

**REPORT OF THE PRESIDENT
TO THE 25th BIENNIAL CONVENTION
OCTOBER 19 & 20 & 21, 2023**

Dear NAPE Delegates,

It has been two short years since our last convention. It has been four years since we met in person for our convention due to protocols put in place due to the pandemic. I am very excited to see you in person as we reflect and celebrate what we have accomplished in the past two years and lay out a roadmap for what lies ahead for workers in our province.

It is incredible to think of all that has happened in the past two years - by working together with NAPE Secretary/Treasurer Trevor King, your Board of Directors, our dedicated staff, and the front-line Local Officers and Shop Stewards, we have made tremendous strides for our members and for all working people in our province.

Your union is like few others. We represent workers within the public sector, various agencies, boards and commissions, as well as the private sector. Apart from the public sector, we're continuously negotiating a variety of contracts for municipalities and private sector workers. Since the last convention, we have successfully negotiated more than 60 collective agreements. This is an incredible accomplishment unmatched by anyone else in this province. In fact, you would be hard pressed to find many unions in the country who have negotiated this many collective agreements. In every instance, your bargaining teams – your union - has done its utmost to protect and advance your rights, compensation, and benefits to the best of their ability.

This is my fourth report to the convention. It's hard to believe how quickly time has passed.

Each and every day I'm thankful for the opportunity to represent and stand up for working-class people in our province. It is an honor and privilege to serve the many hard working, dedicated, and passionate workers who make up our Union. It is absolutely a challenging role to represent such a diverse and broad group of workers but it is a challenge that I give my all every single day because I know what is at stake for our members, their families, our community and our province as a whole.

It has been my great honour to travel our great province for training sessions, meetings, rallies, and to meet with front-line workers in their workplaces and in their hometowns. This is especially true in the past number of months as it has been the first opportunity that we have had to sit down and talk to you and to front-line workers across the province in the past few years. Not being able to travel and meet with workers in their hometowns during the pandemic was one of the most difficult challenges on a personal level that I faced during my presidency.

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

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

Many of you are facing extraordinary pressures, challenges, and stresses at work due to understaffing, working short, heavy work / caseloads, etc. Gone are the days of being 'lucky to have a job,' If the pandemic has taught us anything, it is this: It is the front-line workers – the

working class – who shore up and support our society. We must, all of us, work together to ensure our workplaces are safe, supportive, inclusive, respectful, well-supported, and properly staffed.

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

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

So, we must all work together in the coming weeks and months to tackle these challenges head on for each other and for the next generation of workers. For my part, my commitment to you is that I will be there shoulder to shoulder every single step of the way. and I know I'm not alone. our Union has an incredible Network of Staff, Board of Directors, Shop Stewards and Local Executives that are putting in the work every single day to advance the cause of working people in our province. I am extremely thankful to each and every one of you for what you do for other workers. Our Union would not exist without your time, effort, and energy. On behalf of a grateful Union, thank you for everything that you do.

Apart from collective bargaining, we've chalked up a long list of victories for workers in our union. NAPE has continued to promote our members on issues that matter to you through powerful and thought-provoking campaigns. We will continue such campaigns as they highlight the value of our members' work and tackle the issues you face daily at work and in your communities. I want to assure you; your union and I will continue to speak up and speak out whenever the government takes actions that adversely affect you.

NAPE is a powerful voice for workers in our province. We have used our collective strength to fight for workers - in the media, on the streets, and in countless meetings with government officials and employers. We have not shied away from standing up for workers and that will not change on my watch. We will always fight for better, for more, for our fair share, and for safer, fairer and more equitable workplaces and communities.

My commitment to you is this - I will continue to work tirelessly for the members of our union.

It is an honour and a privilege to work with and for you. Every day I have one goal in mind – to make you proud of your union and what we accomplish together. Let's continue to build worker power – together.

There is strength in our numbers.

There is power in your union!

In solidarity,

Jerry

The following is a brief overview of the work we have done together since our last convention. It does not cover the full spectrum of work or accomplishments of our union, but it does provide a general overview.

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NAPE Town Halls

We were incredibly happy to start getting out into workplaces and communities across the province again this year after a few years of not being able to do so.

Starting in the spring of 2023, myself and Secretary/Treasurer Trevor King, Board members, and staff started a series of Town Halls across the province.

To-date, we have held over 20 Town Halls right across the province.

The purpose of these Town Halls is to update members on the efforts of their union - what we have accomplished, what challenges lie ahead, and our plans for the future. Most importantly, we want to meet and have discussions with NAPE members in your communities.

We will continue to make every effort to get out into communities and workplaces over the coming months. It is crucial to meet members where they are at, listen to them firsthand, and discuss ways to improve the conditions of workers.

Choices for Youth Strike – The Lilly 9

After 37 days on the picket line, 9 new members at Choices for Youth / The Lilly ratified their first contract.

On March 15, 2022, after close to a year of trying to negotiate a first contract, 9 workers employed by Choices for Youth (the Lilly 9) went on strike for a fair first contract. These members work at the Lilly, a communal living facility that houses 14 young people and provides 'round-the-clock' support. They had voted to join NAPE roughly two years before.

Choices for Youth is a wealthy non-profit. In 2020-21, it had a budget in excess of \$8 million – more than \$6 million of which came from governments – in other words, taxpayers. It also has lots of managers and lots of money to pay them well. And it was still hiring more managers while our members were on the picket line! During the strike, it paid to house the 14 youth in a hotel – despite the fact that NAPE had offered not to picket The Lilly. And yet it claimed it couldn't afford to give these NAPE members a fair deal.

Right from the start, the employer did everything it could to prevent them from unionizing. Two workers were fired for trying to start a union. All workers were emailed by the executive director and essentially told them they didn't need a union and that their employer didn't want a union. Choices for Youth also argued to the Labour Board (and won) that relief workers at the Lilly shouldn't be part of the bargaining unit. Relief workers at The Lilly and at the Choices for Youth Shelter (an emergency shelter) have voted to form their own union within NAPE. NAPE has applied for certification but the application is stalled at the Labour Relations Board.

When the workers at The Lilly won the right to form a union, the employer did everything it could to interfere with negotiations. Front-line workers had gone 12 years without a raise – the equivalent to having their pay cut by 22.5%.

Choices gave all front-line workers a raise – except the 9 NAPE members. Choices also hired a \$400-an-hour labour lawyer, well known to be anti-union, to handle negotiations. These workers went on strike to obtain a fair raise but also to address concerns about workplace safety and harassment in the workplace.

It took days on the picket line before Choices came back to the table with a new offer. Even then, they would not agree to pay two leads for their extra responsibilities. As of March 31, 2022, a conciliator had been put in place, and our members were still on the picket line. NAPE ran radio ads and ads online, developed a strike website, held numerous rallies, and kept the strike in the media. NAPE had just begun rolling out a series of videos featuring our members when the employer offered to return to the bargaining table.

The support of many other NAPE Locals and other unions helped keep them strong. After 37 days on the picket line, they reached a deal, which was ratified on April 24.

Health Accord

Late in 2020, the provincial government established Health Accord NL to reimagine health care in our province. This task force was led by Dr. Patrick Parfrey and Sister Elizabeth Davis. They were supposed to focus on awareness of and intervention in the social factors that influence health (e.g., poverty) and balancing the mix of primary health care, elder care, social care, and hospital-based care.

It is clear our healthcare system needs to change to better meet the needs of the people of our province and to better support healthcare workers. Reaching that goal will require action and political will on behalf of both provincial and federal governments.

All along the intent was for the Health Accord to focus on improving healthcare outcomes for people and communities in a holistic way – not just in our healthcare facilities but economically, socially, and environmentally.

NAPE provided plenty of input on behalf of our members – who both deliver and rely on healthcare services and whose health is dependent on economic, social, and environmental factors. We are far from sure that Doctor Parfrey and Sister Davis listened to us.

On February 17, 2022, the task force submitted a final report to the provincial government with 57 calls to action. It lays out a broad framework for the changes Health Accord NL believes are required to improve our health determinants and outcomes over the next ten years.

The report can be found here: <https://www.gov.nl.ca/hcs/files/Health-Accord-NL-Report.pdf>

The Accord has since released its blueprint which can be found here: https://www.healthaccordnl.ca/wp-content/uploads/2022/06/HANL_The-Blueprint-Section-B_Jun3-2022_web.pdf

The blueprint laid out the action plan for the implementation of the Accord.

The government has moved forward with a number of the blueprint recommendations, the major one being the integration of the four health authorities into one Board. Our union has been actively monitoring and engaged in this integration and continues to work and meet with officials of the new board regarding the impact on members. It is abundantly clear that the integration is still in its infancy and many major issues have yet to be resolved.

School Board Integration

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

Daffodil Place Member Initiative Announced

Your union has been a proud contributor to Daffodil Place for almost a decade.

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.

We are pleased to announce that we are building on that long-standing relationship with Daffodil Place.

As of May of 2023, NAPE members, their spouses and/or their designated caregivers who need to stay at Daffodil Place while undergoing cancer treatments will have the cost of their stay covered by your union.

We hope this initiative will mean our members who need to avail of Daffodil Place will have one less thing to worry about during such a difficult time.

Over the years, we have seen firsthand the incredible impact that Daffodil Place and their staff have, and we are grateful for the opportunity to expand our support for this incredible facility.

Organizing

Nothing in recent history has shown us how poorly working people are treated like COVID-19 did. While unions struggled to keep their members safe and to ensure they had the things they needed (like childcare) in place, those without a union laboured with little to no protection and no one to speak out on their behalf.

When unions flourished, working people did well. When the rate of union membership in Canada began to drop in the 1980s, we saw the rise of the 1% - the handful of people who control most of the wealth. They did not earn this wealth – working people did.

The dramatic rise in inflation that accompanied the pandemic has hit many people hard – even people who previously could live on the wages they earned. This has sparked new interest in unions.

Never have so many people reached out to NAPE about becoming members. As a union, we have an obligation to offer the benefits of union membership to all front-line workers. With the rise of the labour movement comes the rise of all working people.

With this in mind, in the fall of 2021 NAPE launched the 'Join Our Union' campaign and hired a full-time organizer. Radio ads, billboards, and social media and online ads encouraged people throughout the province to take the first step toward unionization.

The concerted and coordinated efforts to grow our union and ensure that more workers have the protections of unionization has borne fruit.

WELCOMING NEW MEMBERS

Since our last convention, I am proud to welcome the following members to our great union. I would also like to take this opportunity to thank those organizers that were involved in coordinating the efforts on this front.

We will continue to grow as a union as more and more workers see the benefits of joining a strong and progressive union like ours.

- Bay Roberts Retirement Centre
- Hoyle's Ambulance Services
- Deer Lake Ambulance Service Ltd.
- English Harbour West Lion's Ambulance Committee Inc.
- Hermitage Sandyville Lions Club Ambulance Service Inc.
- Harbour Breton Lion's Ambulance Inc.
- Bay D'Espoir Ambulance Inc.
- Cape St. George Ambulance Service
- Reliable Ambulance Ltd.
- Jeffrey's Community Ambulance Inc.
- Cape Shore Ambulance Service Ltd.
- Tryco Ltd.
- Point Leamington Ambulance Service Ltd.
- Choices for Youth (The Shelter)
- Emmanuel House
- Marguerite's Place
- Central Transfer Service
- Crosswinds Seniors Resort
- Bishops Gardens

Community

In so many ways, NAPE and its members use their resources to support the communities they live in – the communities so many of them serve.

