

# THE COMMUNICATOR

JANUARY 2016



**Don't Let Go – Say No to Privatization Campaign**

details on page 8

***NAPE***

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# MESSAGE FROM THE PRESIDENT



Jerry Earle

On June 1, 2015, it was my honour to assume the presidency of this great union – your union. Thank you to the thousands of members who have placed your trust in me to lead our union. It's a responsibility I take seriously. I will continue to do my utmost to ensure NAPE is united, strong, and proud.

The next three years are about the women and men who make up this great union. They are about the issues that affect you, your workplace and working conditions, the services you deliver, and the products you create for the people of this province.

When I announced I would be seeking the presidency, I committed to ensuring NAPE is your union. Over the last six months, I have worked hard to keep that commitment. It is one I will continue to honour in the months and years ahead. These are not just empty words for me. For many of you, membership in NAPE came automatically with your job – you belong to NAPE. I intend to ensure that NAPE belongs to you – that you feel like a valued part of your union.

How do we do that? Well, we've already begun.

When I became president, it was important to hit the ground running. With the help of NAPE staff and board members, I took stock of where we were and where we needed to be in the short, medium, and long terms. Then we rolled up our sleeves and got down to business, tackling the most important and time-sensitive issues first.

**Outstanding Contracts Resolved – includes agreements for more than four thousand home and youth care workers**

On the negotiations front – we have worked hard to complete all outstanding sets of negotiations. While all negotiations are

**For many of you, membership in NAPE came automatically with your job – you belong to NAPE. I intend to ensure that NAPE belongs to you – that you feel like a valued part of your union.**

important to the union, those for home care workers stand out. After several months of long and difficult bargaining, in

September we finally reached a deal with the Group of 17 home care

**We have worked hard to complete all outstanding sets of negotiations.**

agencies for over three thousand NAPE members. This deal is a big step forward for home and youth care workers toward getting the fair pay and benefits they deserve. We have since reached a deal with the remaining home care agencies using the Group of 17 template.

### Communications Key to NAPE's Success

A key plank in my campaign, and a commitment I made to members, was to improve NAPE's overall communications strategy. Today, more than ever before, effective communications is an integral part of any successful organization. I am happy to report we now have a formal communications strategy – the first in years. Already there has been considerable progress on the communications front – and we're only just beginning. Later in this issue you'll find a full communications update.

Ensuring our message gets to government, employers, and the public requires significant effort on the media and public relations fronts. In recent months, NAPE and its members have been front and centre. Since taking office, I've conducted over a hundred interviews, speaking to budget cuts, attrition plans, privatization, red alerts, staffing shortages, highways, and many other issues. We will work to ensure our union is constantly in the public eye – talking about the issues that matter most to you and yours. Let me assure you, NAPE has no fear of being front and centre, advocating on behalf of our members.

One major issue that has raised its ugly head already is the threat of further privatization of our public services. The recently defeated provincial government had announced its intention to move to a Public-Private Partnership (P3) model for long-term care. This was nothing short of an attack on the overall public health care system and on the public sector workers who provide this vital service.

**NAPE has no fear of being front and centre, advocating on behalf of our members.**

We will stand together as a union, and we

will stand with sister unions, to push back against this agenda – an agenda championed by employer groups who hope to make huge profits from P3s. NAPE believes – its members believe – that the care of those who have contributed to our province should not be placed in the hands of those who put profit before people. Not today. Not tomorrow. Not ever.

### More Than 17,000 Public Sector Members Head into Negotiations

Let me turn next to an issue on the minds of many members – the contracts set to expire for more than 17,000 public sector employees.

This is a top priority for 2016. Most of the components involved in public sector negotiations have already held their conventions. Negotiators have been assigned their group(s), and we are holding a joint session to discuss and solicit each bargaining unit's input in February.

Leading up to and during bargaining, open and timely communications with negotiating teams are a must.

**While NAPE will bargain fairly, respectfully, and collaboratively, our rights and benefits are not for the taking.**

Communications with members whose bargaining units are in negotiations will be as open and candid as possible given the sensitive nature of negotiations. This round of public sector bargaining will truly be a united team effort, with board members, staff, and negotiating teams working together as one.

