



PROUD / UNITED / STRONG

SPRING 2018

THE COMMUNICATOR

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MESSAGE FROM THE PRESIDENT

On February 9, I was honoured to be acclaimed President of NAPE for a second term. I cannot overstate how much it means to me to have earned your trust to such an extent. I will work every day to fight for you, to advance our cause, and to make you proud. That is my commitment.

Some days are easier than others – of that, there is no doubt. But the good days are made great and the rough days are made easier knowing I have a team of dedicated union activists who have my back. So thank you for your support and words of encouragement over the past three years.

Three years ago, I ran for president on the idea that we are stronger together. That belief is at the heart of everything I do; of every decision I make.

Over the last year and a half, a significant portion of my time, effort, and energy was focused on public sector bargaining.

After months of getting nowhere, it became abundantly clear the previous Minister of Finance was not as committed to bargaining as she was saying in the media and to the public. Our teams were very frustrated by the lack of progress at the table.

Then a new Minister of Finance was announced, and a glimmer of hope appeared.

Just a few short months after a new Minister was named, we successfully negotiated an agreement – something

many feared could not be done. Recently, the current Minister publicly confirmed that his predecessor was indeed headed toward imposing a contract on NAPE's public sector members through legislation – something we had sensed, and something we knew had to be prevented for the sake of our members and our province.

In the end, after a difficult and often tense series of marathon rounds of negotiations, we were successful in reaching a tentative agreement. Given the economic situation of the province, it was the absolute best deal we could achieve for the membership. After four weeks of voting across the province, 88% voted to accept the tentative agreement.

We proved that when members, negotiating teams, union leaders, and staff work together – we are stronger.

That deal was not without its detractors – notably the president of the St. John's Board of Trade and the executive director of the Employers' Council – who took to the airways while we were holding our ratification votes to speak out against our deal. They actually suggested the provision in the contract that protects against layoffs solely for economic reasons would bankrupt the province! Their thoughtless fear-mongering was deeply hurtful to our members in the public sector.

Both the Employers' Council and the St. John's Board of Trade have been lobbying for years to have the public



JERRY EARLE - PRESIDENT

services you provide cut, your jobs slashed, your work privatized, and public service offices, facilities, schools, and services (in rural Newfoundland and Labrador, that is) shuttered.

Having both of these employers' groups come out against the tentative agreement will give you an indication of the quality of the deal your union was able to achieve.

Initially, we decided to let the voting process play out. But when they kept it up and began to trot out so-called 'experts' to continue to spread inaccuracies and fear-monger, I could be silent no longer.

I had enough.

I knew something had to be done to defend our members and the vital public services they deliver. At the same time, NAPE carries a lot of

responsibility as a union since it represents close to 30,000 households. A boycott at a time when the economy is fragile could hurt a lot of small businesses and our friends and neighbours who work for them. My reluctance to launch a boycott was reinforced when the calls started flooding in from members of the Board of Trade, saying they did not agree with the organization's leadership on this issue, and they valued your business.

We looked for a positive solution – a way for businesses to let NAPE members know they were valued. And the 'NAPE Members Welcome Here' campaign was born. All a business has to do is display the #NAPEwelcome decal. You can check out more info at www.NAPEwelcome.ca.

I guess it's only natural that I've been revisiting the commitments I made when you first elected me in 2015.

One of those commitments was to get out into communities to meet NAPE members in their workplaces. At more than 50 communities and 150 worksites, I still have a ways to go. I just got back from visits in Labrador, and I am already scheduling my next site visits, so stay tuned!

I also promised to listen to you, the members of NAPE.

Over the last couple of years, NAPE has asked members about the issues that matter to you, through things like a membership-wide survey and a telephone poll. This information

has been used to help your union make decisions that are truly in your best interests. This is an approach to member consultation I intend to continue.

I also committed to educating the public about the work NAPE members do. After two separate We Are Community campaigns as well as the Be Proud – Buy Local ads, I think we've made some real progress. I'm committed to continuing this work and to expanding it to other groups, starting with home care.

Speaking of home care, in April NAPE's home care members held their component convention in preparation for negotiations in the fall. NAPE currently represents close to 5,000 home care workers.

I committed to improving how NAPE communicates with its members. Rolling NAPE out on Facebook, and introducing the NAPE app were two positive steps, which have allowed us to provide regular updates to Local activists and members. But there's still lots to do. I can assure you I'll continue to listen to your feedback, with the goal always being continued improvement.

I also made a commitment to improve how NAPE delivers services to its members. We're changing the way we deliver services – something that hasn't been reviewed in decades – to ensure we move closer to meeting member expectations. These changes will take time and require some getting used to, but together we'll ensure better service for NAPE

members. There's more about that later in this publication.

As promised, we're increasing the amount of training we offer to shop stewards and other members, although there's plenty of work left to be done in this area. And we've launched education for all members – a member handbook and the NAPE Education at Work video series – to ensure you're familiar with NAPE and its services, and to ensure you know your rights!

In three short years, I am very proud of what we have been able to accomplish by working together. We've established a Young Workers' Committee so that this group of members – the future of our union and our province – has a strong voice. The NAPE Step-Up Awards, which recognize NAPE members who volunteer for their union, and for their communities. And the NAPE Advantage program, designed to help members save money – a program I'd really like to expand.

We have come a long way, and we're only just beginning!

As we prepare to face the challenges the next three years bring for our members and our province, I know we can continue to make real progress – together.