In 2021, NAPE donated \$25,000 to the Kids Eat Smart Foundation on behalf of NAPE members. NAPE is a founding member of this program, which provides breakfasts to thousands of school-age children across the province. NAPE's donation will provide 25,000 breakfasts to children across the province. Since becoming a founding partner 29 years ago, NAPE members have donated more than \$350,000 to Kids Eat Smart. There are 268 Kids Eat Smart clubs

operating in the province. With the help of some 6,100 volunteers, they serve more than 31,000 meals every school day. That amount of \$25,000 was donated again in 2022.

In 2021, NAPE presented Daffodil Place with a \$20,000 donation on behalf of NAPE members. Daffodil Place provides accommodations for people with cancer and their caregivers who must travel to St. John's to receive cancer care. IN 2022, that amount increased to \$25,000.

In 2021, NAPE donated \$45,000 to the Health Care Foundation's province-wide Moving Lives Forward Scholarship Program. The program is designed to support clients of mental health and addiction programs by helping them grow and heal through the pursuit of higher education and / or skill development opportunities. This amount was donated again in 2022.

After the discovery of graves at residential schools in 2021, NAPE donated \$4,000 to the Labrador Friendship Centre, \$4,000 to First Light, and \$2,000 to the Residential School Survivors Society.

In the fall of 2021, NAPE President Jerry Earle and Secretary/Treasurer Trevor King, on behalf of NAPE members, presented a \$5,000 donation to Megan Morris, Executive Director of the Association for New Canadians. The funds helped with programs, supports, and settlement services for 116 Afghan refugees.

In November 2021, NAPE presented \$2,500 to the Lionel Kelland Hospice in Grand Falls-Windsor.

In March of 2022, NAPE donated \$2,500 to Kristyna Adamova for humanitarian aid for Ukraine as well as \$7,500 to the Humanitarian Coalition.

On September 24, 2022, post tropical storm Fiona devastated part of Newfoundland's west and southwest coasts. NAPE members stepped up to help with a donation of \$40,000 - \$20,000 from NAPE locals which was matched by the union.

In June of 2022, in the spirit of solidarity and pride, NAPE donated \$10,000 to [Quadrangle NL](https://www.thequadnl.com/) a province-wide organization created by the 2SLGBTQIA+ community for the community. You can learn more about their organization here: <https://www.thequadnl.com/>. The labour movement joins the 2SLGBTQIA+ community in fighting for equal rights and more inclusive workplaces and communities.

As a union, we must help lead the fight for a better, more inclusive, and just world. One of the ways we do that is by providing concrete, tangible supports to community organizations that are doing the work on the ground needed to make that world a reality.

Quadrangle was fundraising to create a community centre for 2SLGBTQIA+ individuals and organizations - a space that would be a resource for building community resilience and connection, and that provides supports for existing and future initiatives of our 2SLGBTQIA+ community. Quadrangle has a vision of building sustainable community connections through co-operative communal space as a provincial charity with the sole mandate to serve our community.

You can view a wonderful video that speaks more about the importance of this centre here:
<https://www.instagram.com/tv/CeelQV3FgMN/embed/?autoplay=1>

We encourage NAPE members to participate in Pride activities taking place throughout the summer and find ways to be in solidarity with and support 2SLGBTQIA+ NAPE members and the community throughout the year.

Education and Training

This continues to be one of the priorities for me since our last convention and it will continue to be in the weeks and months ahead. Education and outreach is incredibly important to the strength, vitality, and effectiveness of our union.

Because of the amazing work of our Education Committee, we have made progress on this front.

We have increased the number of Shop Steward Seminar Facilitators which has subsequently increased our ability to provide more seminars. Shop Stewards and our front-line activists are the backbone of our union, we must give them every opportunity to succeed in representing the needs of our members.

We will also begin Advanced Shop Steward Training to give those with the first levels of training the ability to get more in-depth training on a myriad of issues related to their duties as Shop Stewards.

In the past two years alone, we have held the following training sessions and schools:

2022

Level II (Virtual) Provincial

- Wednesday, April 13

Labour School (In-person)

- May 11 – 14 – The Wilds

Women's Conference (In-person)

- May 26 – 28 – The Wilds

Level I and II (In-person)

- Labrador – June 2 & 3
- Eastern - June 6 & 7 – Comfort Inn Airport
- Central - June 13 & 14 – Quality Hotel, Gander
- Western – June 13 & 14 – Greenwood Inn

Level I and II (In-person)

- Labrador - October 3 & 4 – Hotel North Two
- Western - October 19 & 20 – Greenwood Inn
- Eastern - October 27 & 28 – Comfort Inn Airport
- Central - November 17 & 18 – Quality Hotel, Gander

Local Officer Training (virtual)

- April 30, 2022
- Central - Gander - October
- Eastern - St. John's - October
- Western - Corner Brook - November

2023**Labour School (In-person)**

- April 26 – 30 (The Wilds, Salmonier)

Women's Conference (In-person)

- May 25 – 27 (The Wilds, Salmonier)

Advanced Shop Steward Training

- Fall (dates to be determined)

Level I and II Shop Steward Seminars (In-person)

- Corner Brook – May 8 & 9 – Greenwood Inn
- Gander – May 15 & 16 – Quality Hotel
- John's – May 18 & 19 – Comfort Inn Airport
- Goose Bay – June 5 & 6 – Hotel North Two

Local Officer Training

- St. John's – June 15 & 16 – Sheraton Hotel

We have trained over 350 Shop Stewards since our last Convention and we have trained over 400 local officers.

We will continue to build on this growth to ensure that our members and union activists have the tools they need to do their jobs effectively.

Home and Youth Care Member Handbook

Because of the nature of their work, NAPE members who work in home and youth care rarely share a workplace with their fellow NAPE members and have limited access to shop stewards and members of their Local executive. In order to make their union more accessible, NAPE developed a handbook specifically for home and youth care workers that addresses their most common concerns. In the fall of 2021, this handbook was sent to all home and youth care members for whom we have contact information.

The handbook is also sent to all new home and youth care members when they fill out their membership cards.

Local Officer / Shop Steward Resources

At the heart of every strong union are Officers and Stewards that are well resourced, well trained, and who have their finger on the pulse of the needs/wants of their fellow union members.

Whether you are newly elected to your position or a seasoned veteran, we have resources to help you do your duty as a union activist.

Shop Steward Handbook

Along with Steward training seminars, we have developed a Steward Handbook which can be found on the NAPE website.

Local Officer Manual and Resources

Local Officers can find a number of documents, guides, presentations, notes, etc. on our website.

Staffing

During the reporting period, NAPE welcomed the following new staff members:

- Lisa Neville, Manager of Operations
- Jackie Bursley, Membership Servicing Officer, St. John's Office
- Kristal Rice, Membership Servicing Officer, Central Office
- Will Tremblett, Membership Servicing Officer, Western Office
- Chauntel Smith, Accounting Clerk
- Marie King, Administrative Assistant, Central Office
- Sherry Brake, Administrative Assistant, Western Office
- Jennifer Power, Clerk, St. John's Office
- Maria Glavine, Communications

Retired Staff

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

- Martha Hunter, Administrative Assistant, Central Office
- Helen Blackwood, Administrative Assistant, Western Office
- Rose Connors, Accounting Clerk
- Betty Scurry, Membership Clerk
- Paul Norman, Building Maintenance Person

Dispute Resolution

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

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

The results speak for themselves.

The Dispute Resolution team has scheduled and resolved over 60 arbitrations, resulting in settlements for our members that total in excess of \$900,000. They have also delivered significant resolutions of non-monetary value that improved the working conditions of our members. We currently have 20 new arbitrations either scheduled or in the process of scheduling, with numerous other disputes earmarked for other forms of alternative dispute resolution.

Based on its success, we have made this approach permanent.

Bargaining

It has been an incredibly busy couple of years on the bargaining front.

I am proud to say that, since the last Biennial, NAPE has successfully negotiated close to 60 contracts since our last Convention:

- Acadian Village
- Alt Hotel – GDI Services
- Aramark Canada Limited
- Bay Roberts Retirement Centre
- Bay St George Community Employment Corp
- Bishops Gardens
- Blue Sky
- Caregivers
- Central Transfer Service
- Choices for Youth (The Lilly)
- City of St. John's
- Collins Ambulance Service Ltd
- Comfort Inn - Airport
- DoubleTree Hilton
- Grand Bank Recreation Commission
- HAC Quebec SEC (Alt)
- Hopedale Inuit Community Government
- Hoyles Ambulance
- Humber Valley Co-Op Living
- Humber Valley Complex Ltd.
- Makkovik Inuit Community Government
- Marble Mountain
- Mountain View Retirement Centre
- Multi Materials Stewardship Board
- Port Aux Basques Community Employment
- Postville Inuit Community Government
- Provident 10
- Public Service Credit Union
- Purity Factories Limited
- Reliable Ambulance Service Ltd.
- Rigolet Inuit Community Government
- Safety Services NL
- Salvation Army Wiseman Centre
- St John's Independent School

Terrington Consumers Co-operative
 Young's Ambulance
 Town of Bay Bulls
 Town of Burin
 Town of Carmanville
 Town of Channel-Port aux Basques
 Town of Deer Lake
 Town of Embree
 Town of Grand Bank
 Town of Humber Arm South
 Town of Kippens
 Town of Lewisporte
 Town of Musgrave Harbour
 Town of Paradise
 Town of Petty Harbour - Maddox Cove
 Town of Port au Choix
 Town of Portugal Cove-St. Philips
 Town of Pouch Cove
 Town of St. George's
 Town of St. Lawrence
 Town of Stephenville
 Town of Witless Bay

Public Sector Bargaining

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

On July 28, 2022, 13 of the following public-sector bargaining units reached tentative agreements:

CNA Faculty
 CNA Support Staff
 General Service
 Group Homes
 Health Professionals
 Hospital Support Staff
 Laboratory and X-Ray
 Maintenance and Operational Services
 Newfoundland and Labrador Liquor Corporation
 School Boards
 Student Assistants
 Ushers
 WorkplaceNL

Marine Institute and Memorial University bargaining units reached tentative agreements on August 8:

Marine Institute Faculty
 Marine Institute Support Staff
 Memorial University Campus Enforcement
 Memorial University Custodians
 Memorial University Maintenance

The Air Services, Correctional Officers, and Marine Services bargaining units voted to return to the bargaining table.

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

Access to Information Requests – Pushing for Transparency and Positive Change

We continue to use the province’s Access to Information legislation to get information and push for change in our system.

We were successful in using this strategy to uncover troubling information about the province’s ambulance system as well as the creeping privatization of the air ambulance service with the goal of creating positive change for our members and the people of the province who depend on them. These are two examples.

Communications

When you elected me, I promised to improve communications within our union. I believe we have made tremendous progress on this front.

NAPE has launched campaigns explaining the value of our members’ work in both the public and private sectors.

NAPE Campaigns Win National Awards

We run some of the most creative and impactful campaigns in the country - and that is not just our opinion. NAPE has won two national awards for our campaigns in the past two years alone.

In 2022, NAPE won Best Short Video at the Canadian Association of Labour Media Awards for our video entitled, “We Called Them Heroes”.

In 2023, we won the Award for Best National/Provincial Campaign for our A Big Mistake: Anti-Privatization Campaign.

NAPE launches major anti-privatization ‘BIG MISTAKE’ campaign

In September 2020, Andrew Furey appointed Moya Greene, well known for privatizing CN Railway, deregulating the Canadian airline industry, and privatizing Britain’s Royal Mail, to head his Premier’s Economic Recovery Team (PERT). Based on her track record, it came as no surprise to NAPE that Greene’s report recommended privatizing the NLC - while at the same time acknowledging that “The NLC is a profitable entity and has consistently paid the province a considerable dividend. In the last 10 years, dividends have totalled \$1.6 billion.” Greene also recommended privatizing Motor Vehicle Registration and the Registry of Deeds, Companies and Securities, which between them provided the provincial government with \$161 million in revenue in 2019-20.