NAPE will bargain fairly, respectfully, and collaboratively – but our rights and benefits are not for the taking.

Our message for this new government and for other employers involved in this upcoming round of public sector bargaining is this – NAPE will come to the table to bargain fairly, respectfully, and collaboratively. But we will also make it clear – the rights and benefits we've fought for decades to attain are not for the taking.

The road ahead will be difficult.

But, sisters and brothers, I have no doubt that united and strong ... we will succeed!

In solidarity,



Jerry

# PUBLIC SECTOR COLLECTIVE BARGAINING

## Most Public Sector Contracts Set to Expire in 2016

Most of NAPE's public sector contracts are set to expire at the end of March this year. We have already begun to prepare for these negotiations. All but one of the component conventions have already taken place (see below), bargaining teams are elected, and negotiators have been assigned for each bargaining unit.

## Component Conventions Set the Stage for Negotiations

Component conventions took place throughout the fall of 2015 and into the New Year. At component conventions,

**It is your component that democratically determines what issues and priorities will be brought forward at the bargaining table.**



delegates elect bargaining teams, discuss, debate and vote on resolutions, and lay out the strategy and goals of the component for the coming years. It is your component that democratically determines what issues and priorities will be brought forward at the bargaining table.

The following component conventions took place in 2015:

- Correctional Officers Component (June)
- Local Government Component (September)
- NLC Component (September)
- Education Support Component (October)
- Laboratory and X-Ray / Health Professionals Component (November)

- Hospital Support Staff (November)
- Maintenance and Operational Services (November)
- General Service (December)

The Faculty Component will hold its convention on January 29. The Private Sector Component convention will be taking place in February.

## Bargaining Teams and Negotiators in Place

In February, all the bargaining teams and the staff negotiators assigned to them will hold a joint planning session. This will be the first time in many years this has happened. It is important that the negotiating teams are well trained, equipped, and prepared for the task they have been given – representing public sector workers at the bargaining table.

We will do our utmost to ensure you are informed of developments in public sector negotiations. Updates will be posted on our website at [www.nape.ca](http://www.nape.ca).

## An Open Approach to Negotiations

We will approach public sector bargaining with a spirit of openness and the desire to reach an agreement. And we hope the newly elected Liberal government will do the same.

Our message to government and the other employers involved in public sector bargaining is this – NAPE will come to the table to bargain fairly, respectfully, and collaboratively, but our benefits and rights we've fought for decades to attain are not up for the taking.

## Defence Fund Both Protection and Deterrence

NAPE is in the best financial position in its history, and we will not hesitate to use those resources to support and defend our members, if we get to that point.

The NAPE Defence Fund is there to protect our members and provide financial compensation if there is a labour disruption, but it also exists as a powerful deterrent to job action – a strong incentive for employers to work with NAPE to reach an agreement at the bargaining table. We hope we never have to use the funds, but they are there as a last resort if needed.

NAPE will do everything in its power to avoid getting to that point, but we will need the provincial government to come to the bargaining table with the same resolve.

## Membership Survey an Opportunity for you to have Your Say

The best interests of the membership are always paramount to us and guide our decisions. We want to ensure your input is part of the decision-making process at the bargaining table.

To help achieve this goal, we will be sending out a MEMBERSHIP SURVEY to every member early in the New Year.

The survey will ask a range of questions about your desires and expectations for bargaining as well as a variety of other topics.

Please take the time to fill out your survey and get it back to NAPE. Your opinion matters!

## Forty-Four Contracts Inked in Past Six Months

Our bargaining teams have been busy. One thing is clear, if employers are willing to negotiate in good faith and with an open mind, NAPE is willing to work with them at the bargaining table.