In solidarity,



Jerry

MESSAGE FROM THE SECRETARY TREASURER

Earlier this year, I had the privilege of being re-elected for another three-year term as your Secretary-Treasurer. Being re-elected by your peers is an extremely rewarding and humbling experience. Managing the financial resources of your union is not a responsibility I take lightly. Being elected for the fifth consecutive term as your Secretary-Treasurer gives me the confidence needed to allocate financial resources for the benefit of the entire membership.

Having a financial war chest is critically important in our continual fight to protect our wages and benefits and to fight back against government and employers who would attack our jobs, our communities, our public services, and our collective agreements. Having the financial resources to fund those and other important programs and initiatives without increasing union dues is my primary responsibility as your Secretary-Treasurer.

Last year we completed a round of public sector bargaining that many believed would result in substantial losses in our collective agreements. Government, led by then Finance Minister Cathy Bennett, was publicly calling for huge expenditure reductions at the expense of our members and their collective agreements. Nothing was off limits – including public service jobs. This approach was cheered on by the province's employer groups.

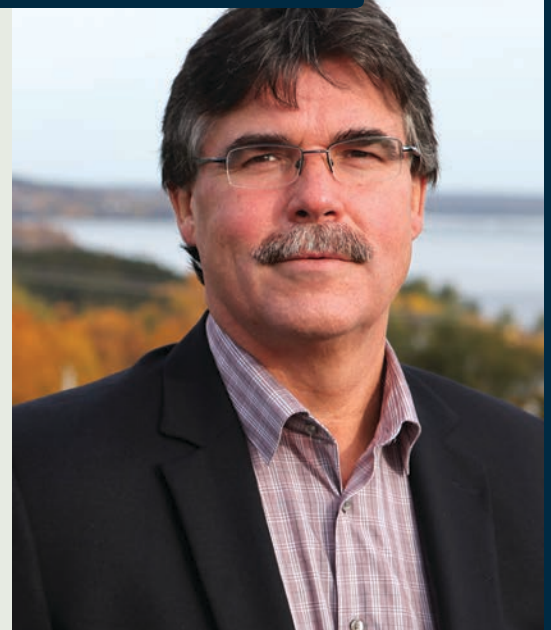
What government didn't bank on was your union's recognition of the need to organize our financial affairs and to save for the future. During the good years, we didn't spend excessively but instead prepared for an unfriendly government and business community. Government underestimated our ability to push back and our ability to allocate resources to support our members and to influence public opinion.

With your support, we had taken the steps needed to ensure your union was financially prepared to defend you and the gains that we had collectively made over many rounds of collective bargaining. Your negotiating teams were backed up by substantial financial resources, enhancing our power at the bargaining table.

Government quickly learned we had more than \$40 million in our war chest that we were prepared to use to defend our members. We allocated substantial resources to our public relations efforts and to like-minded community groups. Demonstrations across the province were supported by NAPE members and with NAPE's resources. No stone was left unturned in NAPE's efforts to undermine public trust and confidence in government's approach.

Our persistence paid off – public support for government dropped like a stone.

Against this backdrop a new Finance Minister, Tom Osbourne, was sworn in.



BERT BLUNDON - SECRETARY-TREASURER

Suddenly, government, faced with an overwhelming drop in the polls, ushered in a new softer tone at the bargaining table. Removing their high-priced law and public relations firms from the collective bargaining process was the first signal of a new and different approach to bargaining.

We concluded new collective agreements for the vast majority of the public sector by year end. Not only did we beat back government's agenda at the bargaining table – we made strong and important job security gains in the process. Provisions that protected against layoffs and protection if government utilizes the Private Public Partnership (P3) model were but two important gains during this round of bargaining.

Our recent battle with the employer's groups is also worth remembering.

For too long the St. John's Board of Trade and Employers' Council attacked our members and public services with impunity. The final straw was when they attempted to undermine the collective bargaining process for our public sector workers. Let's just say they now understand the power of NAPE and its membership.

Standing together, exerting our political and financial power, NAPE sent a powerful message to the political and business elite. The voices of once powerful business leaders have been seriously diminished or in some cases have all but disappeared.

Notwithstanding our success at protecting our members from those who would roll back time and strip our collective agreements, I am mindful that we cannot sit idly still. There are other bargaining groups in the private sector and our home care sector who will soon be at the bargaining table. Additionally, our correctional officers continue to bargain for fairness and respect. Rest assured that all of our members will have access to the resources they need to drive their agendas at the bargaining table.

Notwithstanding a difficult round of public sector bargaining, a strike by our members with the Town of Paradise, a fight with employers' groups, and a continuing erosion of membership through attrition, we did realize a \$800,000 surplus this year. This year-end represents my eleventh consecutive surplus budget. Union dues also remain frozen at their 2007 rates. We have also increased our defense or strike fund by an additional \$2.8 million, bringing this fund to \$35 million.

Financial statements for the year ended March 31, 2018 reveal our membership dues have fallen by \$80,000 from the previous year. I anticipate this trend will continue for the foreseeable future as the economy weakens and government downsizes the public sector through attrition. Substantial financial resources will be required again this year for public relations campaigns to support the twenty-seven home care bargaining units as they return to the bargaining table. Additionally we have completed our new staffing model resulting in additional staff enabling us to better assist our membership.