These figures are profits – not tax revenue – and the government has no idea how it could replace that income - nor did Greene make any suggestions. Even if these public services were sold for a substantial sum of money, according to the Canadian Centre for Policy Alternatives

and its research partner Vivic Research, the government would begin losing money on the deal in as little as five years.

Nor was it surprising when the province's finance minister announced that government has given Rothschild & Co., which has advised governments on privatization for decades, a \$5 million contract to review government services.

Soon afterward, government indicated it would be conducting a market sounding with respect to the province's ferry system (not including Marine Atlantic) – a process designed to ensure government has the information it needs to further privatization of our ferry system.

Why do governments want to privatize public services? Getting a public service off government's books makes it look like they're being more financially responsible – even though taxpayers are still footing the bill. It also makes it look like governments have transferred liability to the private sector – even though that's rarely the case. But most of all, when unpopular decisions are made or things go wrong, it allows governments to throw up their hands and say 'It wasn't us.'

Back in 2015, NAPE launched a successful public education campaign designed to discourage privatization. Early in 2022, NAPE came roaring back with 'A Big Mistake.' In addition to explaining the high cost of selling the NLC and public registries like motor vehicle registration, it also points out:

- When the provincial government uses the services of a private air ambulance operator within the province, it costs them almost twice as much as using public air ambulances.
- Both publicly operated and privately operated ferry services in the province, not including Marine Atlantic, are subsidized by the provincial government by 85% or more.
- In provinces that have privatized highway snow clearing, cost only goes down when contractors are allowed to take longer to clear highways and use less salt and other materials – resulting in significant safety concerns.

Today, the Royal Mail is losing 1 million British pounds – roughly \$1.7 million Canadian – EVERY DAY. Yet its executive and share-holders are still receiving dividends. And this is what the provincial government wants to do to our public services.

You can learn more about this campaign at www.abigmistake.ca

'Market sounding' part of government's attempt to further privatize ferry service

As part of its efforts to further privatize the province's coastal ferry services (not including Marine Atlantic), it announced on February 1, 2022, that it would be holding a 'marketing soundings' with stakeholders – a fancy way to say it would be gathering information that would be required by private operators.

NAPE's anti-privatization campaign had already explained that 7 of the 12 coastal ferry services in our province were already operated by the private sector and that every ferry route in the province received a provincial government subsidy in excess of 90% with the exception of one – the Strait of Belle Isle route, which received an 85.7% government subsidy.

NAPE's submission to the market sounding process also pointed out that privatization of the coastal ferry system in BC had done nothing to reduce government subsidies, reduce fares, or

improve service and that research commissioned by the Alaska state government led it to reject privatization of its coastal ferry service.

Pushback against ‘Sugar Tax’ - NAPE says tax on sugar-sweetened beverages ineffective, will negatively impact local workers

When the provincial government announced a tax on sugar-sweetened beverages in the fall of 2021, NAPE called them out. Taxes on sugar-sweetened beverages are regressive, will burden those who can least afford it in our province, and will negatively impact local workers. According to the results of introducing similar taxes elsewhere, such taxes don’t produce the intended results.

In effect, it is a tax grab that will mostly penalize those struggling with food insecurity and those who lack access to clean drinking water. While NAPE supports the goals and objectives of this measure, it just doesn’t think a tax on sugar-sweetened beverages is the most effective way to accomplish them. NAPE President Jerry Earle told the provincial government it should “investigate other public health measures to promote a healthier population.”

NAPE represents and unites over 60 workers at Browning Harvey in St. John’s and Grand Falls-Windsor.

Buy Local Holiday Campaign Highlights Private Sector Members

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

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

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

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

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

NAPE Continues to Push for Better Working Conditions for Correctional Officers

Throughout 2022-23, NAPE continued to dog the government on Correctional Officers’ forced overtime resulting from staff shortages. Government is failing to retain current COs – or recruit enough new COs.

Staff shortages are also resulting in inmates being confined to their cells and frequent cancellation of recreation and family visits, making an already volatile workplace worse. Lack of air conditioning in the 164-year-old HMP adds to the tension.

The replacement for HMP can't come soon enough, but NAPE is leaving nothing to chance. NAPE engaged Dr. Rosemary Ricciardelli, PhD, and her research team at Marine Institute and Memorial University to interview COs about their experiences and what they think the new HMP should look like.

Ricciardelli is a leading scholar in the field of corrections. The qualitative study analyzed data from 28 interview participants. In addition to issues arising from staffing shortages, COs identified lack of access to leadership and leadership presence in the workplace as creating a disconnect with front-line COs. They expressed concern about the lack of accessible emergency exits and a need for better staff-to-prisoner ratios. New recruits also need additional training.

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

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

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

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

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

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

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

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

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

Social Media, Website and the NAPE APP

More and more of our members are moving online, and particularly to social media, for information and updates about their union. In the past number of years we have made huge progress on this front to meet this growing demand.

We've launched a popular Facebook page with over 13,000 followers as well as a separate page just for home care workers. The page receives a massive amount of traffic and is a fantastic mechanism for our union to reach and engage members on a frequent basis.

The NAPE Facebook page has become one of the pillars of our communications strategy. We have also been active on Twitter, Instagram, and Threads.

Our website continues to receive significant traffic with over 150,000 unique visits per year.

As the demographics of our union begins to shift and as more and more people use smart phones and apps in their everyday lives, we thought it was important to create an App for members. The app currently has over 2000 users.

We are currently working to upgrade, update, and refresh our website and app.

Media Relations

Media relations is a key component of our communications strategy.

It is important for our members, the public, and government to know that NAPE is on top of issues, readily available to comment, and ready, willing, and able to generate media attention for either positive or negative effect.

Over the past two years, we have had a strong and consistent presence in the media. I have conducted hundreds of interviews on a wide range of topics and issues that are of concern to our members.

NAPE has pushed our agenda into the limelight and held employers and the government accountable for their actions via our media relations work.

We have conducted over 200 interviews during the reporting period. Topics and issues raised cover a broad spectrum; far too many to outline here.

We have broken stories and we have led the charge on transparency and accountability via numerous Access to Information Requests.

NAPE will continue to be vocal on the issues that matter most to our members and our province.

Upcoming Home Care Negotiations

Over the past number of years, NAPE has been co-ordinating Home Care negotiations to have Home Care Collective Agreements expire at the same time to increase our bargaining strength for you.

Currently, NAPE represents over 4,000 Home Care workers across Newfoundland and Labrador.

We will be entering into negotiations for home care in the coming months. Our Negotiators are currently preparing for this round of bargaining.

Home care workers have been organizing with NAPE since the early 2000s. Since that time, we have made significant progress at the bargaining table. Before joining together, home care workers were paid the minimum wage, had little to no protections, no representation, no contracts, and no collective voice. While progress has been made – we have much more to accomplish together.

Along with pay, one area we have used working hard on is benefits. While we have tried numerous times to secure health and dental plans for all home care workers, we have been unable to achieve that win at the bargaining table. In the last round of bargaining, we were able to secure the following:

"The Employer and Union agree to participate, as needed, in the Government funded review/study to determine the feasibility/viability of introducing a Group Insurance Benefits Program for Home Care Workers covered under the applicable NAPE Collective Agreements."

During the last provincial election, we were sure to make this issue a priority. The current Finance Minister is on the record during a debate we helped to organize committing to this process.

Home and youth care workers deserve to have access to benefits and stronger supports and this process is hopefully a step towards that crucial goal.

It is a difficult goal to achieve however, given the many agencies we are working with. If home care workers were out under the health authority directly, for example, we would be dealing with one employer/the government. Unfortunately, that is not currently the case.

Your union has engaged a health and dental plan broker to do a review, analysis, feasibility, and costing study for home care workers. We are hopeful that that work will be completed this fall.

So, while we have made progress over the years - more must be done to protect home care workers and ensure they get the recognition and benefits they deserve for the incredibly valuable work they do. We must all work together to make that goal a reality.

The home care Bargaining Teams will be pushing hard to make gains in the next round of bargaining so home care workers get the pay and support they need and deserve.

Solidarity

Standing up for other workers, for other unions, is a core principle of any union worth their salt.

Over the past two years, we have put immense effort into doing community outreach, standing up for the rights of non-unionized workers, and standing shoulder to shoulder with unionized workers when they took a stand. We have gone to numerous rallies/marches/demos across the province in support of multiple causes.

We support these efforts and groups financially. We support them with our words of encouragement. But most importantly, we support them by standing with them and letting them know that we are all in this together.

NAPE has a strong history of standing up for one another and for other workers. We've lived up to that reputation. That won't change on my watch.

In Memoriam – Sheila Greene

On January 25, 2022, following what her family called “a long trial by Alzheimer’s,” NAPE bid farewell to Sheila Greene, Q.C. Sheila became NAPE’s General Counsel in 1995. She was a former President of the Canadian Association of Labour Lawyers (CALL) and a Past President of the Law Society of Newfoundland and Labrador. Sheila was appointed Queen’s Counsel in 2007.

Sheila was a brilliant lawyer and a passionate champion for workers. She was tireless in her efforts to advance the cause of equality and respect for women. She left an indelible mark on the history of our union and our province.

Conclusion

It is an honour to represent more than 25,000 working people, to be the President of your union.

We have had a challenging, yet successful, couple of years since our last convention - I do not expect that trend to continue in the weeks and months ahead.

As always, we will rise to any challenge that stands in our way with our solidarity. For my part, I will be there with you every step of the way.

I look forward to our Biennial Convention!

In solidarity,

Jerry

**REPORT OF THE GENERAL VICE PRESIDENT
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 29, 20 & 21, 2022**

My name is Meghan Wade, and for the last term of two years I have been serving as your Vice President.

To say it's been a busy two years would be an understatement. I hit the ground running in the fall of 2021 in my new role, trying to learn all the things that came with the new territory.

In November 2021 I was sworn in as a voting member of the NUPGE Executive Board. The NEB meets four times annually across the country. Over my term I have participated both via Zoom and in person. NUPGE held their Convention here in June 2022. We were ecstatic to host our union comrades from across the country in a "Kitchen Party" that is still talked about at our board meetings.

As the General Vice President I am also the Chairperson of the Women's Committee. Our Committee has worked tirelessly in the last term to advocate for the rights of not only women, but many marginalized groups. The Committee's work is mostly seen during the Women's Conference, although we do meet and attend events throughout the year; for example, The Dec. 6th Vigil, Take Back the Night marches, Bread and Roses events, and National Day of Awareness for Missing and Murdered Indigenous Women and Girls and Two-Spirit people.

This position has afforded me the opportunity to become a member of Women's Committees both provincially with the Federation of Labour and Nationally with NUPGE. A seat on these Committees is such a privilege to be able to network with folks in different unions. While we may have different issues, sometimes we also have the same issues, and it's interesting to see how other unions and sectors deal with these issues.

One of the roles of every Board member is to help conduct the annual general meetings for the Locals. Helping to organize this is quite the task as there are so many Locals within our Union. This is very much an effort from all our Board members and their work is both noticed and very much appreciated.

In May 2023, I travelled to Montreal with a contingent of NAPE members to represent you at the national level during the CLC Convention. Some important changes were made to the CLC constitution for the first time in history, to allow for a more equitable voting scheme.

This role has been both challenging and rewarding for me. As I feel I am only now getting my feet wet, and getting comfortable in the position, I am eager to reoffer for another term as General Vice President.