The following agreements have been ratified and / or signed in the past six months:

- A Better Living
- All Care Home Support
- Angel's Touch
- Bay St. George Community Employment Group
- Bettercare
- Brinks Canada
- Burin Town Council
- Canadian Blood Services
- Caregivers (Blue Sky)
- Caring Hands Home Care
- City of St. John's
- Comfort Home Care
- Comfort Inn - Airport
- Compassion Home Care
- Exploits Home Care
- Grand Bank Town Council
- Helping Hands
- Home Sweet Home
- Horwoods Home Care
- Humber Valley Complex
- Humber Valley Co-op
- In Home Care
- Lewisporte Town Council
- Loving Hands
- Makkovik Inuit Community Government
- Marine Institute Support Staff
- Maximum Home Support
- Mountainview Retirement Centre
- Nain Inuit Government
- Notre Dame Compassionate
- Provincial Health & Home Care (Central)
- Provincial Health & Home Care (Eastern)
- Purity Factories
- Quality Home Care
- Quality Hotel
- Registered Nurses Union
- Rigolet Inuit Community Government
- Rosemore Home Care
- Serenity Home Care
- South Coast Home Care
- Tender Loving Care
- The Best of Care
- Total Care Nursing
- Your Home Care Services

## Crowd rallies against public-private partnership

(Western Star, June 19, 2015)

## NAPE reaches tentative agreement with 17 home-care agencies

(Telegram, September 8, 2015)

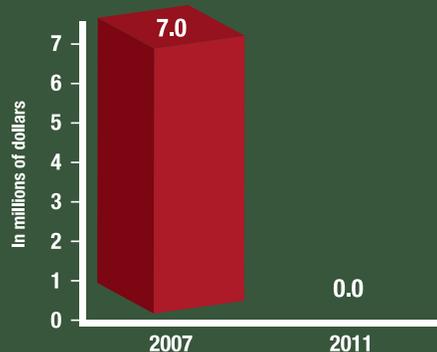
## NAPE Against Privatization of Liquor Stores

(Telegram, June 30, 2015)

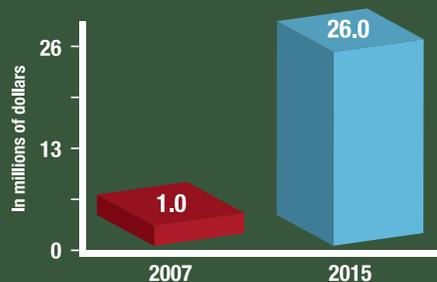
# SECRETARY-TREASURER'S REPORT

## FINANCES AT A GLANCE

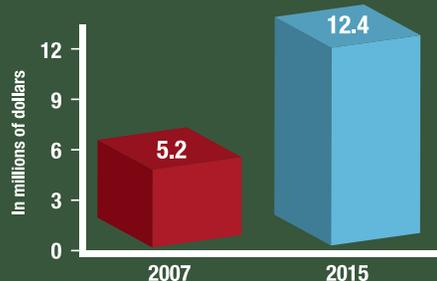
### DEBT



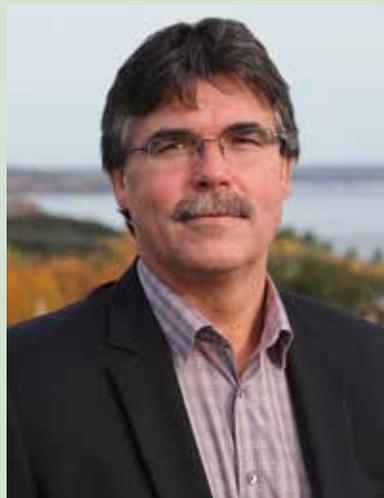
### DEFENSE FUND



### GENERAL FUND TOTAL ASSETS



All figures are as of March 31st that year.



Bert Blundon

When I was first elected in 2007, I proposed a financial plan that would

- Reduce and freeze union dues
- Eliminate the massive debt built up during the 2004 public sector strike
- Rebuild the defense fund and ensure its long-term sustainability

- Support the defense fund through prudent investments instead of increasing union dues
- Pay day-to-day bills without borrowing
- Strengthen the balance sheet enabling us to ride out any decrease in membership without increasing union dues

I am pleased to report we have absolutely no debt remaining on our general fund or defense fund – a dramatic improvement since I became secretary-treasurer.

