About 80% of the Canadian population wants strong action on climate change to be an absolute Government priority. 75% of Canadians want affordable child care, that's an overwhelming majority that you don't usually find. Almost 90% of Canadians agree that we need to get the 4-profit out of long term care; that needs to be a public health care service like the rest of Medicare is. The people of Canada and the people of Newfoundland and Labrador deserve a strong health care system. They deserve a strong education system, they deserve strong protection of social services, they deserve public services across the board. We can do it. We know we can do it, we know how to do it. A little detail of fair taxation would be so important. In the United Kingdom there is a guy Boris Johnson who is the head of government, and he sort of portrays himself as a bit of a clown, but he's right on the right-wing part of the spectrum. He has looked at the situation and said we need massive increases in our corporate taxation, we're going to move it up in the United Kingdom to a place where it hasn't been for the past twenty years. If Boris Johnson can figure it out and he's on the right-wing, then surely the people of Canada can figure it out and demand that of our Government. It's time that we got our system back on track. It won't be an easy road, but you, the members of the National Union, you, the members of NAPE, were the ones that kept this Country and this Province going during Covid. It wasn't your Governments, it was you that kept the systems running. You were the ones that were on the front lines in the hospital, you were the ones that were putting yourself at risk in long term care homes. You were the ones that were on the front lines of social services out on the streets serving the public. We can do it because we've proved that we know how to make this system run. Those of use in leadership positions have your example, your courage, strength, and your dedication to build on. We know that we can do it. We know that Newfoundland and Labrador, we know that Canada, would have collapsed without us. We have the power to set this Country on the right path. We've proved it. I look forward to working with you in the coming years in this very important struggle, and I hope you have a great Convention. Thanks for listening.

VIDEO PRESENTATION.

#### OVERVIEW OF ELECTION PROCESS

K. Dunne (NAPE Communications) gave a very quick overview of the election process.

#### LUNCH BREAK

The Convention broke for lunch at 12:30 p.m. and reconvened at 1:30 p.m.

T. King assumed the Chair.

#### HEALTH CARE FOUNDATION

T. King stated breaking the stigma around mental health and ensuring our members and our communities have the supports they need has always been a priority for NAPE. Last year, the Board of Directors resolved to support the Health Care Foundation's Moving Lives Forward

Scholarship Program. The program funds a series of bursaries to benefit mental health and addictions clients who use the services of the Regional Health Authorities Mental Health and Addictions Program. The Program is province-wide and supports individuals to grow and heal through the pursuit of higher education and skill development opportunities. The scholarships, valued at up to \$1,500 each, are offered three times each year. This year NAPE contributed \$45,000 to the scholarship program, supporting thirty (30) bursary recipients. We are very proud to be part of this initiative which has a life-changing impact for those experiencing mental illness. Our Union has been at the forefront of efforts to destigmatize and address mental health issues in workplaces and communities. This is another way for us to provide tangible support for those who need it.

#### VIDEO PRESENTATION.

T. King stated we are more than happy to support this initiative with the Health Care Foundation but I just want you to know that through the Board of Directors, what we've committed to because the Scholarship might have been available prior to us getting involved, but different sponsors. We've agreed to sign on for a four year pledge of \$45,000 a year which is \$15,000 per semester. Two semesters have passed for this year so we have a little over three more years. It's a total of \$180,000. I can tell you from sitting on the actual Scholarship Selection Committee, it's heartwarming to see those who struggle with mental health, whether skills development or post-secondary education. I've seen applications for those pursuing their Masters Degrees to someone who actually wanted to take a \$200 art course or to join Good Life Fitness. For them getting out of the house or getting out of bed, it gave them the motivation to do it. Anything that we can do as a Province, or as a Union to support those in the Province, we are more than happy to be part of. A little bit different than Daffodil Place and Kids Eat Smart of one time donations, if any of the Locals are interested in supporting this program you can send a message. I won't challenge you to anything but we are pledging to raise \$45,000 for each year, which will provide for ten scholarships each semester. If you want to commit, I will give you an example, some of the larger Locals committed \$2,500 a year for four years, and smaller Locals committed \$250, and some just gave \$50. There's no pressure on any Local. If this is something that your Local would like to support for your community, then messaging is the best. Thank you, either way NAPE will meet this commitment of \$180,000 over the four year period. If you do know of anyone with mental health and addictions concerns, right across this Province, let them know about this program. I've found that the uptake outside of the overpass has been lower and we are working on that communication piece throughout Central, Labrador and Western.