In Solidarity,

Meghan Wade
GENERAL VICE PRESIDENT

**REPORT OF THE EASTERN VICE PRESIDENT
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

My name is Ashley Carew and I am the current Eastern Vice President. I work for NL Health Services as a Laboratory Technician and have been a Union activist for the last 13 years. First, I would like to express my gratitude and thanks to my predecessor, Ed Smith, for his hard work in this challenging role.

While I have only been in my role as Eastern Vice President for four short months, it has been quite busy. My primary focus has been ensuring all local Annual General Meetings have been conducted in the Eastern Region. AGMs are vital for communication within the Local and ensuring the members voices are heard. Board Members must be in attendance to facilitate elections and ensure a fair and transparent election process that abides by our Constitution. This takes a lot of coordinating and organizing with the Eastern Board Members, and I greatly appreciate their dedication to get the AGMs completed.

I attended the St. John's Pride Parade on July 23rd. NAPE had a float, and several NAPE members were in attendance to walk in the parade and pass out bubbles and NAPE pride bracelets to parade attendees. I have attended the St. John's Pride Parade for several years and the attendance, both in the parade and watching, has grown each year, which is so lovely to see, and I hope it continues to get bigger.

I also attended the St. John's and District Labour Council Labour Day Walk and BBQ on September 4th. Another event that saw an incredible turnout compared to previous years.

I was previously on the Board for four years as the Laboratory & X-Ray and Health Professionals Component Board Member and it has been a new and challenging experience being on the Executive. It has given me a new appreciation for the valuable work the Executive does. I am re-offering at this Convention for Eastern Vice President. I have only just begun my journey in this role and hope I am given the opportunity to continue to grow in this position.

In solidarity,

Ashley Carew
EASTERN VICE PRESIDENT

**REPORT OF THE CENTRAL VICE PRESIDENT
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Good day Brothers, Sisters and Comrades:

I welcome you all to the 25th Biennial Convention of our great Union!!!

I hope you are all enjoying the camaraderie and fellowship brought forth by such an event, as well as carving out time to re-connect with old connections and forging new ones along the way.

I take pride in being one of the voices on NAPE's Executive Board of Directors and representing all of my Brothers, Sisters and Comrades in Region 3, 4 and 9.

In the past two years I have had the opportunity of serving on various committees. I currently serve as Chairperson of the Step-Up Award Committee, and I thoroughly enjoy the position as volunteer work has been a part of my life for decades. It is truly great to read through the applications and see how the members of NAPE are showing what it truly means to be community. The Committee includes a commendable team of NAPE members from across the Province of Newfoundland and Labrador.

I also serve on the Fundraising Committee, benefiting such causes as Kid's Eat Smart, Daffodil Place, the forest fire relief efforts in Central, as well as dealing with the fall-out from Hurricane Fiona on the West Coast.

Over the past two years I have had the privilege of representing NAPE at the NLFL Convention and the NUPGE Convention in St. John's where Brother Bert Blundon was successfully elected President of our National Union.

I attended the NUPGE Convention in Montreal in May, as well as the CLC Convention via Zoom. All of these aforementioned were successful and necessary, but what I consider the most beneficial was getting out and meeting my fellow NAPE members via the numerous Town Hall meetings and Annual General Meetings in Regions 3, 4, and 9 and standing in solidarity with striking members of NAPE and some of our sister Unions.

Since being elected four years ago as Region 3 Board Member I have strived to support and advise my fellow members to the absolute best of my abilities. When entrusted with the opportunity to step up as your Central Vice President, I was up for the challenge and grateful for the chance to serve our members on a larger scale. From members I am in direct contact with daily, to supporting those even well beyond my area, if they sought my advice and entrusted me with their concerns and worries, I did my best to serve them. I have arranged numerous Annual General Meetings and have helped revive some Locals that were struggling to meet since COVID.

None of this would have been possible if it weren't for the outstanding Staff at our NAPE Offices. They put in countless hours, oftentimes seven days a week. It has been a sincere pleasure serving under the renowned leadership of President Jerry Earle and

Secretary/Treasurer Trevor King. I would also like to personally acknowledge the support of Sonya Hickey (Central Area Board Member), David Hillier (Region 3 Board Member), Brittany Landry (Region 4 Board Member), Wade Kelly (Region 9 Board Member), Wayde Thompson (MOS Component Board Member), Roger Keel (GS Component Board Member) and Megan Wade (General Vice President). With the knowledge and dedication this team has, Central area has been well represented within our great Union. So, thank you for your dedication to all of us here including myself, and for giving us the opportunity to serve you on the Board of NAPE.

We, the members, are the Union. Meeting with members and connecting with my Region was an absolute pleasure. Forming these various connections and having you place your trust in me as I transitioned into this role will not be forgotten.

I will be seeking re-election as it has been the most rewarding experience, serving and working with all of you for the past four years. I humbly ask for your continued support in moving our Union forward.

Enjoy the Convention,

In solidarity,

Dwayne King
CENTRAL VICE PRESIDENT

**REPORT OF THE WESTERN VICE PRESIDENT
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

I'm writing my report today as your Western Vice President of NAPE, although at the last Biennial I was elected the Western Area Board Member. I was also elected as the alternate for Western Vice President. Therefore, when Brother Danny Quilty retired, I moved into this position.

After the last Biennial in October 2021, as an Area Board member I was automatically on the Women's Committee. We began planning for the next Conference, which was held in May 2022. The Conference was held at The Wilds on Salmonier Line. It began with a Paint Night, hosted by Clay Cafe Avalon. There are some artists within our NAPE membership, including Jerry and Trevor, who joined us for paint night. We had great speakers such as the Torngat Mountains MHA Lela Evans, Status of Women representative Tania Heath and President from Women of Hope, Fatima Mansaray. First Light NL was there and administered Indigenous Culture Diversity Training. The training was eye opening and enjoyed by all. Kelly Codner was there from the Canadian Labour Congress and was also our Athena Award recipient for 2022. Last but certainly not least, Mary Shortall, who was then the President of Newfoundland and Labrador Federation of Labour, was our Keynote Speaker. The Dinner and Dance was lots of fun, everyone got to relax and got to know each other and lasting friendships were formed. We ended off the Conference with a workout with Gill Whelan from Whelen Wellness. It was a great workout and even though everyone was tired and sweaty, they had smiles on their faces.

In addition to my role as Western Vice President, I also serve as the 1st Vice President of the Labrador West District Labour Council (DLC). Our Council supports the Status of Women with the Red Dress Walk and Take Back the Night. I participated in this event. We also organize and host Labour Day Family BBQ and Game Day. Last year we served over 400 people and this year we served over 500. It's a great family day with games and prizes. The kids loved it. In April our DLC hosts the Day of Mourning. This included the laying of the wreaths, a slideshow of our fallen comrades, and prayers followed by lunch. I am heading to training with the Canadian Labour Congress through the District Labour Council in September.

Myself and 19 NAPE sisters attended the International Women's Day dinner here in Labrador West that is hosted by the Status of Women. Our Mayor, Belinda Adams, spoke to us about the struggles of working 30 years in a male dominated career at the local mine. She spoke about how much better it has gotten for women working in the mine but still so much more work to be done. Another speaker was a local student, Leah Patterson, who is one of the founders of the "Be Kind Project" in Labrador West. She has spoken to children in our schools about bullying and ways they can "be kind" and help other kids that are being bullied. She is a remarkable young lady and I'm sure she'll continue to do great things.

Alongside other NAPE members, I took part in the Pride Parade. Pride Week is filled with many family oriented events starting with the raising of the flag and ending with the

parade. There was a story time for the children at the local library, where they learned about our 2SLGBTQAI+ community.

Lastly, our NAPE Western team has been working hard to schedule and complete Local Annual General Meetings. Region 1 Member - Glenda Wall, Region 2 Member - Joanne Kavanagh, Home Care Component Member - Kevin Hynes, Education Component Member - Neil Cornect, Faculty Component Member – Debbie Hawes and Western Area Member - Crystal Foote-Green. These people, along with myself, have put in many hours organizing and conducting local AGMs. I want to thank them for everything they do as a Board member for this Union. I know they will continue to put in the time to help their fellow members.

We have come so far in the last two years and I will be re-offering for Western Vice President at this Biennial. I also hope that you will support me so I can continue to work for better things to come in the next two years.

Yours in unionism,

Wendy Payne
WESTERN VICE PRESIDENT

**REPORT OF THE EASTERN AREA BOARD MEMBER
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Welcome Delegates,

My name is Kim Ennis, and it is my pleasure to present my report of this past two years serving as your Eastern Area Board Member. As you all may remember, our last Convention was a virtual Convention as we were still in the midst of COVID-19. Thankfully this year we're all back together again in unionism to show our support at our 25th Biennial Convention.

As an Area Board Member, I sat on the NAPE's Women's Committee. In which we held two amazing, educational, & inspiring Women's Conventions at The Wild's on Salmonier Line. Those who attended know how empowering and uplifting these experiences were. It was exciting to see so many new faces come together, lift each other up and discuss issues relevant to women in the labour movement.

Below is a summary of activities that I have been involved in since being elected two years ago:

- 2022 Women's Conference - The Wilds Resort
- 2022 Pride Parade – St John's
- 2022 Bread and Roses Luncheon – St John's
- 2022 Step up Awards – Gander
- 2022 Local Meetings – Held elections
- 2022 Numerous Rally's with the NL Federation of Labour
- 2023 NUPGE Women's Conference - Toronto Ontario
- 2023 Step Up Awards – St John's
- 2023 Women's Conference – The Wild's Resort
- 2023 Bread and Roses Meet and Greet – NAPE Office, St. John's
- 2023 Kids Eat Smart Telethon
- 2023 Town Hall Meetings
 - Mt Pearl
 - St. John's
- 2023 Local Annual General Meeting – Held elections
- 2023 Labour Day Celebrations (District Labour Council) – St. John's

As a part of the Eastern Area Board member position, I have also attended many Board meetings to discuss business of the Union and more importantly, issues that are affecting our 25,000+ members. Now that I have my feet wet, I feel I have so much more to offer and will be seeking your support once again as I put myself forward as your Eastern Area Board Member.

In Solidarity,

Kim Ennis
EASTERN AREA BOARD MEMBER

**REPORT OF THE CENTRAL AREA BOARD MEMBER
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Sisters, Brothers and Comrades,

Welcome to NAPE's 25th Biennial Convention. I'm sure you will enjoy and learn much about our Union over the next few days. It has been a great pleasure to serve you as Central Area Board Member.

Below is a summary of activities that I have been involved in since being re-elected at our last Biennial Convention:

2022/2023 NAPE Women's Conferences

May 2022 – Women's Conference

The annual conference took place at Wild's resort on May 26 – 28. This conference was the first in person conference since Covid 19 which made it even more special for the ladies in attendance. Congratulations to Kelly Codner on receiving the Athena Award 2022. The feedback was positive, and planning began for the following year. A big thank you to all NAPE Staff who helped us make this conference a success.

Sessions included; Indigenous Cultural Diversity Training – First Light NL; Fatima Mansary – President, Women of Hope international; Empowering Them E-Course Information – Tania Health, St. John's Status of Women Council; Lala Evans – MHA, Torngat Mountains; Gill Whelen – Owner, Whelan Wellness

For more details, please refer to the Women's Committee Report.

May 2023- Women's Conference

The annual conference took place at Wild's Resort on May 25-27. For this conference NAPE offered time-off/wage loss for those who attended the conference. This was the first time this was offered. Thanks to NAPE's commitment to making sure women have every opportunity to be involved in continued education regarding Women's Issues. Again, a big thank you to all NAPE Staff who helped us make this conference a success.