During my term of office, the defense fund has grown from \$1.1 million to \$26 million as of March 31, 2015.

Containing spending on day-to-day operations has resulted in eight years of consecutive surpluses for our general fund.

Our cash assets, excluding the staff benefits account, have increased from \$4.7 million as of March 31, 2013, to \$6.7 million as of March 31, 2015.

**Deloitte.**

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### Independent Auditor's Report

To the Members of Newfoundland and Labrador Association of Public and Private Employees

We have audited the accompanying non-consolidated financial statements of Newfoundland and Labrador Association of Public and Private Employees, which comprise the General and Defense Funds non-consolidated statements of financial position as at March 31, 2015 and the General and Defense Funds non-consolidated statements of revenue and expenditures, members' surplus and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### Management's Responsibility for the Non-Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these non-consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of non-consolidated financial statements that are free from material misstatement, whether due to fraud or error.

#### Auditor's Responsibility

Our responsibility is to express an opinion on these non-consolidated financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the non-consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the non-consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the non-consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the non-consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the non-consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Opinion

In our opinion, the non-consolidated financial statements present fairly, in all material respects, the financial position of Newfoundland and Labrador Association of Public and Private Employees as at March 31, 2015 and the results of its financial performance and its cash flows for the year then ended in accordance with the Canadian accounting standards for not-for-profit organizations.

*Deloitte LLP*

Chartered Professional Accountants  
November 18, 2015

Our general fund and defense fund balance sheets are the strongest they have been in NAPE's history. Our total assets on the general fund balance sheet have grown from \$11.5 million as of March 31, 2013, to \$12.4 million as of March 31, 2015.

Surplus or retained earnings in the general fund have grown from \$1.9 million two years ago to \$3.2 million.

## YOUR NAPE MEMBERSHIP CARD – SIGN IT, AND SEND IT!

In the last two years, our total assets have grown from \$30 million to \$40 million, with almost \$36 million in cash or cash equivalents.

Our combined retained earnings from our general fund and defense fund have grown from a deficit of \$1.9 million when I was first elected to a surplus of over \$29 million.

I have structured NAPE's investments to enhance returns while at the same time allowing us to take advantage of any rise in interest rates. Our investments can be readily accessed to support any bargaining unit's negotiations.

The general fund continues to hold the mortgage for the NAPE Building. In effect we pay ourselves interest at the prime rate instead of paying interest to an outside lender.

With over \$34 million in investments, investment returns will play a pivotal role in keeping dues frozen. Investment returns are also a source of capital growth within your defense fund ensuring it remains sustainable over the long term.

**H**aving the financial resources to confront employers has been a focal point of my work over the last two years. Rest assured we have the financial resources to fight any and all plans of attack by employers and by government.

As your Secretary-Treasurer, I will continue to deliver financial accountability and financial stability for the entire union.

In solidarity,

Bert

It's important to fill out and submit your NAPE membership card. The card is your proof of membership. It entitles you to 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 at:

Phone 709.754.0700

Toll free at 1.800.563.4442

Email: [ebrowne@nape.ca](mailto:ebrowne@nape.ca)



Stay informed! Check in with the **NAPE** website regularly for updates, and sign up for email updates at [www.nape.ca](http://www.nape.ca).

# PRIVATIZATION / PUBLIC-PRIVATE PARTNERSHIPS (P3s)



NAPE President Jerry Earle speaks at the “People Before Profit” rally on the steps of Confederation Building

## Privatization of Public Services Rears Its Ugly Head

One of the main issues to rear its ugly head recently has been the threat of further privatization of our public services. The previous provincial government began making announcements about privatization. In particular, it announced it would be moving to a public-private partnership (P3) model for long-term care in the province. Our union immediately sprang into action.

This was a clear attack on the public health care system and on the public sector workers who provide vital health care services to the people. It was yet another move by government, championed by employer groups who stand to make huge profits from such agreements, toward a greater role for the private sector in delivering public services.