As always we will allocate substantial resources for our education programs training hundreds of shop stewards. Resources will be allocated again to our Women's Committee enabling it to carry out its important programs and conference. The time has also come to support our Youth Committee with financial resources to engage our next generation of workers and union activists.

As membership dues fall and expenditures increase, we will take advantage of rising interest on our \$4.6 million general fund, \$3 million staff benefits account, and \$35 million defense fund, which will be used to replace falling membership dues. Our investments in our St. John's office will permit us to increase rental rates generating upwards of an additional \$100,000 per year.

I will not be recommending any increase in union dues during my next three-year term. Preparing NAPE financially during my last eleven years as your Secretary-Treasurer will carry us through the lean times. I'm particularly proud to be able to deliver the strongest financial balance sheets in NAPE's history. In addition to this, our union dues are among the lowest, if not the lowest, of any union anywhere in the country.

I will continue to work with your Finance Committee to ensure we continue to strengthen your defence fund and general fund balance sheets without increasing union dues.

Our financial strength is critical to our political and bargaining strength. Many of you have heard me say "our greatest deterrent to having a strike is having the financial ability to have one." Notwithstanding our recent successes, we must be on guard at all times, and we can never rest.

Be assured that NAPE will be financially capable to battle back all attacks upon our members. You deserve nothing less!



Bert Blundon

PUBLIC SECTOR BARGAINING

Public Sector Members in 15 Bargaining Units Vote to Accept Agreements

On January 31, voting on tentative agreements, which involved holding some 250 meetings throughout the province, concluded for 15 groups of NAPE's public sector members. Across the groups, acceptance averaged 88%.

Since the contracts were ratified, we have been working with the employer to finalize the new agreements with the accepted changes, getting the teams together to review and proof the final agreements, and arranging sign off by both parties.

NAPE's teams began to carry out the latter part of this process on March 2.

We had bargaining teams in to proof their respective agreements throughout March.

We had to get the full teams – over 80 people in total – in for each session to go through the agreements in detail and flag any issues or errors. Given conflicting schedules, travel arrangements, and other logistical issues, this was not an easy task.

This process took time and couldn't be rushed to ensure the accuracy of agreements.

Each team went through the agreements in great detail. There were some significant changes to the agreements in terms of language. As the smallest typo or omission could have significant implications or ramifications on the interpretation of the agreements, this process could not be rushed. Errors and omissions were sent to the employer, fixed, and sent back to the union for final proofing and sign-off.

The agreements were signed off by NAPE President Jerry Earle and Secretary-Treasurer Bert Blundon and the Minister of Finance, Tom Osborne, on Saturday, March 31.

This was the final step in a process that began almost two years ago.

It has been a difficult road, but one that we were able to navigate by working together.

Now the agreements are signed off, we are in the process of digitizing them and posting them to our website. We will also print them for those who prefer a hardcopy version. Hardcopy versions can be requested by contacting NAPE Headquarters by phone or email, or using our website's contact us feature

Severance Process in Employer's Hands

The employer is responsible for the calculation, administration, and payout of severance.

At the time of printing this newsletter, the employer was in the process of sending out request forms, general information, and a

FAQ (Frequently Asked Questions) document to members.

The FAQ document, in particular, will provide significant information on the severance payout and process, including the ability to defer/freeze payout until a later date.

BARGAINING UPDATE

(OTHER NEGOTIATIONS)

Victory for Locked Out Members with Town of Paradise

After negotiating for months, approximately 125 NAPE members employed with the Town of Paradise gave the union a strike mandate on October 15.

NAPE then requested conciliation to keep talks going. But on October 23, the Town of Paradise locked out its unionized employees.

The resolve, energy, and solidarity show by our members with the Town of Paradise embodied what it means to be a union.

After five days on the picket line, NAPE reached an agreement on October 27. The new contract included a 12% wage increase over a 42-month term, a \$200 signing bonus, and a parity review for all positions.



While on the picket line, members of Local 7814 (Town of Paradise) held a pajama day fundraiser for the Janeway. Pictured here is member Lola Edwards bringing the donation to the hospital.



COUNTRY RIBBON REACHES AGREEMENT - AVOIDS WORK STOPPAGE

After challenging negotiations with an employer who seemed unfamiliar with the collective bargaining process, NAPE's bargaining

team succeeded in negotiating a contract. This allowed NAPE members to avoid a work stoppage threatened by the employer. The 300 workers employed at Country

Ribbon's production facility and Cochrane Pond location received wage increases and improvements in their contract language.



ELECTION

NAPE President and Secretary-Treasurer Acclaimed



On February 9, Jerry Earle and Bert Blundon were acclaimed NAPE President and Secretary-Treasurer respectively. The announcement was made by Reg Anstey, Chief Returning Officer of NAPE's Election Committee. Each will serve a three-year term.

The Election Committee mailed nomination packages to all NAPE members in January.

NAPE's Election Committee was made up of three rank-and-file members elected at NAPE's 2017 Biennial Convention – Walter Meadus, Ray Clarke, and Chelsea Farrant – and Chief Returning Officer, Reg Anstey.

HAVE YOU SIGNED YOUR MEMBERSHIP CARD?

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

To receive a NAPE membership card, or to update your contact information, please contact our Membership Department by calling **709-754-0700** or **1-800-563-4442**, or by emailing ebrowne@nape.ca.



Sign It.

Mail It.

Get It.



BIENNIAL CONVENTION

NAPE's 22nd Biennial Convention took place October 20-22, 2017, with more than 450 delegates in attendance.