Sessions included: 9-panel with Jessical and Atlantic Province Presidents; Period Poverty Presentation; Devicka Pandey, Canadian Centre for Diversity and Inclusion, Feminism and Diversity; Country Rowsell-Wellness Speaker; Courtney Clarke – Equal Voice NL.

I was unable to attend this conference due to work commitments, however I was involved in the planning phase.

For more details, please refer to the Women's Committee Report.

International Women's Day Gala 2023 - March 2023

The Committee sponsored 10 tickets for NAPE women to attend the International Women's Day Dinner held in Grand Falls-Windsor. It was the first event held since Covid. I had the pleasure of attending, along with my NAPE sisters from different Components in the Grand Falls-Windsor area. I thank NAPE for their commitment in making sure NAPE women are represented at such events.

NAPE Step-Up Awards Committee

The NAPE Step-Up Awards were created to recognize NAPE members who are stepping up as volunteers to make a difference. Some are union activists, while others give their time and energy to community groups. These awards provide an opportunity for our Union to recognize and applaud the efforts of NAPE members who give so freely of themselves to improve the lives of those around them. It has been an honor to have been elected to serve on this Committee. As a Committee member we are responsible for gathering all nomination forms, setting guidelines and the selection process. A big congratulations to this year's award nominees and recipients.

Attended Board Meetings, Women's Committee Meetings, Step-Up Awards Committee Meetings, Local Annual General Meetings and Town Hall meetings

Thankfully most meetings were held face-face this term and it was a pleasure to be able to discuss issues of our Union in the same room as opposed to virtually. It was also a pleasure attending local AGMs, meeting different Component members and new members as well.

It has been my pleasure to have represented you as Central Area Board Member. I thank you all for your continued support!!

In solidarity,

Sonya Hickey
CENTRAL AREA BOARD MEMBER

**REPORT OF THE WESTERN AREA BOARD MEMBER
TO THE 25th BIENNIAL CONVENTION
October 19, 20 & 21, 2023**

NAPE Members,

Welcome to the 25th Biennial Convention!

I'd like to once again take an opportunity to congratulate the previous Western Area Board Member, Wendy Payne, on her new role as Western Vice President. As a result of Wendy's move into her new role, a vacancy was created and I was elected as Western Area Board Member at the February 2023 Board of Directors' Meeting. Though it's only been eight months since I have been in the role of Western Area Board Member, I have been quite busy engaging with members and gathering the knowledge and skills to help me fulfill my role to the best of my abilities.

As part of my role as Western Area Board member, I also became a member of the NAPE Women's Committee. As part of the Committee, I had the opportunity to help plan, organize and attend the Women's Conference at the Wilds in May 2023. I also had the opportunity to attend the Bread & Roses Dinner on International Women's Day, along with 10 other women and NAPE members in the area. We enjoyed a lovely meal, beautiful poetry readings, excellent music and the wonderful company of so many others who were there to celebrate International Women's Day. I have also become a volunteer at the Corner Brook Status of Women Council for the SARA project: Sexual Assault Response & Advocacy. Volunteers provide support and accompany survivors to services such as police, hospital or CSSD. I look forward to participating in the "Take Back the Night March" being held in Corner Brook later this month.

I have attended two Board of Directors meetings – May 2023 in St. John's & August 2023 in Steady Brook. I have been engaged with members in various Locals throughout the region to assist with the election of officers at their Annual General Meetings. I look forward to attending the Town Hall meetings scheduled for the Western region later this month. I'm excited to attend this year's Biennial to meet many of you, and to have the opportunity to come together to discuss the strategy for the Unions' efforts over the next two years.

I will continue to learn about NAPE's constitution, regulations, and policies and would be grateful for the opportunity to be nominated and elected to continue in my current role as Western Area Board Member.

Yours in Unionism,

Crystal Foote
WESTERN AREA BOARD MEMBER

**REPORT OF THE REGION 1 BOARD MEMBER
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Sisters, Brothers and Comrades:

I would like to welcome all delegates, observers, and special guests to the 25th Biennial Convention of the Newfoundland and Labrador Association of Public and Private Employees. To all first-time delegates, I hope you enjoy the Convention and take every opportunity to engage in the discussions and debate that will happen over the next three days.

During the last two years it has been my privilege to represent the West Coast members of NAPE as your Region 1 Board Member. Our Region members have faced significant challenges, staff shortages, illness in the workplace and acclimation to the new normal since the Pandemic. In September 2022, Hurricane Fiona hit our beautiful Southwest Coast, devastating several communities in its path. Our NAPE members were front and centre providing emergency supportive services even when some were dealing with their own devastation and loss. Through your commitment, resolve and resilience, you overcame many of these challenges and stand strong because of this. All should be very proud!

I would like to acknowledge the support received from NAPE Executive, Board of Directors and members from across the Province. Your kindness, compassion and generosity were greatly appreciated with all donations of clothing, food, and financial assistance provided to the communities affected.

During my tenure on the Board, I have been engaged on a daily basis with members throughout the Region. Challenging issues that have now been escalated to formal grievances have also been brought to the attention of the Executive and Board of Directors as my Region 1 responsibility, such as questions regarding contract language and OHS violations for unsafe working conditions. I have also brought forward concerns that have been expressed by members during my attendance at Local meetings. One significant issue that all Locals have had in common is the lack of membership interest, low attendance at meetings and difficulty filling Local Executive and Shop Steward positions. Some Locals have been close to collapsing due to lack of interest. However, with creative thinking to increase attendance, these Locals now have a full compliment of officers and are thriving.

As your Region 1 Board Member I have had the privilege to be elected as Chairperson of the Anti-Racism Committee. This Committee is relatively new and is committed to moving NAPE forward with initiatives to provide education and promote a discrimination free environment and equality for all. Thus far, the Committee has been successful in implementing an Anti-Racism and Discrimination Policy Statement that has been adopted

by NAPE to be imposed at all NAPE Functions. In June 2023, the Committee also participated in the production of an Anti-Racism video for NAPE. This video captured the views and personal experience of discrimination to underrepresented members within our Union and community. The video is scheduled to be released during the 2023 Biennial Convention.

In my capacity as Chairperson of the Anti-Racism Committee, I have also represented NAPE on our National Union (NUPGE's) Committee for Anti-Racism. Meetings have been held virtually and in person – December 2022, March 2023 and May 2023. It is evident that all Components are still experiencing racism and discrimination in their workplaces. This is unacceptable and we must continue to confront racism and discrimination head on and work toward a more inclusive society for all.

In May 2023, I attended the Canadian Labour Congress Convention as a delegate and took part in the Anti-Racism and Indigenous Forums. In forums such as this it gives us the opportunity to connect with other Components and capture valuable educational information and exposure that supports our Provincial Anti-Racism Committee initiatives.

Over the last two years as your Region 1 Board Member, I have also had the opportunity to participate in community and regional events. As a Union Activist attending International Women's Day (Bread and Roses), Day of Mourning, National Red Dress Day in support of Murdered and Missing Indigenous Women and Children, PRIDE events, District Labour Council, Labour Day activities and supporting striking members of PSAC and MUNFA on their picket lines in 2022 and 2023. I also attended my first NAPE Women's Conference in 2023. The Conference was well organized and offered fun, education on a number of issues and provided the opportunity to connect with some wonderful activists from every region.

I would like to thank our Staff, Executive and Board of Directors for the work that is done on behalf of the membership every day. The unwavering commitment and support for NAPE members does not go unnoticed. Special thanks to the Western Board members and Staff, Wendy, Crystal, Kevin, Neil, Joanne, Andy, Will and Sherry.

As a long-standing NAPE member and Western Region Vice President, Region 1 Board Member, Local Officer and Shop Steward it is important to acknowledge the contributions made by brother Danny Quilty. Our Region has been steadily represented by strong Union Activists such as Brother Quilty. It gives me great pleasure to wish Brother Quilty all the best in his retirement.

I respectfully ask for your support as I wish to continue as Region 1 Board Member, and I will be reoffering myself for this position. I will assure you that all concerns brought to my attention will be advocated in fairness, equality and respectfully during the NAPE Board of Directors meetings.

In closing, I am very proud to say the as the Region 1 Board Member I have represented the members in this Region to my fullest capacity and will continue to do so given the opportunity.

Working together makes us stronger!

In Unionism,

Glenda Wall
REGION 1 BOARD MEMBER

**REPORT OF THE REGION 2 BOARD MEMBER
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Sisters, Brothers and Comrades:

I would like to take this opportunity to welcome all delegates, observers and special guests to NAPE's 25th Biennial Convention.

Two years ago, I was elected as Region 2 Board Member for Labrador. It has been very challenging, but I feel a great sense of accomplishment in what we were able to achieve.

Below are a few highlights:

- Assisted a local in restoring a full executive through an AGM. This particular Local went three years without an AGM but now have a full Executive in place.
- Travelled to Nain, Labrador to reestablish General Service Local 2102. The Local was reconstructed after a five year period of inactivity.
- Reorganized General Service Local 2101 membership list in Happy Valley/Goose Bay. Twenty-three members were transferred to another Local.
- Travelled to Southern Labrador to conduct Local elections.
- Attended and ran elections for several Locals in Happy Valley/Goose Bay.
- During my term, I have twice attended the NAPE Women's Conference (1 at the Wild's in Salmonier and 1 virtual). In my tenure, I have also served as a member of the Step-Up Awards Committee and attended the awards ceremony.

The following are a few community events I have attended or volunteered for:

- Indigenous Day at the Labrador Friendship Center
- Innu Gathering at Gull Island
- Town of HVGB Christmas Tree Lighting Ceremony
- Terry Fox Run
- Power-lifting Competition at our local gym in Happy Valley/Goose Bay

In Closing, I would like to extend a sincere thank you to NAPE's Executive, Board of Directors, Staff and all the Local Officers. The past two years have been a rewarding experience and I have enjoyed working with you all.

I offer myself to the Region 2 members, it has been a privilege to work on your behalf. I will be seeking re-election to this position and appreciate your continued support.

In Solidarity,

Joanne Kavanagh
REGION 2 BOARD MEMBER

**REPORT OF THE REGION 3 BOARD MEMBER
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

I am delighted to present my report to the NAPE 2023 Biennial Convention. It has been my utmost honour and privilege to serve as the Region 3 Board Member since August of 2022. It has been a busy year filled with meetings, advocacy activities, and most importantly meeting with and listening to the concerns of the membership.

During the past 14 months I had the distinct privilege of marching in both the 2022 and 2023 Labour Day Parades in Grand Falls-Windsor. It was my great honour to participate in and contribute to this long running community tradition, which proudly celebrates the accomplishments of organized labour, and shows the strength of the labour movement in our Province. In the lead up to the 2023 event I was a member of the organising committee, and we saw one of the best attended parades in the past 20 years.

In April 2023 I also helped organize and plan a wreath laying ceremony to commemorate the Day of Mourning for Injured Workers at the monument site in Grand Falls-Windsor. This important event had sadly fallen by the wayside during the Covid-19 Pandemic and had not occurred for several years. It was a great honour to be a part of the team that helped return this solemn event to a place of prominence in the community as it stands as a stark reminder of the ongoing struggle for safer workplaces.

Throughout the year, I attended several of NAPE's regional Town Halls and attended many Local meetings. These gatherings provided a valuable platform for me to interact directly with our members, hear their concerns, and engage in meaningful discussions about the issues affecting their daily lives. It was an opportunity to ensure their voices were heard at all levels of our Union. It is in making these personal connections with members where I find the most reward in this role.