In almost every example, governments everywhere claim P3s are ‘innovative’ and ‘more efficient.’ But the real world experience shows the opposite is true. P3s are not a new and innovative idea – they have been around for decades. So, too, has their failure.

Research and real-world experience in other jurisdictions highlight some



Canadian Centre for Policy Alternatives economist Diana Gibson

serious flaws in how governments tally the benefits of public-private partnerships versus conventional public projects.

You don’t have to look very far to see the failures of the P3 model. The Ontario Auditor General recently released a damning report about P3 projects in that province saying they cost in excess of \$8 billion more than if they had been publicly financed and operated. A similar picture emerged in British Columbia,

where the Auditor General has said a P3 project there

**P3s are about private investors and companies dipping their hands in the public purse, at the expense of taxpayers.**

was completed on time, but the final cost was 29 per cent (\$28 million) higher than if government had financed the project itself. The list goes on and on. P3s are about private investors and companies dipping their hands in the public purse, at the expense of taxpayers. Essentially, taxpayers and future governments are left holding the bag for projects that the current government can take credit for in the short term, all while businesses line their pockets.

In addition to speaking out against these efforts in the media, NAPE, along with other unions and our Federation of Labour, held demonstrations on the east and west coasts. NAPE also worked with the Federation to organize a successful town hall on this issue that attracted a significant amount of media attention.

While the threat of privatizing our long-term care homes has been in the spotlight most recently, NAPE has also fought back against the privatization agenda in other areas, namely

Public-private partnerships (P3s) involve commercial contracts between governments and private businesses for the design, construction, financing, and operation of public infrastructure and services that have traditionally been delivered by the public sector, such as hospitals and schools.

the Newfoundland and Labrador Liquor Corporation and central dispatch of paramedic services.

## **Business Eyes Alcohol Sales as Cash Grab**

In June 2015, the Canadian Federation of Independent Business (CFIB) released a “report” calling on government to review the NLC with the goal of privatizing this crown corporation.

It is no surprise the CFIB is lobbying government to privatize liquor stores as its members are the ones who would reap the profits. One of the biggest issues, however, is on the other side of the equation – the lost revenue to the province. In the last five years alone, the province received over \$700 million from the NLC. These funds are used to help provide public services, like health care and education.

The privatization experience in other parts of Canada has proven to be less than successful. For example, since privatization of liquor sales, Alberta has foregone over \$1.5 billion in tax revenue, despite increases in per capita alcohol consumption. A review of Alberta, BC, and Saskatchewan found liquor prices were higher, on average, in the two provinces where the sale of alcohol has been privatized – BC and Alberta. Apart from the economic impact, research shows that privatization of liquor stores has profound social and public health consequences. For example, recent reviews in BC, which has a mix of public and private, have shown a much higher liquor law compliance and enforcement rate in public liquor stores (e.g., checking for ID, not selling to intoxicated patrons, not selling to minors, etc.). Other jurisdictions have also experienced increased incidents of impaired driving and alcohol-related deaths after privatizing liquor stores.

The CFIB used a one-sided telephone poll of 114 of its own members to argue for the privatization of liquor stores in this province. We hope the current government and the opposition parties see this ploy for what it really is – an attempt to transfer public funds into private hands. Experience in other parts of

the country has shown privatization leads to lower government revenues, higher prices for the public, and increased social harm (for example, drunk driving).

Our union will do everything in its power to ensure the NLC continues to stay in public hands for the good of the province.

## **Government Seeks Proposals for Privatization of Medical Dispatch**



In September 2015, the Department of Health and Community Services (HCS) issued a request for proposals (RFP) for a consultant’s report on establishing a Central Medical Dispatch Centre (CMDC). The Centre would dispatch and monitor road and air ambulance services for the entire province.

According to the RFP, the successful consultant would provide options for a “Private or non-profit constructed, staffed and managed CMDC operating under a long term performance based contract with HCS.”

While the jury is still out on our new provincial government, we must be vigilant to ensure it does not embrace privatization. Experience in other jurisdictions has clearly shown public-private partnerships (P3s) just don’t deliver public services more effectively or more efficiently.