The convention, which is held every two years, brings together the union's Board of Directors with representatives of every Local. Biennial Convention is our union's primary source of authority and its final court of appeal. Between biennial conventions, the Board of Directors is NAPE's governing body.



President Tells Delegates, 'NAPE will stand up for our members and our communities!'



two years – the 'We Are Community' campaign, which focuses on public services and the 'Be Proud – By Local' campaign, which highlighted NAPE members in the private sector while encouraging people to buy local.

Earle also talked about NAPE's campaign in response to the 2016 provincial budget. 'We sent a clear and powerful message to the government early in their mandate – NAPE will not sit idly by and watch our public services and the people who deliver them be attacked.'

Earle promised to continue to stand up to governments, right-wing think tanks, and employer groups who attack NAPE's members and who strive to beat back the progress NAPE has made over the years. 'If you attack hard-working NAPE members, if you disrespect our members, if you attack workers in general, and if you take actions that negatively impact our communities ... We. Will. Fight. Back.'

Earle identified mental health and Post-Traumatic Stress Disorder, domestic and workplace violence, gender equity, and health and safety as some of the union's priorities over the next few years.

Earle closed by reminding delegates, 'When we are united, we cannot be defeated.'

NAPE Secretary-Treasurer Bert Blundon told delegates about the finances of the union and the incredible progress made on that front over the past 10 years.

He gave a passionate and fiery speech about protecting workers' pensions, fighting for public services, protecting good jobs, fighting against gender-based violence, and pushing back against austerity measures.

Blundon told delegates the union is better positioned financially now than at any time in its history – which allows NAPE to fight for a better future for our province and to take on any fight that comes its way.



NAPE President Jerry Earle began his address to delegates by talking about the role of public services. 'Public services are a shared resource we all depend on. They are the embodiment of what it means to be a society – coming together to provide programs and services for the betterment of all ... Despite what employers' groups say, public services are more than just a cost on a ledger sheet,' said Earle.

In his address, Earle recapped NAPE's activities since the last Biennial Convention.

He touched on the union's campaigns over the previous

Young Workers' Session Sparks Discussion

For the first time in NAPE's history, Biennial Convention included a Young Workers' session. There was an excellent discussion about how NAPE can get young members more engaged in their union (and how to get our union more engaged with younger members). If the delegates are any indication, our movement is in good hands – they're keen, passionate, caring, and active. They're not just the union activists of tomorrow – they're here today!



Land Acknowledgement a First for Convention



JOANNE MYLES AND GERALD ASIVAK

For the first time in our union's history, NAPE started Biennial Convention with a Land Acknowledgement – a formal acknowledgement of the unique and enduring relationship that exists between Indigenous Peoples and their traditional territories. The Acknowledgement was provided by board member Joanne Myles and Gerald Asivak.

Stephane Grenier, founder of Mental Health Innovations and a former member of the Canadian military, delivered an incredibly powerful and informative presentation about mental health, mental trauma, workplace mental health issues, and Post-Traumatic Stress Disorder (PTSD).



