2025

Annual Report



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MESSAGE FROM NAPE'S PRESIDENT & SECRETARY-TREASURER



Dear members,

Three years ago, NAPE produced its first Annual Report summarizing your union's activities over the previous fiscal year. This edition covers the period from April 1, 2024, to March 31, 2025. We hope you will take a few minutes to see what your union has been doing on behalf of our members.

In March of 2024, we were both honoured to be re-elected by acclamation. We appreciate your support and will never take it granted. We take our jobs seriously. We know our decisions affect NAPE members and their dependents, with some shaping the work lives of future generations. For us, leading this union is a sacred trust.

We may be the face of NAPE, but NAPE's activists – our Local Officers, Shop Stewards, and provincial Board Members – are the backbone. We cannot overstate the contributions made every day by these dedicated volunteers as they represent and defend our members in workplaces across our province.

We know that every NAPE member does essential work. In fact, this entire province depends on the services you provide and the goods you produce. Through all the many challenges – understaffing, working short, heavy workloads, and all too often workplace violence – day after day NAPE members show up and do their jobs to the very best of their ability. We are so proud to speak on your behalf.

Here's a look at some of the things that kept us busy over the last year.



Campaign Pushes Back Against Privatizing Highway Snow Clearing

NAPE's lead up to 2024-25 began with an announcement by then Minister of Transportation and Infrastructure John Abbott that the private sector – not NAPE members who are part of the MOS bargaining unit – would be clearing snow on two new sections of the Trans Canada Highway. That work has traditionally been done by NAPE members. On September 26, NAPE's highly successful Highway Robbery campaign resulted in a reversal of that bad decision.

Lengthy Negotiation Process Results in New Contracts for Home Care Members

For a significant portion of 2024, NAPE was engaged in negotiations for some 4,000 of our members who work for 22 home care agencies. A slim majority of members working for 12 of the agencies voted to reject the first tentative agreement. With the help of a conciliator, NAPE succeeded in persuading the employers to return to the table and begin a second round of conciliation.

NAPE's 24-member home care negotiating team succeeded in hammering out a $4-an-hour increase over the contract's 4-year term as well as home care's first-ever group insurance plan, which is cost shared 50/50 with the employer. (The group insurance plan will come into effect May 1, 2025.) The agreement also included a reduction in the number of hours that must be worked to qualify for sick leave and the ability to carry forward (bank) unused sick leave to the following year.

The employers also committed to investigating a new classification plan that could see different pay levels for home care workers based on the level of service / care they provide and their position's educational requirements. They also agreed to look into the viability of a pension plan.

By November, NAPE had reached agreements with all 24 home care agencies for whom we are the bargaining agent. It remains our union's position that home care is a public service and that profit has no place in home care.



NAPE Members Come Through in Crisis

In June, the people of Churchill Falls were forced to leave their homes after a wild fire jumped the Churchill River and Labrador Highway. Then in July, Labrador was hit again by its largest-ever wildfire evacuation as fast-moving fires swept through Labrador City, Wabush, and Churchill Falls. While NAPE members fought the fires in the air and on the ground, thousands of people – many of them also NAPE members – were forced to leave their homes for Happy Valley-Goose Bay. NAPE members working at the hospital and in long-term care helped evacuate patients and residents while the members' families evacuated without them.

So-Called Barriers to Interprovincial Trade Protect Members with Labatt

In response to American tariffs, Canadian governments engaged in well-meaning efforts to eliminate barriers to interprovincial trade, including trade in alcohol. NAPE successfully defended its position that reducing barriers to trade in alcohol would mean companies like Labatt would no longer have a strong incentive to operate within the province, putting residents of Newfoundland & Labrador – our members – out of work.

Retention Vitally Important

Once again, NAPE had to speak out repeatedly about retention and recruitment issues in many NAPE workplaces. One particularly stark example is the number of young social workers in child protection who are leaving the system, making already unmanageable workloads even bigger for those who stay.

And despite government's introduction of retention and recruitment incentives for Licensed Practical Nurses and Personal Care Attendants in 2023, shortages remained high, contributing to significant forced overtime and hiring of private-agency (travel) nurses. NAPE continues to press government to complete its review of the roles, classification, and scope of practise of Licensed Practical Nurses.

Campaign Draws Attention to Violence Against Student Assistants

Student assistants provide the support required by students with cognitive, physical, and / or behavioural needs to participate in the K-12 public education system. Government consistently fails to allocate enough student assistant hours to ensure student safety – a situation that also places student assistants at risk. In March of 2025, NAPE launched a campaign designed to draw attention to the challenges student assistants face, including violence in the workplace.

Some Quick Facts and Figures

The following quick facts and figures provide a snapshot of what your union's staff and activists, working together, have accomplished in 2024-25.

15 *Number of collective agreements successfully negotiated and ratified*

2 *Number of new workplaces organized*

581 *Number of grievances resolved*

37 *Number of arbitrations completed / settled*

125 *Number of Shop Stewards trained*

24 *Number of bursaries awarded worth $7,400*

34 *Number of scholarships awarded worth $16,850*

211,884.32 *Amount fundraised / donated to local charities like Daffodil Place and Kids Eat Smart*



As leaders, it is up to us to ensure your workplaces are safe, supportive, inclusive, respectful, properly resourced, and fully staffed. It is up to us to ensure your need for better, safer, and more equitable workplaces and communities is met. And it is up to us to ensure your needs are put before the wants of those who benefit from your labour.

The year ahead will bring challenges new and old. But one thing is certain, when we work together, when we support each other, when we fight together as one – that is when we win.

NAPE: We Are One.
In solidarity,

Jerry Earle
President

Trevor King
Secretary-Treasurer