M. Puddester (6206) stated I struggle for mental health. I have an anxiety disorder and I also have ADD. I was actually part of a commercial put off by NAPE on mental health. I want to thank you guys from the bottom of my heart for supporting people that have mental health issues. I, myself, would like to help any other member that struggles from any sort of mental health issue whatsoever. I know what it's time, how it feels, and I'm only a phone call away from anyone who needs any help. I hope in the near future with NAPE that I'm able to help people who suffer from that. I just want to say that you are doing a great job with definitely supporting mental health in the workplace.

#### LABRADOR FRIENDSHIP CENTRE

J. McCormick (NAPE Communications) stated I want to give an introduction to one of the last videos that we have today acknowledging some of the charitable donations that NAPE has made over the past year. Today you've heard from some of the organizations that we've consistently made a commitment to year over year. This year our Country has grappled with the discovery of graves at many of the sites of residential schools that existed across Canada. As those stories

were hitting the news, members of NAPE, and members of the Board of Directors, wanted to make a commitment to show support, not just for the Residential School Survivors Support Society, which supports survivors of residential schools across Canada, but we also wanted to make a donation to support some of the organizations here in the Province that are doing really fantastic work supporting our Indigenous communities. The NAPE Board of Directors made donations to the First Light Friendship Centre, which supports the Urban Indigenous communities around St. John's, as well as the Labrador Friendship Centre, and the Residential School Survivors Support Society. We have a message today from the Labrador Friendship Centre, and I know from speaking to the folks who work there and who support the community through that Friendship Center that NAPE's donation has made a really significant impact on what they can do to support the Indigenous communities in Labrador, and the services and supports that they can offer.

VIDEO PRESENTATION.

### ELECTIONS

All voting took place by secret ballot.

#### **GENERAL VICE PRESIDENT**

Nominated: Meghan Wade (6604) Accepted

RESULTS: Meghan Wade elected by acclamation

#### **Alternate - General Vice President**

No nominations

### **ELECTIONS COMMITTEE**

Nominated: Michelle MacIsaac (1857) Accepted  
 Walter Meadus (6901) Accepted  
 Peter Pelley (6202) Accepted

RESULTS: All elected by acclamation

The delegates broke out in their respective voting rooms - Eastern, Central and Western.

### **EASTERN REGION**

#### **Eastern Vice President**

Nominated: Ed Smith (6206) Accepted

RESULTS: Ed Smith elected by acclamation

#### **Eastern Area Board Member**

Nominated: Kimberley Ennis (6207) Accepted  
 Wanda Flannigan (7857) Accepted

Paula Newman (6208)	Accepted
Michelle Reid (6206)	Accepted

RESULTS: Kimberley Ennis elected

### **Region 5 Board Member**

Nominated: Steve Roach (5207)	Accepted
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RESULTS: Steve Roach elected by acclamation

### **Region 6 Board Member**

Nominated: Jessica Kean (6222)	Accepted
Jamie Meadus (6206)	Accepted
Paula Newman (6208)	Accepted