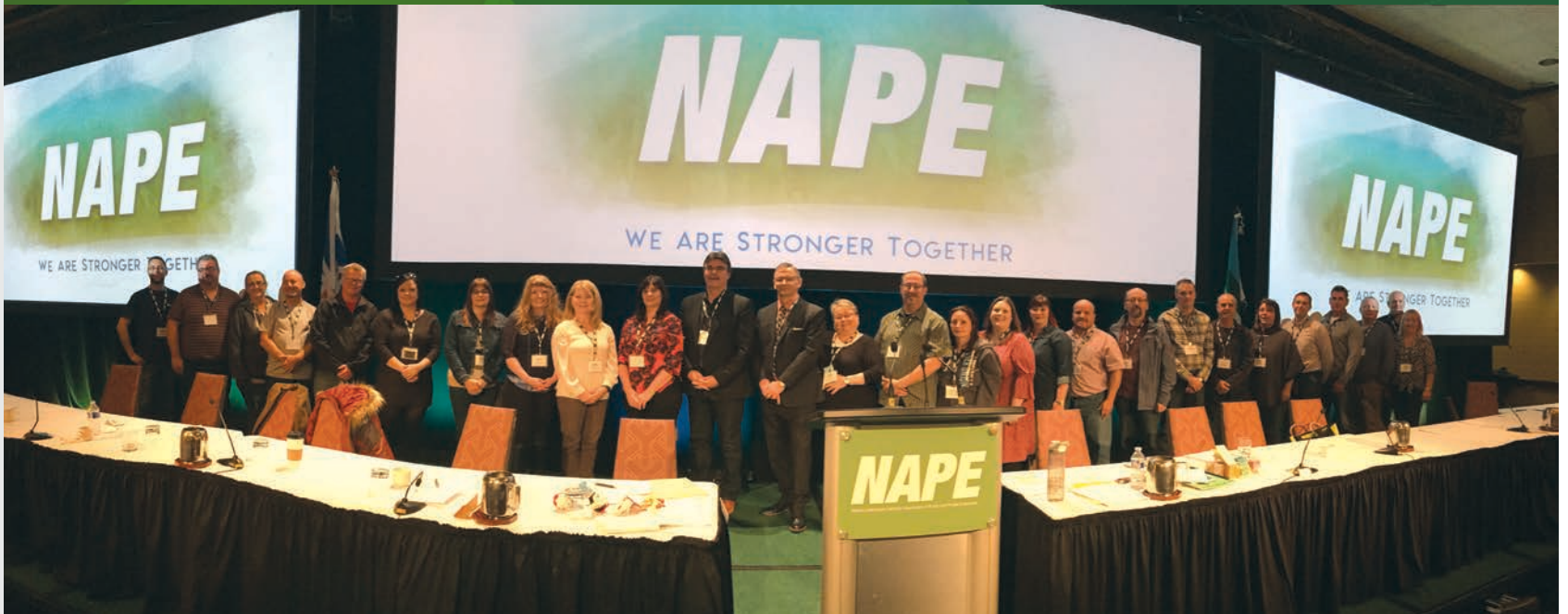
STEPHANE GRENIER



CANDY PALMATER

Candy Palmater is a feminist comic, actor, writer, international speaker, activist and award-winning TV and radio personality. She shared her personal journey to activism as an indigenous woman while talking about the importance of empowering people to stand up for what they believe in.

16 Board Positions Filled at Biennial Convention



16 of the 32 positions on NAPE's provincial Board of Directors are elected at Biennial Convention. Here are the results of the October 2017 elections:

Eastern Vice President – Jimmy Lacey (re-elected)
Central Vice President – Kristal Rice (newly elected)
Western Vice President – Joanne Miles (re-elected)
General Vice President – Arlene Sedlickas (re-elected)

Eastern Area Board Member – Jackie Bursey (re-elected)
Central Area Board Member – Sonya Hickey (re-elected)
Western Area Board Member – Rhonda White (re-elected)

Region 1 Board Member – Daniel Quilty (re-elected)
Region 2 Board Member – Viva Pittman (re-elected)
Region 3 Board Member – Kathy Oake (re-elected)
Region 4 Board Member – Sheldon Rideout (re-elected)
Region 5 Board Member – Steve Roach (re-elected)
Region 6 Board Member – Scott Mercer (re-elected)
Region 7 Board Member – Goldie Porter (re-elected)
Region 8 Board Member – Trent Decker (re-elected)
Region 9 Board Member – Wade Kelly (re-elected)

NAPE App is Where It's At!

Last October, NAPE launched an app designed to keep information at our members' fingertips.

The NAPE app, built exclusively for NAPE members, allows members to quickly and easily:

- get information about their union
- access their collective agreements
- contact NAPE representatives
- call NAPE office with the touch of a button
- get alerts and important updates

More than 1000 members have already downloaded the app, which is available for iPhone and Android.

Download the app by going to nape.ca/member-services/nape-app/ or by searching for NAPE in the App Store or Google Play.





Phase 2 of 'We Are Community' Campaign a Hit!

Last November, NAPE rolled out the second phase of its 'We Are Community' campaign. This long-term campaign focuses on the real people behind the jobs, behind the services, and behind the statistics. It showcases real NAPE members in their workplaces.

Ads in the second phase focus on a day in the life of regular people in the province and the many ways in which their lives are affected by NAPE members throughout that day. Response was overwhelmingly positive!



Amber's Day follows an elementary student with special needs – from the inspection of her school bus by a Highway Enforcement Officer, the ride to school with her Bus Driver, support from her Student Assistant, and help from her School Secretary.



Steve's Day begins with a ferry Deckhand, followed by his Instructor at College of the North Atlantic. It concludes with the Licensed Practical Nurse and Personal Care Attendant who look after his nan.



Sadly, Allie's Day starts with a paramedic. The Air Ambulance Pilots, X-Ray Technologist, Lab Technologist, and Porter all play a role in her recovery.

'We Are Community' will continue to shine a light on the hard-working, dedicated NAPE members who deliver vital, top-quality public services to the people of Newfoundland and Labrador.



#NAPEwelcome

While NAPE's public sector members were voting on their contracts, the President of the St. John's Board of Trade decided it was a good idea to tell the media the 'no layoff solely for economic reasons' clause, which NAPE negotiated in good faith, was going to bankrupt the province. The executive director of the Employers' Council echoed the sentiment.