While the above report is of my personal activities, it is through our collaborative efforts that all these events are possible, and nothing gets done without the contributions of countless individuals. To all of you who have helped me in this past term, thank you. I would however like to offer a special thanks to a few of those individuals who have gone out of their way to assist me. First I would like to thank Central Vice President Dwayne King, Central Area Board Member Sonya Hickey, and MOS Component Board Member Wade Thompson, all of whom provided invaluable support and guidance to me as a new Board Member. I would also like to thank Secretary/Treasurer Trevor King who has always been willing to support my outreach activities within the region. And finally, I would like to offer my sincerest thanks to our President Jerry Earle for all the work that he does on behalf of so many workers and their families, but in particular for putting up with my occasional bellicose and obstinate nature around the Board table.

Solidarity,

David Hillier
REGION 3 BOARD MEMBER

**REPORT OF THE REGION 4 BOARD MEMBER
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Hello to the Delegates and Members of our Union,

I have had the honour to serve as your Board Member over the past fourteen months and believe that we have achieved many things through our work for this Union. We have continued to learn, and pivot while navigating the post global pandemic times and have been able to face those challenges head on while completing the imperative work of NAPE.

Over the past year, I have had many opportunities to meet with Region 4 Locals and have been fortunate enough to attend their Annual General Meetings. As we have continued to learn how to best operate, whether it be in person, online or in a hybrid fashion, I continually saw what passion each of you has for our Union as we continue to learn what works best to keep us all regularly engaged, as safely as possible.

As I continue to learn and grow, I can confidently say being active in our Union has shaped my understanding of the issues Canadians are currently facing. Being part of the work of NAPE has been rewarding and I encourage you all to be active in our Union whenever possible. We have the unique opportunity to work together as a united front on so many of the challenges our Union members face every day.

In Unionism,

Brittany Landry
REGION 4 BOARD MEMBER

**REPORT OF THE REGION 5 BOARD MEMBER
TO THE BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Brothers, Sisters, Comrades

Welcome to the 25th Biennial Convention of the Newfoundland Labrador Association of Public and Private Employees. I hope you find the next three days to be informative and enjoyable. There will be many important issues to debate and discuss. If you have any questions, please do not hesitate to ask. To all first time delegates, I hope you enjoy taking part in the discussion and debate which will provide direction for our great Union NAPE for the next two years.

It has been my great pleasure to represent you and work with your Local Executives in Region 5 for the past 10+ years. If concerns were brought to my attention, I ensured there received the attention of NAPE as well any questions were answered. More than that, it has been my pleasure working and meeting with you. The most rewarding part is attending the Local meetings to meet with you, hear your concerns and to get to know the issues that you face every day. Any Local meetings, events or socials I was invited to I did my best to attend and bring greetings from NAPE.

During the past five terms as Region 5 Board Member, I have worked with Locals to update, and in some cases, draft and adopt By-Laws, assisted with financial reports and other Local issues as they were brought forward. I also assisted in organizing and holding various demonstrations within our Region.

This term I was very pleased to assist a brand new Local to set up and elect an Executive. The third Private Sector Local in Region 5 - Local 5003, Bay Roberts Retirement Center.

Once again, I was elected by the Board of Directors to Chair NAPE's Legislation Committee. This term the Committee made recommendations on replacement workers (Anti-Scab) legislation, as well the Committee was asked to look into the recently passed Essential Ambulance Services Act (Bill14.3), to see if it aligns with the Saskatchewan Supreme Court ruling an essential services, which for the most part it does. Still on our agenda are Violence in the Workplace and Workplace Mental Injury.

I was also elected by the Board of Directors to sit on NAPE's Negotiating Team which successfully negotiated the NAPE Staff Collective Agreement. I found this to be very rewarding and a great learning experience.

In closing, I want to thank you for allowing me to be your representative on NAPE's Board of Directors for the past 10+ years. Meeting you and working on your behalf has been my privilege and over the course of this Convention I will once again be asking for the privilege to serve as your Region 5 Board Member for the next term. I look forward to meeting and talking with you over the next few days about your issues and concerns and look forward to a great Convention.

Yours In Unionism,

Steven Roach
REGION 5 BOARD MEMBER

**REPORT OF THE REGION 6 BOARD MEMBER
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Good day fellow delegates,

It is hard to believe that two years have passed again. First and foremost, I would like to thank all the Region 6 members for once again trusting me as your Board representative. With the Pandemic behind us I have had the absolute pleasure of meeting with most of you in person. To experience your passion for unionism has been an uplifting experience. Members of Region 6, like all of our members, work 24 hours a day, 365 days a year, providing essential services to the people of our great Province. Bravo!

It has been my job as your representative to, not only bring your issues to the Board of Directors, but to make sure that pertinent information comes back to Locals and members alike. Certainly, this is not without its challenges, and I have learned more from you all than I ever thought possible. Unfortunately, it is impossible to meet with everyone even in a two year term.

That is why we work as a team on the Board to try and get through all the Annual General Meetings and election of Officers for your Locals. Even though I personally have seen some wonderful people and watched their Union pride in action, we still struggle with member engagement. This issue has been my platform since the beginning and I must say it's inspirational to see how inventive Locals can be to entice members to get involved. After all we are only as strong as members.

At the end of the day there is an understanding that at some workplaces members rarely get to see each other, like Home Care for example. This creates a unique situation for those Locals, Our leadership are fundamentally aware of this current issue and we have been hard are work to try and resolve it.

Once again, please accept my appreciation for your support and for all the amazing work you do day in and day out for the people of Newfoundland and Labrador.

In Unionism,

Jamie Meadus
REGION 6 BOARD MEMBER

**REPORT OF THE REGION 7 BOARD MEMBER
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Sisters, Brothers, Comrades and They in Solidarity,

Welcome delegates, observers, staff, and guests to the 25th Biennial Convention of the Newfoundland and Labrador Association of Public and Private Employees.

2021-2023 has certainly been busy and exciting as we transitioned from the pandemic to activism as we remember and know it for the Union activists of NAPE.

Manoeuvring through the pandemic, returning to the workplace, work from home arrangements, focusing on one's mental health and the health of others, taking care of family, and developing coping mechanisms, all while getting back to a degree of living life that is comfortable; we should all be PROUD of OURSELVES, of OUR UNION and of OUR MEMBERS. Be humbled by all the good that has been done as a community of activists, families, and friends. Accept the compliments, acknowledgements and credit wholeheartedly for a better tomorrow.

Congratulations to President Jerry Earle and Secretary/Treasurer Trevor King for maintaining a steadfast and strong united front against all employers in the face of adversity.

This show of solidarity by all members of NAPE is seen and heard by governments, municipalities, and private sector and done effectively to aid us to where our Union movement is today.

We should not forget the collective bargaining negotiations, demonstrations, the rallies, the strikes, and difficult conversations that took place over the last two years on behalf of the members within Region 7. These conversations were for the betterment of all NAPE members. When we stand for one, we stand for all in the fight for union activism and solidarity.

However, attempting to maintain strength in our Union starts with the Local Officers and the rank-and-file members of Components. This is a continued effort to maintain membership strength and interest. All members are encouraged to become more engaged to remain strong in the eyes of onlookers and the importance of signing a Union card.

In Region 7, there are some 50+ Locals. Prior to the deadline for delegates to this Convention, Region 7 has proudly demonstrated comradery, determination, solidarity, and a strong movement of Union activists to secure as many delegates as possible for the Region. As the elected representative, I keep track of the information as it becomes available and over 80% of the Region have had their Local Biennial elections conducted. This speaks volumes for the potential delegates to represent Region 7 at this Convention. Be loud! and proud! of your Region.

I have also had the opportunity and dedication as your Region 7 Board Member and delegate representative to attend the Newfoundland and Labrador Federation of Labour Convention in November 2022 and the Canadian Labour Congress Convention in May, 2023. Let's not forget that NAPE was given the honor to be the provincial host to our National Union - NUPGE's Convention in June 2022. Again, Region 7 was proudly represented with delegates from all facets of Components within the membership; private sector, core government, uniformed services, and seniors' facilities (private and government operated).

“WE ARE UNION”

We know our Rights, Know Who we Are, and We Stand Solid in Solidarity

Negotiations took place for several expired or extended Collective Agreements, and diligent negotiations took place with employers. It was our duty to maintain solidarity and strength. Standing strong for stronger language, benefit updates and collectively working for our future includes fighting for our youth; they are our future!

Components in the Region stood fast and refused to accept their negotiated contracts based on issues they were determined to uphold for their Component's members. It was inspirational to be witness to this determination set forth by NAPE members. This refusal was not just for members in Region 7 but for members effected across the Province. Held fast in their solidarity with the employer keeps our unionism strong. Congratulations to all those who maintained unity in the eyes of adversity.

The strength of a Union starts with a solid foundation to build on and create unity. It is also imperative to endure good communication with Local Officers, Rank and File Members, Membership Servicing Officers, Labour Relation Specialists/Officers, and your NAPE Board Representatives.

Since the 2021 Biennial swearing in of the NAPE Board of Directors, there has been a lot of changes. As the Region 7 representative, those within the Region wish to welcome you and your every success in maintaining your representation as we move forward to the 2023 Biennial elections of Region representatives. Keep in mind that Component Board representatives are elected at their Component Conventions, coming soon!

On behalf of the membership for Region 7, I would like to congratulate and thank all of those who have served from the Local Executive levels and the Board of Director positions:

- Sister Arlene Sedlickas, who served in the Executive position of General Vice President for 20 plus years. The General Vice President is an affirmative action position and Chair to the Women's Committee. The success of the Women's Conference is largely due to the efforts and dedication of Sister Sedlickas and the affirmative action positions of Area Board Members. The decision not to

seek re-election was done with grace and confidence because of the foundation that had been established to ensure women are sustained strongly within the Union movement and within NAPE. Wishing Sister Sedlickas the best in her future endeavours.

- Brother Antonius Kelly, Component Board Member – General Service. Brother Kelly served as a long-time member with Department of Digital Government and Service NL in the St. John's area. Brother Kelly stepped away from his Component Board Member position in May 2023 and retired from his government position as Health Inspector after 40 years of service as a public servant. We wish you the best of luck in your continued efforts for good within the community and steadfast within the Union movement. We are sure to see Brother Kelly remaining active in the community and unionism. It's in his core and we should all be proud and lead by example to his selflessness to the union movement. Congratulations on your retirement and wishing Brother Kelly all the best to his future endeavours.

As Region 7 Board Member it has been a privilege and honor to represent and work with your Local Executives for the 2021-2023 term of office. It's welcoming to feel the trust and faith in my ability and knowledge, and to represent such a large and vastly growing portion of the membership on the Avalon region.

In closing, I wish to thank our NAPE leadership and Staff for their diligent work they do on behalf of the 25,000 plus membership. Thank you to NAPE Executive and NAPE Board of Directors for remaining in solidarity with the vastly changing times. The Board of Directors' main priority was to the membership and our Union; this was an accomplishment.

Mostly, thank you to the Public and Private Sector members within Region 7. The opportunity to meet new members, develop relationships, encouraging those to get involved, provide clarification why the Union movement is important and working together for the greater good of what "Union" means, has been truly a humbling experience. Thank you for your strength and solidarity as we navigate together what lies ahead for a stronger future for all.
Enjoy the 25th NAPE Biennial Convention.

Be UNION Proud as NAPE

It's been my pleasure to represent NAPE Region 7 members.

In Solidarity,

Lisa J. Williams
REGION 7 BOARD MEMBER

**REPORT OF THE REGION 9 BOARD MEMBER
TO THE 25th BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

NAPE delegates:

I would like to welcome you all to the 25th Biennial Convention of NAPE.