**Make no mistake:  
NAPE will continue to  
fight privatization with  
all our might.**

**Make no mistake: NAPE will continue to fight privatization with all our might.**

# DON'T LET GO CAMPAIGN



To fight back against government's privatization agenda, NAPE rolled out a public relations campaign to coincide with the provincial election.

The 'Don't let go – Say NO to privatization' campaign shone a spotlight on the privatization issue during the election by focusing on the privatization of long-term care.

The campaign ran on multiple platforms (social media, online, TV, radio, and print) province-wide throughout the election. It garnered a significant amount of attention and positive feedback. On social media alone, the videos were viewed more than 150,000 times!

The campaign website – [dontletgo.ca](http://dontletgo.ca) – has some great information about the costs of P3s and an overview of the research on privatizing long-term care.



## STAFFING AND MEMBER SERVICING

### Filling Staff Vacancies to Improve Member Servicing

If the members, shop stewards, and Local officers are the backbone of NAPE, the staff are the muscle. They perform much of the vital day-to-day work of the union to ensure NAPE fulfills its mandate of protecting and uniting our members.

In recent months we have filled a number of staff vacancies, several of which had gone unfilled for some time. We put out job postings for a number of key staff positions within the union. The competition was fierce, which made for a difficult selection process. But in the end qualified and competent people were hired to help carry out the work of the union.

The following positions have been filled:

Employee Relations Officer (ERO) for the Corner Brook office:	Randy Avery
Clerk Receptionist for the St. John's office:	Courtney Taylor
Administrative Assistant for the St. John's office:	Emma Hayes
Membership Clerk:	Betty Scurrey

Frank O'Leary was also hired to fill a casual call-in position for the St. John's office.

As servicing, collective bargaining, and arbitrations are a large part of the nuts-and-bolts work of the union, the Senior Negotiator position was reinstated. Ed Hogan is now NAPE's Senior Negotiator. The Executive Assistant to the President position has been eliminated.

These people have been a great addition to the team and are a tremendous asset to our union. We will continue to monitor the staffing complement and structure to ensure it meets the needs of our members.

### Changes to Staff Assignments Improve Member Servicing

The make-up and nature of NAPE's membership is constantly changing, and our union structures must adapt and keep up with those changes. According to President Jerry Earle, "It became evident early in my term that we needed to take a step back and review our existing servicing structure to ensure it is effective and efficient."

NAPE has not approached this topic lightly. We reviewed the existing servicing set-up closely and concluded that changes were needed to ensure our Locals and their

## NAPE IN THE NEWS

members receive the level of service they expect and deserve. This comprehensive review showed our existing structure needed an overhaul.

For example, Maintenance and Operations Services (MOS) Locals, which have some 394 members, were serviced by three different Employee Relations Officers (EROs). Eight town councils were serviced by three different EROs. Members working with Eastern Health were serviced by eight different EROs.

The existing model essentially meant we had a patchwork approach to servicing – individual EROs covering a wide assortment of Locals, Components, and regions.

Under the new assignment structure, servicing will be more focused. An ERO or ERO team (depending on the size of the unit) will be responsible for and familiar with the issues across entire Components, groups, or regions. The benefits are clear. Take for example the EROs responsible for Eastern Health – they will now be able to consult with each other more easily to ensure effective and consistent servicing.

**Changes were needed to ensure our Locals and their members receive the level of service they expect and deserve.**

Careful consideration was given to ensuring the Locals / bargaining units assigned to individual EROs are similar, allowing them to develop an understanding of the issues and provide consistent information.

One ERO will service all town council contracts along with all MOS Locals serviced by the St. John's office. These Locals / bargaining units have similar issues and contracts.

One ERO will service all General Service bargaining unit members.

Three EROs will service NAPE members employed with Eastern Health.

Servicing of every Local / bargaining unit will now be based on this rationale. We're confident having EROs service similar groups will lead to greater consistency and sharing of knowledge and information.