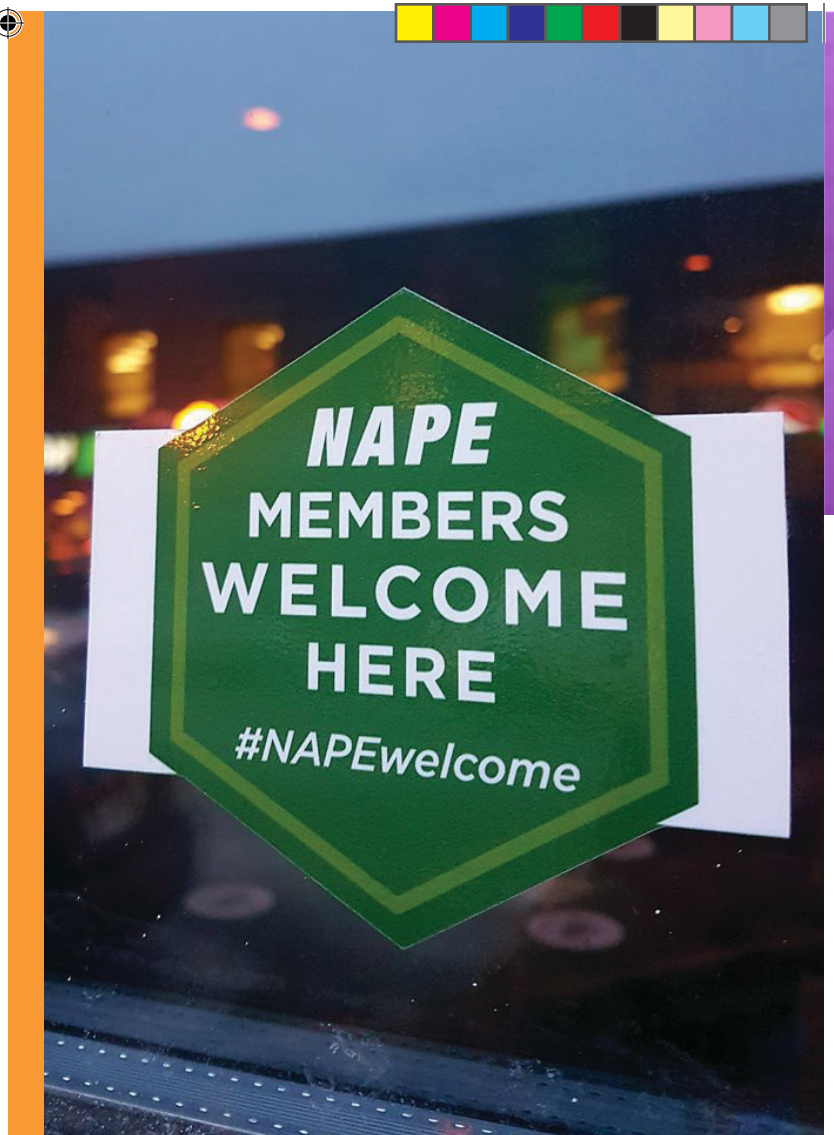
NAPE was inundated with messages from our members asking and, in many cases, demanding a proportional response.

You felt attacked. You were attacked.

To be clear, this is not something that has just happened overnight. For years these employer groups have been on the offensive. It has recently come to a head.

We also heard from many businesses who do not support the approach taken by spokespersons of these organizations in the past few weeks. Many of these businesses rely on public sector workers to make their businesses succeed.

So we had to strike a balance. NAPE decided the right thing to do was to launch a simple campaign. Not just Board of Trade members, but businesses throughout the province were invited to take part



in the #NAPEwelcome campaign. Participating businesses place a NAPE Members Welcome Here decal on their front door, and NAPE promotes them on Facebook.

This is a simple, positive, and voluntary way for NAPE members to know where they are welcome, while giving participating businesses increased sales as well as free promotion. It's win-win.

You can find the list of participating businesses at www.NAPEwelcome.ca. And if you know of a local business you'd like to see participate, they can request a decal by calling NAPE office at 709-754-0700 or 1-800-563-4442.

SOLIDARITY FOR STRIKING UNIFOR 597 WORKERS

D-J COMPOSITES FORCES MEMBERS OF UNIFOR 597 TO SPEND TWO CHRISTMASSES ON PICKET LINE

32 aerospace workers from Unifor Local 597 in Gander were locked out by their American-based employer just before Christmas 2016.



In May of 2017, the provincial Labour Relations Board ruled the U.S.-owned company violated section 75 of the *Labour Relations Act* by engaging in bad-faith bargaining with its Gander employees. In December, Unifor filed a second complaint against D-J Composites. Nothing has

changed. These workers are still locked out by their employer, and it is time for the Minister of Advanced Skills, Education and Labour to step in.

While NAPE has donated, these workers need our support now more than ever. If your Local is able, please consider making a

donation. If you're in the area, please show your support for their picket line – by honking your horn, by joining them, by dropping off coffee, or making a donation. It is important for us to stand in solidarity with our fellow union members, because an injury to one is an injury to all.

SHOP STEWARD TRAINING OFFERED ACROSS PROVINCE

We have been working hard to expand our educational opportunities within NAPE – so stay tuned for more on this front. Over the past few months, we have held Shop Steward Training Seminars covering the entirety of the province, from St. John's to Port Aux Basques and from Burin to Labrador City.

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

NEW SERVICING / STAFFING MODEL

NAPE Makes Changes to How It Delivers Services to Members

NAPE's service delivery model – the way we deliver services to our members – is outdated. It hasn't been reviewed or modified for many, many years.

This model was not as effective or efficient as it had been in the past when our membership was smaller and less diverse. It also meant that when an ERO was away or unavailable, gaps quickly began to appear in our union's ability to serve its members.

Over the past several months, the President and Secretary-Treasurer, in consultation with our staff Local, have been looking at how our staffing model could be changed to better serve you, the members of NAPE.

Change is not always easy, but it is necessary. Our union needs to adapt and evolve with the times.

We are confident the model we have chosen will drastically

improve our union's ability to serve our members in a more effective, streamlined, and efficient manner.

HIRING NEW STAFF

The first step in this process was hiring new staff. Over the past ten years the size of our membership has grown fairly significantly, but our staffing complement remained the same.

It was clear we needed to hire new membership servicing staff to reflect the changing composition of our membership and to address vacancies that had been created in recent years.

To date, four Membership Servicing Officers (MOS) have been hired – Junior Bursey, Jimmy Lacey, Kim Bartlett, and Earl Hann. Bernie Coffey-Sobol has been hired as the Workers' Compensation Benefits and Accommodations Officer (WCAO).

When taking existing vacancies in mind, these changes increase staffing by two.