RESULTS: Jamie Meadus elected

### **Region 7 Board Member**

Nominated: Lisa Williams (7104)	Accepted
Wanda Flannigan (7857)	Accepted

RESULTS: Lisa Williams elected

### **Alternate - Eastern Vice President**

Nominated: Ashley Carew (6604)	Accepted
Steven Roach (5207)	Accepted

RESULTS: Ashley Carew elected

### **Alternate - Eastern Area Board Member**

Nominated: Michelle Reid (6206)	Accepted
Tiffany Sellars (6217)	Accepted

RESULTS: Michelle Reid elected

### **Alternate - Region 5 Board Member**

No nominations

### **Alternate - Region 6 Board Member**

Nominated: Tiffany Sellars (6217)	Accepted
Samantha Tiller (6604)	Accepted

RESULTS: Samantha Tiller elected

**Alternate - Region 7 Board Member**

No nominations

**CENTRAL REGION****Central Vice President**

Nominated: Kristal Rice (4205) Accepted

RESULTS: Kristal Rice elected by acclamation

**Central Area Board Member**

Nominated: Sonya Hickey (3211) Accepted

RESULTS: Sonya Hickey elected by acclamation

**Region 3 Board Member**

Nominated: Dwayne King (3301) Accepted

RESULTS: Dwayne King elected by acclamation

**Region 4 Board Member**

Nominated: William Tremblett (4206) Accepted

RESULTS: William Tremblett elected by acclamation

**Region 9 Board Member**

Nominated: Wade Kelley (9302) Accepted

RESULTS: Wade Kelly elected by acclamation

**Alternate - Central Vice President**

Nominated: William Tremblett (4206) Accepted

RESULTS: William Tremblett elected by acclamation

**Alternate - Central Area Board Member**

No nominations

**Alternate - Region 3 Board Member**

Nominated: David Hillier (3102) Accepted

RESULTS: David Hillier elected by acclamation

**Alternate - Region 4 Board Member**

No nominations

**Alternate - Region 9 Board Member**

Nominated: Jerome Planke (9602) Accepted

RESULTS: Jerome Planke elected by acclamation

**WESTERN REGION****Western Vice President**

Nominated: Daniel Quilty (1809) Accepted

RESULTS: Daniel Quilty elected by acclamation

**Western Area Board Member**

Nominated: Wendy Payne (2851) Accepted  
Glenda Wall (1104) Accepted

RESULTS: Wendy Payne elected

**Region 1 Board Member**

Nominated: Glenda Wall (1104) Accepted

RESULTS: Glenda Wall elected by acclamation

**Region 2 Board Member**

Nominated: Joanne Kavanagh (2201) Accepted  
Chelsea Farrant (2201) Accepted

RESULTS: Joanne Kavanagh elected

**Region 8 Board Member**

Nominated: Trent Decker (8203) Accepted

RESULTS: Trent Decker elected by acclamation

**Alternate - Western Vice President**

Nominated: Wendy Payne (2851) Accepted

RESULTS: Wendy Payne elected by acclamation

**Alternate - Western Area Board Member**

Nominated: Glenda Wall (1104) Accepted

RESULTS: Glenda Wall elected by acclamation

**Alternate - Region 1 Board Member**

Nominated: Michelle MacIsaac (1857) Accepted

RESULTS: Michelle MacIsaac elected by acclamation

**Alternate - Region 2 Board Member**

Nominated: Dorothy Baker (2851) Accepted

RESULTS: Dorothy Baker elected by acclamation

**Alternate - Region 8 Board Member**

No nominations

**CLOSING REMARKS**

J. Earle stated sisters, brothers, comrades and friends, I believe that was one of the smoothest elections we've had. The most time efficient elections that we've had. Even though sometimes we've been here at 4:00 and we've had one Region finished and waiting around for hours. There are a number of things that haven't been bad for all of this. We're starting to learn that there are things that we can blend together, and at the next Convention we might be able to have some type of blending. Also accessibility and inclusion, maybe looking at where somebody that physically can't come, how we can have them participate in Convention without going back to the way we used to be where you had to be here. There are a number of things we can take away because with this pandemic there's been a lot of negative, but there are a number of things that we can actually learn and say, wow we could have done that before. We were forced to look at it now and some of it hasn't been bad.