Over the past two years I have visited the Locals in Region 9, and it has been a very challenging and rewarding experience for me as your Board Member. I have heard your concerns and voiced them by doing my best to solve them at both the Local and Board levels. Whenever you had a problem and called on me, I have responded in reaching these people who were responsible and in turn met with the Local to resolve them, and would conclude them with a follow-up to ensure satisfaction to all involved.

I feel that during my term in office I have expressed your issues and concerns and I feel that I have had a good relationship with all of the Local Union members in Region 9.

I would like to thank the Executive and the Board for their help over the past two years. Also, the Staff of NAPE have been a great help to me at all times. Your guidance is truly appreciated.

I will not be seeking re-election as Region 9 Board Member at this Biennial. I will miss you, my Union friends. I have mixed feelings about leaving, but exciting about retiring and the next path in my life.

I hope you all have a fantastic time at the Biennial Convention, but most of all enjoy and God bless!

In Unionism,

Wade Kelly
REGION 9 BOARD MEMBER

**REPORT OF CONSTITUTION COMMITTEE
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

The Constitution Committee was established after the 2021 Biennial Convention at the first Board of Directors meeting following the Convention. Over the past two years the Committee was given two major tasks:

1. To review the Sample-By-Laws in the Appendix B to ensure the articles did not conflict with the constitution.
2. To review the constitution and flag any language that needed to be updated but would not change the intent of the original articles.

The Committee met twice to review these issues and submitted suggestions to the Board of Directors. There are resolutions coming from the Board of Directors at this Biennial Convention to resolve any issues identified by the Committee.

It has been an honour to have chaired the Constitution Committee and I have had the privilege to work with a very knowledgeable and committed group of individuals. I want to thank all the Committee members for their contribution. The Committee would like to also acknowledge to the excellent guidance provided to them by our Staff Advisor, David Healey.

The Constitution Committee's work is never finished. Our suggestion to the next Committee Chair is to establish a term of reference for the Committee and review what constitutional updates have been made over the past two or three Conventions and identify if there are other items that may need to be looked at.

Respectfully submitted,

Debbie Hawes
CHAIRPERSON – CONSTITUTION COMMITTEE
On behalf of Committee Members:

David Hillier, Board Member
Chris Simms, Local 7701
Marylyn Murphy, Local 1104
April Newhook, Local 6207
David Healey, Staff Advisor

**REPORT OF THE EDUCATION COMMITTEE
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Greetings Delegates,

Over the past two years your Education Committee has been hard at work, and I have to give credit to our Committee as a whole for their continued efforts in educating our members, whether through Local Officers training, Bursaries, Scholarships, Shop Steward training, and of course our annual Labour School. Their dedication and hard work are a testament to the ever-evolving needs of our NAPE members. Of course, this would not have been possible without the full support of our Board of Directors who have embraced the changes implemented by the Education Committee to better serve our membership. As a Committee we would like to send out a HUGE thank you to all of NAPE's Staff who have helped us over the past two years. With a special thank you to Keith Dunne, Maria Glavine, Gail Quinlan, Ettie Bursey, Shannon Hickey and Chauntel Smith, whom without your expertise and guidance, none of this would even be possible. We would be remiss not to mention the efforts and support of our current leaders, Jerry Earle and Trevor King - they have always said that education was paramount to our organization and that statement certainly holds weight today.

NAPE maintains a proud tradition of supporting education throughout our entire membership which included Local Officers, Shop Stewards, and rank and file members. Our member Bursary Program and our NAPE Scholarships are just two examples of how NAPE continues to support our members and their families. Bursaries alone send \$11,850.00 a year to eligible candidates to help offset education costs, add to that the nine Regional Scholarships, ten At-Large Scholarships and our four Memorial Scholarships which the winners are listed below:

- **The Emmanuel Strickland Scholarship**
 - *Winner - Gracie Gambin (Parent/Guardian: Lisa Gambin 5209)*
- **The Max Dyke Scholarship**
 - *Winner - Riley Porter-LeDrew (Parent/Guardian: Amanda LeDrew 6207)*
- **The William Browne Scholarship**
 - *Winner - Teagan Dwyer (Parent/Guardian: Paul Dwyer 1104)*
- **The Paul Foley Scholarship**
 - *Winner - Liam Stringer (Parent/Guardian: Lee Stringer 9301)*

NAPE commits a total of \$25,000 annually to support the education of our members which is over and above the cost of Labour School, The Women's and Young Worker's Conferences.

A total of four Local Officers training sessions were held in the past two years. Last Fall saw traveling across the Island starting in St. John's, Gander and finishing up in Corner Brook. Our most recent Local Officers Training was held in St. John's on June 15th & 16th at the Sheraton Hotel, and although we only had the opportunity to hold one Local Officer training session this year, it was opened to the entire Province and we held our

largest training session to date for NAPE with over 140 participants, and in fact, we had approximately 160 participants in the three sessions last Fall. From what I witnessed and the positive feedback we received, I'm proud to say that everyone did an amazing job.

Our NAPE Staff have also been busy as well, with a complement of Level 1 and 2 Shop Steward training seminars held this past fall September to November 2022 and Spring from May to June in Goose Bay, Corner Brook, Gander, and St John 's. Advanced Steward Seminars are tentatively scheduled for this Fall with dates to be determined.

Labour School has always held a special place in my heart and I'm sure I can say the same for all our Committee members. Our last two Labour Schools were held May 2022 and April 2023, both at The Wilds in Salmonier. There were many new faces at our Labour Schools which holds well for NAPE's future leaders. Labour School has always been one of the most solidarity building events on NAPE's calendar where members from all over the Province come together for a common learning goal. The comradery and unionism built in the classroom in four short days is nothing less than extraordinary!! Members start as strangers and leave as friends. Once again, the Staff at The Wild's went over and above to make our stay as enjoyable as possible.

The past two years we offered courses such as:

- ***“Advanced Steward Training”*** with Trevor King and Andy Parson
- ***“Collective Bargaining”*** with Jerry Earle and Jamie Meadus
- ***“Facing Management Effectively”*** with Ashley Carew and Grant Horan
- ***“Organizing Worker Power”*** with Nicol Baker and Krista Newell

I would like to give my sincere thanks to Nicole Baker for not only teaching ***Organizing Worker Power*** with Krista but for its development as well. This is just one example of the commitment of NAPE's members who volunteer for your Education Committee, BRAVO Nicole!! We were scheduled to have over 80 participants this year, but unfortunately, due to the Airport strike at the time, our members from Labrador were unable to attend. Not to worry, we have committed in making sure that these members will have the opportunity next year. We would like to thank all the participants who availed of the education opportunities offered by NAPE and encourage those who were not selected at this time to keep applying. You are the Future and Knowledge is Power.

Respectfully submitted,

Jamie Meadus
CHAIRPERSON – EDUCATION COMMITTEE

On behalf of Committee members;

Nicole Baker, Local 3603
Ashley Carew, Board Member
Krista Newell, Board Member
Kirk Wiseman, Local 1804
Andy Parsons, Staff Advisor

**REPORT OF THE HEALTH AND INSURANCE COMMITTEE
TO THE 25TH BIENNIAL COVENTION
OCTOBER 19, 20 & 21, 2023**

NAPE Members,

On behalf of the members of the NAPE Health and Insurance Committee, we would like to welcome you to NAPE's 25th Biennial Convention.

The NAPE Health and Insurance Committee is comprised of five members, whose Chairperson shall be from the Board of Directors and elected or appointed by the Provincial Board of Directors. Along with one other selected from NAPE's Board of Directors, three members from NAPE's general membership and a NAPE Staff advisor.

The Committee would like to acknowledge Brother Lorne Head who chaired the Committee at the beginning of the Committee's term. We wish him all the best in his retirement.

As we slowly came out of Covid 19 in 2022, the Committee was able to return to in person meetings with various stakeholders. These meetings gave the Committee members a chance to become familiar with the various insurance premiums available to our members. At the same time permitting the Committee to address any concerns our membership may have with regarding their premiums. The Committee met with the following stakeholders.

- Amercian Income Life Insurance (AIL) Representative, Randy Stockley
- Canada Life Representative, Lynette Pike
- Johnson Insurance Representative, Micheal Goodridge
- Representatives of Government, Manager of Group Insurance, Lisa Woodrow
- Director of HR Client Services Centre, Treasury Board, Jim Doody

In meetings with representatives of Government and Canada Life, the Committee stressed the frustration among our membership with regards to their insurance premiums. Members feel they are paying more for their plans and receiving less in return. One in particular is the lack of coverage in relation to diabetic medication and supplies.

One of the responses received was that the more a plan is used, the more it will cost to operate. One positive to outcome of this discussion was that with the increasing cost of implementing the program, it would be important and beneficial that all parties involved look at ways to try and curve the use of the program and improve the services available to all members in an effective manner.

Currently, Paula Schumph (NAPE Legal Counsel) and Frank Pittman (Membership Servicing Officer) serve on the Provincial Group Insurance Advisory Committee. They will continue to be our voices at the table with government in discussions relating to group insurance.

Members can now access a Summary of Government of Newfoundland and Labrador group insurance benefits at <https://www.gov.nl.ca/exec/tbs/working-with-us/employee-benefits>.

Members can also access their Government of Newfoundland and Labrador Health and Insurance Benefits policy through the Canada Life App or by visiting <https://www.canadalife.com>. Once registered, members can then login and obtain a summary of their coverage and balances regarding their policies.

Members having difficulty with insurance provider's agents getting back to them are asked to document all incidents and notify Client Services at Treasury Board, who will then do a follow up with Insurance Provider.

On April 1st of each year employers have the responsibility to send to each employee the renewal letter and summary of any changes to premiums between government and Insurance Provider.

The Committee met with AIL Representative, Randy Stockley, who gave the Committee an overview of the AIL program. At that time the Committee addressed issues our members were experiencing with AIL representatives. In January of 2023, NAPE made the decision to sever ties with AIL and is actively looking at alternate solutions.

On two occasions, Johnson's Insurance Representative, Micheal Goodridge, presented the Committee with an annual partnership report with regards to Home and Car Insurance programs. Positive remarks were received on both sides that provide and avail of the program.

Going forward, the Committee would like to see more conversations with government with relation to mental health issues facing our membership; etter insurance premiums which addresses the needs of our members, especially members living with diabetes. With the improvement of working conditions for our membership this would probably result in decreases in the use of one's premiums. All which are achievable when all parties communicate and work towards a common goal.

In closing we would like to thank all NAPE Staff for their support and guidance. It was truly appreciated. It has been a privilege as a Committee to bring your concerns to our Health and Insurance Providers.

In Solidarity,

Neil Cornect

CHAIRPERSON - HEALTH & INSURANCE COMMITTEE

On behalf of Committee Members:

Kimberly Normore, Local 1809

Tabetha Knight, Local 3603

Michelle Ried, Local 6206

Vina Gould, Staff Advisor

**REPORT OF THE LEGISLATION COMMITTEE
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Sisters, Brothers, Comrades,

On behalf of the Legislation Committee I would like to welcome you to the 25th Biennial Convention. I hope you find this Convention to be informative and helpful.

After a number of failed attempts, on February 24, 2023 the Legislation Committee met at NAPE office and discussed the new Essential Ambulance Services Act, Essential Services Act as it applies to The Public Service Collective Bargaining Act (PSCBA), and Anti-Scab Legislation.

As the current language on Essential Services in the PSCBA is archaic, we were tasked with proposing improvements to this piece of Legislation for NAPE and the Newfoundland and Labrador Federation of Labour to lobby our current Government to update. The Committee went through other Essential Services Legislation in other jurisdictions as well as Saskatchewan and the Supreme Court ruling out of Saskatchewan. The Committee found that the new Essential Services Ambulance Act could be modified to reflect the updates to the PSCBA with some additions from Saskatchewan and the Supreme Court ruling bringing it more in line with the practice that we currently follow and the Supreme Court ruling.