A NEW APPROACH TO SERVING MEMBERS

The second step in this process was to take a step back, look at our current structure, and have a long, hard look at what was working and what wasn't.

NAPE's President and Secretary-Treasurer began by looking at many of our sister unions across the country for best practices to help inform our decisions.

After looking at several models and breaking down the current composition of our membership, we developed a model we firmly believe will better address the needs of our members, particularly member servicing – which is the core mandate of our union.

On the next page you will see the servicing model we have adopted:



As you can see from the chart above, MSOs will now be organized into teams (more on that below) under the guidance and supervision of a Labour Relations Specialist (LRS).

The LRSs are Ed Hogan, Vina Gould, and Chris Henley.

The Senior Negotiator position has been eliminated.

The LRSs will also be responsible for overseeing

and assigning all negotiations within their team. The MSOs will be focused primarily on day-to-day member servicing as well as negotiations that have been assigned to them by their respective LRS.

As shown in the above chart, we have formalized the position of Workers' Compensation Benefits & Accommodations Officer (WCAO). Prior to this, the position was an informal one covered off by an ERO

with the appropriate skill set. Now members formally know NAPE has a dedicated staff person responsible for workers' compensation and workplace injury issues. This staff member will provide expert advice and help guide injured workers through the compensation and appeals process. The WCAO can be reached at our Headquarters in St. John's.



THE TEAMS WILL BE ORGANIZED AS SET OUT IN THE CHART TO THE LEFT.

As you can see, this system provides a more cohesive and team-driven approach compared to our previous structure.

MSOs will be able to communicate, consult, and assist one another more easily since members within a team are servicing similar groups.

When one MSO is unavailable, the rest of the team is readily available to cover their workload.

Just as important, when a member contacts NAPE Headquarters with a question, issue, or concern, they will have access to a team of people who can respond.

The regional offices in Grand Falls-Windsor and Corner Brook will continue to operate in the same manner they have in the past as this best suits the servicing needs of members in the central and western regions of the island portion of the province. The MSOs in those offices will report to the LRS responsible for the bargaining unit involved.

MSO Earl Hann in St. John's will be responsible for Labrador. This means Andy Parsons and Randy Avery at our Corner Brook office will now be focused entirely on the West Coast and Northern Peninsula.

THE NEW SERVICING MODEL CAME INTO EFFECT ON APRIL 1.



2018 NAPE SCHOLARSHIPS

MULTIPLE SCHOLARSHIPS AVAILABLE TO DEPENDENTS OF NAPE MEMBERS

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

NAPE SCHOLARSHIPS

Each year, NAPE awards 22 scholarships valued at \$500 each to the dependents of NAPE members. They include

- 9 Regional Scholarships
- 1 Emmanuel Strickland Scholarship
- 1 Max Dyke Scholarship
- 1 William Browne Scholarship
- 10 At-Large Scholarships

Selection is made by the NAPE Education Committee subject to the approval of NAPE's Board of Directors / Executive Committee.

NAPE scholarships are open to all students entering their first year of Canadian post-secondary educational institution, full-time, in the scholarship year. To be eligible, the student

- Must be registered to attend a post-secondary institution in 2018
- Have a parent or legal guardian who is a NAPE member in good standing OR the applicant themselves must be a NAPE member in good standing
- Must complete a true/false union-based quiz

Deadline for applications is July 15, 2018.

NUPGE SCHOLARSHIPS

There are 5 scholarships valued at \$1500 each available to the dependents of NAPE members from NUPGE, the National Union of Public and General Employees, NAPE's national union.

Tommy Douglas Scholarship is awarded to the writer of the best 750-1000 word essay on 'How

Tommy Douglas Contributed to Making Canada a More Just and Equitable Society.'

Terry Fox Memorial Scholarship awarded to the writer of the best 750-1000 word essay on 'The Importance of Quality Public Services in Enhancing the Quality of Life of People with Disabilities.'

Scholarship for Indigenous Students awarded to the writer of the best 750-1000 word essay on 'The Importance of Quality Public Services in Enhancing the Quality of Life of Indigenous Students.'

Scholarship for Students of Colour awarded to the writer of the best 750-1000 word essay on 'The Importance of Quality Public Services in Enhancing the Quality of Life of People of Colour in Canada.'

Brian Fudge Memorial Scholarship awarded to the writer of the best 750-1000 word essay on 'The Importance of Their Field of Study in Either Policing, Criminal Justice Services, or Health Care in Delivering Public Services to Canadians.'

Deadline is July 6, 2018.

Find more information at <https://nupge.ca/content/national-unions-scholarship-program-2018>.

JOHNSON INSURANCE SCHOLARSHIPS

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

Information about the program available at <https://www1.johnson.ca/scholarship>. **Deadline is August 31, 2018.**



PTSD

NAPE LEADS THE FIGHT FOR CHANGE

Mental health in the workplace is an issue we all need to tackle head-on – employers, government, and workers. We can no longer stick our heads in the sand and pretend everything is alright and hope nothing bad happens.

As part of their jobs, many NAPE members personally face or witness dangerous, threatening, violent, and/or traumatizing situations. These situations can have a deep and lasting impact that can lead to operational stress and mental health injuries/illnesses (that have traditionally been called disorders), e.g., Post-Traumatic Stress Disorder (PTSD), anxiety, sleep, and mood disorders.