I want to say we're thinking about, and I'm sure we all are, in our Province today there are 30 new cases; 27 in the Eastern, and from what we're receiving, they are restricted to a certain area which is going into Alert 3 as of midnight tonight. That tells us that the decisions we made were the right decisions. Nobody realizes, and people say we're talking a lot about health care lately, yes we have, and we will be for the next while because our health care system has been in crisis and this pandemic puts it in further crisis. I can't imagine the affect it will have on this area where already they are reaching out to staff asking if they will go into this area voluntarily. Health care workers will step up and go in.

I want to say congratulate to all of the Board of Directors, to those who have chosen not to seek re-election, and a couple who did not - Arlene Sedlickas and Joanne Miles. Thank you again from the bottom of my heart and on behalf of NAPE members, for everything that you've done. To the newly elected people, welcome aboard. I think we have a good blend of new members, seasoned members, members who will effectively run your Union for the next two years.

P. Dunne (7104) stated, on a point of order, thank you very much gentlemen. My point of order is now too late. I will make contact with you later Keith. I will share with you brother Chairman, nine times I've tried to rise on a point of order, or point of personal privilege, and I have not had the opportunity to be recognized. Our Convention is winding down now and it's too late to get back to rehash this stuff. Thank you for your time.

J. Earle stated thank you to the Staff who have worked tirelessly preparing for this Convention, and through this Convention no one sees the work that goes in it. I want to thank them very much for their efforts. I want to thank the Staff who have come down and assisted with the elections and with the resolutions committee. I want to thank Eastern Audio. I want to thank those voices with DOTS; haven't got to meet you in person, but thank you so much for everything you've done and made this Convention run relatively smooth for a brand new thing for us. Yes, there were a few challenges, when you look at close to 300 people, those challenges have been minimal.

Most of all I want to thank each and every delegate who have participated from across Newfoundland and Labrador. Yes, it's been challenging and it hasn't been a normal Convention. Going forward we will have some type of blending, but I truly hope that those who can attend, the majority will be here on the Convention Floor. I'm really hoping that we can get back on the road; I haven't been able to do that now for nineteen months, myself and Trevor haven't had the chance, but we're really looking forward to getting back on the ground, back in our Locals and meeting with members. There is nothing that I enjoy more than talking with workers. Just an example here in the Hotel, the wait staff have said I'm really approachable and will talk to anyone. Yes, I will talk to anybody, especially workers. You meet great people. We meet great workers, and I really commend everyone for the efforts. Unfortunately, the fight we're in with this Covid battle, as you're seeing again today in Newfoundland and Labrador and across this Country, is far from over. We're still going to have to meet those challenges going forward. It's going to be extremely challenging and it is tasking our Union to the max. It is absolutely tasking our Union to the max. Bear with us and sometime we're a little bit short, but I can tell you, we've never faced the challenges that we have in the last 24 months. Everybody - workers, our staff, our leadership, our Board of Directors, everybody is that close to exploding and we have to continue on the path that we're on for the best of workers.

Since I took office, actually in my third term now, everything we do is interconnected. We have been a public relations campaign since I took office. We don't go out and say we're doing this, this and this because of this, but everything is interconnected in what we do. We are community - that's why the groups that you're seeing we support, that's why we step up when we see our communities in trouble, NAPE is there to help them out, because when we get into trouble, that's when the general public will most often help us out. There are going to be times when we're going to be off side with the general public. There are going to be times when we say this is about our members, and I hate to say, everyone else be damned. Our members come first. We have to do what we can. When you go back to your workplaces, back to your communities, we are community. When we get into tough battles, and Government knows this, Richard Alexander knows this, that we carry significant clout in this Province and we will continue to do that. Some of it may be in a back room where myself and Trevor are beating up on a Deputy Minister - I mean verbally, or it mean when we have to take on Minister Haggie and the general public. Look at the commitment of members, a newly elected Board Member joined us today from her hospital bed, and Central and West may not realize, but she actually gave an address to this Convention recovering from surgery in her hospital bed. That's the commitment of NAPE members.