In looking into anti-scab legislation, only two Provinces in Canada have such legislation, Quebec and British Columbia. The legislation in Quebec was passed in 1978 and is somewhat lengthy and complicated. The Committee found that the British Columbia legislation passed in 1993 was less complicated and would be better suited to our Province, and recommended NAPE, along with the Newfoundland and Labrador Federation of Labour, lobby our current Government to implement similar legislation for our Province.

Still on the Committee's agenda are Violence in the Workplace and Workplace Mental Health, which we hope to meet to discuss prior to this Convention.

The Legislation Committee recognizes the efforts of the CLC and NLFL to raise the minimum wage to a living wage and recommends that NAPE continue to support them in this effort.

I would like to thank the Committee members for their service and dedication to this Committee and especially our Staff Advisor Paula Schumph whose knowledge and guidance was immeasurable.

Respectfully submitted,

Steven Roach
CHAIRPERSON - LEGISLATION COMMITTEE
On behalf of Committee Members:

David Hillier, Board of Directors
Mark Pritchett, Local 2103
Kimberly Normore, Local 1809
Penny Kennedy, Local 7803
Paula Schumph, Staff Advisor

**REPORT OF THE OH&S AND ENVIRONMENT COMMITTEE
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21 2023**

NAPE Members,

On behalf of the OH&S and Environment Committee, I welcome you to the 25th Biennial Convention.

Our Committee met for the first time on April 6 2023. During this meeting, we discussed our Committee's expectations and duties as it relates to Article XI of NAPE's Constitution and to OH&S and Environment. Possible suggestions for contract language for 2026 was discussed with a suggestion to collaborate with the Education Committee. Unfortunately, due to time constraints, the Committee was not able to meet further to discuss this action plan in detail.

As Chair, I attended the NUPGE Advisory Committee Environment Conference in October 2022. The theme of this conference was **Climate Justice: Workers Taking Action**. During this meeting, climate change was highlighted as a crisis and the importance of union activism for a sustainable economy was also discussed.

Indigenous Leadership in Climate Action was discussed at the ACE Conference. Indigenous People were the first protectors and stewards of our land. As Canada's colonialism is directly related to climate change, we must therefore include Indigenous leaders in any climate change action plan. Indigenous People have been negatively affected by climate change in many ways because of changes in the ecosystem, which has negatively affected their cultural way of life. I encourage the OH&S and Environment Committee to consider this when creating an action plan. As union activists, we must make it our commitment to raise awareness to this issue and to continue to make our collective voices heard and demand from government a sustainable climate action plan that includes the knowledge of our Indigenous People.

On behalf of our Committee, I would like to acknowledge the dedication and contribution of the previous Committee to worker safety the during COVID 19 pandemic. The Committee faced unprecedented workplace concerns from ergonomic safety in the home to workplace safety as workers gradually returned to the workplace.

I would also like to take this opportunity to acknowledge the dedication and commitment of Tony Kelly to this Committee and to our membership. In May 2023, Tony retired after 40 years of service and 36 years as a Shop Steward. We wish him well in his retirement.

Respectfully submitted in unionism,

Cynthia Thorne
CHAIRPERSON – OH&S AND ENVIRONMENT COMMITTEE

On behalf of Committee Members:

Jesse Miller, Local 9209
Mark Pritchett, Local 2103
Grant Horan, Staff Advisor

**REPORT OF THE PENSIONS COMMITTEE
TO THE 25th NAPE BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

NAPE Pension Committee met twice between Biennial Conventions for full day discussions. An overview of the previous workplan and to update the continual work in progress document that is a standing agenda for the new Committee to build upon. The workplan was revisited in each of the Committee meetings by the members to adjust, remove completed tasks and to include new task items.

Your Pensions Committee reviewed prior Committee minutes and identified remaining items that have been brought forward to continue in the Committee's efforts. Primary effort is to gather and provide information to NAPE members pertaining to pensions, the importance of options available, pension plans, and to provide the right contact; whether HR of the employer or Provident 10, to all who wish to retire without worry. This task was completed as a 2019 Biennial Convention brochure and anything outstanding on the work-in-progress list was tackled once the 2021 blended Biennial Convention convened. Covid was a period of manoeuvring and navigation for all to adjust. We are beyond that now phase in history and we should be excited about being able to meet in-person and have face-to-face conversations with other members, colleagues, and friends.

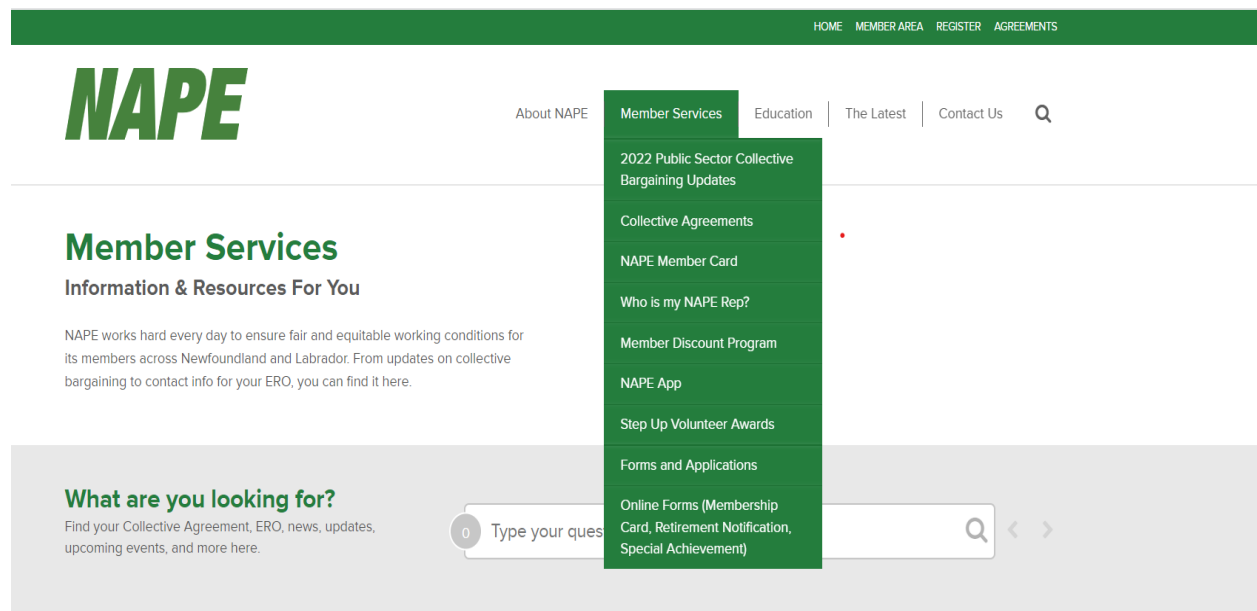
Of all the items that the Committee has strived to fulfil since the onset of my duties as Chairperson to this Committee, there are only two items remaining and discussions are still on-going for this work in progress list that was created in 2017. Largely in part to the dedication of your Pensions Committee members. The items are:

♣ Educational seminar/webinar

This was discussed and the Committee felt that it wasn't within the realm of Committee responsibilities because such platforms are offered by the employers and Provident 10. However, through a brainstorming session it was passed to create a Q&A on NAPE's main page under the Education tab dropdowns. It was discussed at the NAPE Board of Directors meeting for the Chairpersons of the Education and Pensions Committees to discuss and bring the idea back for further discussion.

- To do: The Chairpersons to discuss the ideas of the Pensions Committee relating to the NAPE Education dropdown tab for those who are contemplating retirement.

♣ Member Services – To add a Pensioners tab, separate from all other drop-down items.



The Committee sent an email for approval and a discussion was had at the NAPE Board of Directors level. Very favourable reception from all who participated in the discussion and a follow-up was requested to present to the communications division of NAPE.

- To do: update a template of what this web-link shall be viewed as for those members who visit the NAPE website. This visual is in the creative stag and shall be available to the NAPE Pensions Committee to present to the Communications division of NAPE soon.

The Pensions Committee was approved to participate in the Newfoundland and Labrador Public Sector Pensioner's Association (NPLSPA) Annual General Meeting on October 14, 2022. However, due to the short notice not all members were available and the Private Sector Committee Member, Rick Kieley, was in attendance. The session was very informative and engaging. We encourage all those who are contemplating or have retired to get involved. This Association is a province wide organization. Visit NL Pensioners Association (nlpspa.ca) should you wish to know more.

Your Committee members are always eager to attend conferences and webinars, where possible, to share the information in meeting discussions. Provident 10 videos, currently supported through YouTube, can be viewed in the ease of your own home. Visit the Provident 10 website anytime and should you wish to know more, please reach out to Provident 10.

Congratulations to the Pensions Committee. In November 2023 for the Newfoundland Federation of Labour Convention, resolutions were submitted for late consideration to the NAPE Board of Directors. The resolution was passed on Convention Floor to successfully advocate to amend the pension legislation to include a Cost of Living (COL) adjustment in all pension plans that are government regulated.

Your Pensions Committee members are committed to attending conferences and webinars where possible and to obtain valuable information concerning pensions. The information gathered by the Committee is reviewed to ensure there's a benefit for all NAPE members. The work plan is a work-in-progress. I would like to thank the current Pensions Committee members for their confidence and trust in me, as Chairperson since 2021, and to give recognition for their diligence and commitment to the membership through their Committee efforts.

In Solidarity,

Lisa J. Williams

CHAIRPERSON – PENSIONS COMMITTEE

On behalf of Committee Members:

Ralph Morris, Pensioners

Rick Kieley, Private Sector

Chris Simms, Uniformed

Tyler Eddy, Faculty

Sandra Hawco, HARRT

Chris Henley, Staff Advisor

**REPORT OF THE WOMEN'S COMMITTEE
TO THE 25TH BIENNIAL CONVENTION
OCTOBER 19, 20 & 21, 2023**

Your NAPE Women's Committee has been working tirelessly over the last two years to bring our members great representation and engaging events.

Our Conference held in 2022 was the first one back in person post pandemic. It was so invigorating to be back with other likeminded individuals. We, as the Committee, tried to incorporate a variety of speakers and educational sessions within both the 2022 and 2023 Conferences. We included training in indigenous culture, health and wellness, gender diversity, and diversity and inclusion.

Our Committee members have taken part in International Women's Day events in their respective areas of the Province. We try to sponsor tables at events in different areas for our members to attend.

The Women's Committee was fortunate to be able to attend the NUPGE (National Union of Public Employees) Women's Conference in Toronto, in February 2023. The women of our Committee participated with women from across the country in different seminars and got to engage with others on issues that affect us all, from coast to coast.

One of the focuses of our conferences is giving back to our communities. For the past two years we have asked members in attendance to bring along a hygiene item for donation. This has been an overwhelmingly huge success. These items, along with the 50/50 proceeds, have been donated to women's shelters, food banks, and community food pantry's around the Province. The response from the organizations has been met with gratitude and thanks, leaving us with the want to do more.

This year, you will notice that the Committee has put forth a resolution for menstrual products to be available in the washrooms at NAPE events. We hope we can count on your support, and if you have any questions please see one of our Committee members!

In Solidarity,

Meghan Wade
CHAIRPERSON – WOMEN'S COMMITTEE

On behalf of Committee Members:

Kim Ennis, Eastern Area Board Member
Sonya Hickey, Central Area Board Member
Crystal Foote-Green, Western Area Board Member
Dorothy Baker, Local 2853