We must remember that what happens at work doesn't just stay at work; it doesn't just go away when the uniform comes off or when the shift is over. These workers need and deserve supports in place to deal with their work-related mental health injuries – because heroes are human too.

In workplaces where people are often exposed to trauma, it is

vitaly important for employers to offer regular critical incident stress management. It is also important for employers and co-workers to recognize the symptoms of these injuries and encourage people exhibiting symptoms to seek help.

We need to break down the stigma that exists in our workplaces around mental health, support each other, and work to build safer workplaces.

We don't need small changes – we need massive changes in how we approach mental health in the workplace. We need legislative change.

NAPE will be at the forefront of this fight.

Newfoundland and Labrador can't wait any longer, and it's already too late for those who have lost their battle with this terrible condition.

That's why NAPE has commissioned a position paper titled '*A Call for Presumptive Legislation: Post Traumatic Stress Disorder, Occupational Stress Injuries, and the Wellbeing of the Workforce*'. This academic paper is being prepared by

Dr. Rosemary Ricciardelli of Memorial University.

Dr. Ricciardelli is a leading scholar in this field.

She is an Associate Professor and Criminology Certification Coordinator at Memorial University and an Associate Director of the Canadian Institute of Public Safety Research and Treatment (CIPSRT) where she leads the Community and Institutional Corrections sector. Beyond her role in CIPSRT, Dr. Ricciardelli is also an Associate Scientist at Ontario Shores Centre for Mental Health Sciences, an Affiliate Scientist at Toronto Rehabilitation Institute, a Senior Research Fellow with the Department of Research at Correctional Services Canada, and a Research Fellow with John Howard's Society of Toronto & Crossroads Day Reporting Centre.

Our goal is to have the final paper completed in May. We will be presenting it to the provincial government and using the findings to lobby for the change we all need in terms of presumptive legislation and change in the way mental health injuries are dealt with in our workplaces.

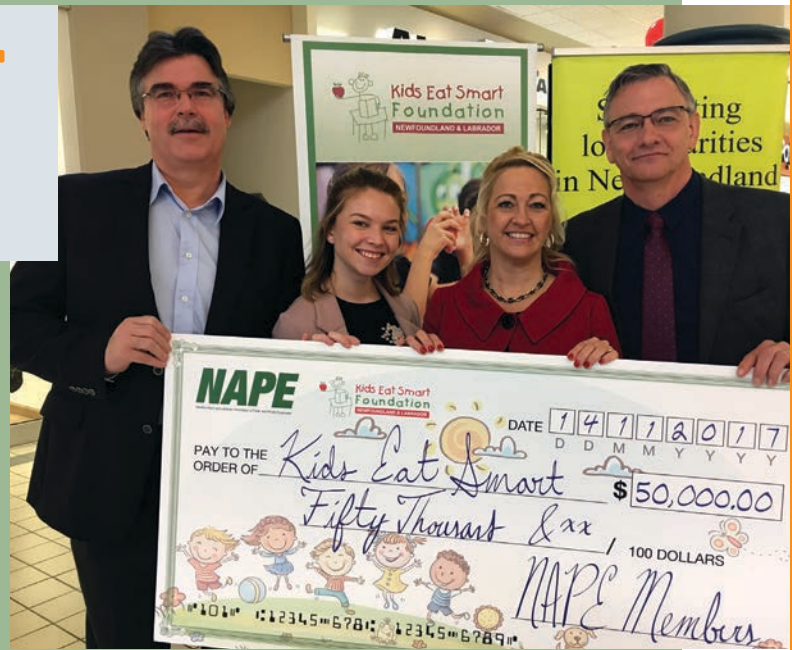
KIDS EAT SMART 25TH ANNIVERSARY

NAPE DONATIONS COVER 50,000 BREAKFASTS FOR KIDS ACROSS THE PROVINCE

NAPE President Jerry Earle and Secretary-Treasurer Bert Blundon presented a \$50,000 donation to Kids Eat Smart Program on behalf of NAPE members – enough to provide 50,000 breakfasts to children across the province!

Half of that amount was raised by NAPE Locals and through fundraising initiatives at NAPE's Biennial Convention, while the other half was matched by NAPE.

NAPE is a proud founding sponsor of this incredible program, which provides breakfasts to thousands of school age children across the



province – giving them the start they need to get the most out of their day. 2017 was NAPE's 25th Anniversary of partnering with Kids Eat Smart. NAPE was delighted to receive a 2017 Spirit of Philanthropy Award from the Association of Fundraising Professionals (AFP) Newfoundland and Labrador Chapter for our support of Kids Eat Smart.

HOME CARE WORKERS HOLD CONVENTION IN PREPARATION FOR FALL NEGOTIATIONS



On April 14, NAPE's home care members held their component convention in preparation for negotiations in the fall. NAPE currently represents close to 5,000 home care workers who work for 27 employers. Home care workers provide

specialized care for the elderly, children and adults with disabilities, and youth who are in the care of the Department of Children, Seniors and Social Development. NAPE's next advertising campaign, due out in the fall, will focus on the valuable work these members do.



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2018 STEP UP AWARD WINNERS



Congratulations to the 2018 Step Up Award winners (left to right) - Adrian Power (Eastern), Shirley Murphy (Labrador), Gail Hoskins (Central), Stephen McAllister (Metro), and Jamie Brake (Western). The Step Up Awards recognize NAPE members for their outstanding volunteer efforts within their union and in their communities.

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