I said this in my speech, and Trevor touched on it, and Mary touched on it, and our National President touched on it, and I'm not going to mislead members, I'm going to be up front with you. I will come to meetings and I will answer and there are times I will tell you what you don't like to

hear - that's my job. Whether you like it or not, that's my job. Part of that now, is that we have a tough time ahead of us. We're going into very turbulent waters. Some don't like to use the word fight, but I can tell you, we're in for a fight. If you're not paying attention, if you're not seeing what's happening, we have a fight like we haven't faced in decades. It's going to take all of us to pull together, forget about our personal agendas and park them, because it's about the members of NAPE. It's about protecting the jobs of our direct Government employees. It's about protecting our health care workers and making sure our private sector is supported. It's about making sure our Correctional Officers, our Student Assistants, our MOS workers are protected going forward. It's easy to cause division, but it's real accomplishment when we can bring everybody together and work for a common cause. We're going to have our differences. Myself and Trevor even have our differences, but we move on. It's going to be challenging and it's really going to challenge us, especially the next 12 to 24 months. Privatization is going to be real, and we're not just talking in a single area, we're talking possibly multiple areas. We're going to be under attack like no other Union in Newfoundland and Labrador. I jokingly say sometimes, I'm not serious, if I was President of the Registered Nurses' Union (not picking on anybody), I would have to worry about health care and health care and Nurses only. If I was President of the NLTA, I would have to worry about Teachers and Teachers only. We have 96 bargaining units. So you can imagine, things change every hour in our Office, things change every 30 seconds. It's not only when you're at the Office, we're answering emails all through the day and night. We have members who work around the clock, so when they're on a coffee break at 3:00 a.m., they don't think that you're in bed but they'll fire off a message. You get up and you have 50 messages waiting. Members have to understand that we're busy, and they know the difference. Bear with us, we are in for some tough times and most unfortunate is that we're going to be heading, we're not going to be rushing. The last time if you remember we wanted to get to the bargaining table because we knew there was an opportunity to get what we were achieving. This time, we're not in a rush to go to the bargaining table. We know, you've seen the Greene Report, I can only imagine what stress the General Services are under. I can only imagine the stress that our workers in Transportation, our Marine Services, our NLC employees, our Motor Vehicle Registration. All you have to do is look at the high points in that Greene Report and you'll see what the Government is in the back room thinking about. The Business community is clamouring for some of it. When you list to Linda McQuaig, she is spot on, they make many services look bad so that way is an excuse that the Private Sector can do it better. I can tell you, the Private Sector cannot do it better. The weeks, months, and years ahead will be about holding our ground. You pick your times. The months and weeks ahead will be about holding our ground, because you have to know when to move forward and you have to know when to hold what you have. We are in for a battle. If somebody wants to go away and try to weaken our organization, I can't stop that, but I'm going to ask you, we have to lean on one another. If you don't want to be part of that, that's fine, just don't get in our way.

Normally, I would wish everyone safe travels back home. Safe trip to your kitchen or your living room! To the Board who were able to assemble here, safe travels.

W. Thompson (BofD) stated thank you to Arlene and Joanne for their retirement. While I'm here, we just had a caucus and we have a member who is retiring after 29 years with the public service - Diane Murdoch, Local 3603. She is one of the strongest Union activists in Central Newfoundland with our Union. Congratulations on your retirement, and we will miss you!

J. Earle stated normally at the close of Convention, we would swear in the Board of Directors. As we're not able to do that now, we will do it at our first Board meeting after Convention.

ADJOURNMENT

MOTION: P. Dunne (7104)/J. Hart (5601) - that the Convention adjourn.  
CARRIED.

The Convention adjourned at 3:30 p.m.

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Jerry Earle  
PRESIDENT

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Gail Quinlan  
EXECUTIVE SECRETARY