We understand some Local officers may prefer to deal with a particular ERO; however, NAPE has to assign work to serve the best interests of the overall membership. Change is often difficult, but we are confident this change is in the best interests of the members.

We must improve member servicing if we are to gain the confidence of our members. This approach will improve NAPE's overall ability to fulfill its mandate – to protect and advocate for public and private sector workers across this province.



# Communications

## NAPE Adopts New Tool for Reaching Members

NAPE is now connecting with its members on Facebook. The NAPE Facebook page can be found at: [www.facebook.com/NAPENL](http://www.facebook.com/NAPENL).

The response has been phenomenal.

More and more of our members are depending on social media to receive and share information about their workplace. Having a Facebook page provides another way for NAPE to interact with our members. It allows us to share important information and updates. It also means members from across the province can communicate with one another more easily and provide feedback to the union.

NAPE also launched a Facebook page specifically for home care workers at [www.facebook.com/NAPEHomeCare](http://www.facebook.com/NAPEHomeCare). Home care workers do not have a central workplace in the traditional sense since for the most part they work on their own in their clients' homes. This leaves them disconnected from one another. And because many of these workers are new to NAPE and the union movement, we felt creating a page specifically for home care workers would be helpful. Already it has improved communication between NAPE and these members, and between the members themselves.

NAPE has also launched a new and improved website at [www.nape.ca](http://www.nape.ca). In addition to a new look and feel, it is now faster and easier for members to navigate the site on their mobile phones or tablets. This is important because increasingly our users have moved toward browsing the website using one of these devices. In fact, more than 40 per cent of our website traffic is via mobile phone or tablet.

Our website has become a central part of communications with our members. In the past year alone, our site had over 120,000 hits. We have used member feedback over the past three years to guide our website revamp. The result is a simpler, sleeker site that focuses on the information our members need to access quickly.

We have also made a concerted effort to improve our communication with NAPE's front-line activists – our Local officers and shop stewards. Frequent updates, memos, and alerts are sent to these members using an email list. This has proven to be an effective tool in communicating with activists in a timely fashion.



# NAPE SCHOLARSHIPS

In 2015 NAPE awarded 22 scholarships totaling \$11,000 to students pursuing a post-secondary education. NAPE annually awards scholarships to children and dependents of NAPE members pursuing a post-secondary education. Each scholarship is valued at \$500.

Congratulations to the NAPE 2015 scholarship winners:

**Emmanuel Strickland Scholarship:** Brett Wells-Keough (Corner Brook)

**Max Dyke Scholarship:** Janice Young (Corner Brook)

**Judge Wm. Browne Scholarship:** Chelsea Newman (Milltown)

## NAPE Regional and At-Large Scholarships:

Region 1	Andrew Hayes	Port aux Basques
Region 2	Jessica Hann	Labrador City
Region 3	Kianna Hale	Grand Falls-Windsor
Region 4	Kyla Stratton	Lumsden
Region 5	Michaela Drover	Carbonear
Region 6	Alison Kennedy	St. John's
Region 7	Nolan Corbett	St. John's
Region 8	Cheyenne Whiteway	St. Anthony
Region 9	Joanne Hart	Clarenville
At-Large	Zachary Fitzpatrick	St. John's
	Ryan Abbott	Clarenville
	James Lander	Springdale
	Michelle King	St. John's
	Brandon West	St. John's
	Heather O'Leary	St. John's
	Jillian Lahey	St. John's
	Hope Cahill	St. John's
	Kaila LeDrew	Carbonear
	Courtney Caravan	Bay Roberts



**NAPE**



**STEP UP  
AWARD**

**Step-Up  
Awards to  
Recognize  
Members'  
Volunteer  
Efforts -  
In the union  
and in the  
community**

During Volunteer Week last year, NAPE sent out an email and posted a simple message thanking NAPE members, particularly the front-line activists of our union, for their volunteer efforts. The response was incredible.

This got us thinking – every day, in workplaces and communities across our province, NAPE members not only provide valuable services and goods to the people of this province – they're giving back to their fellow workers and to their communities by volunteering.

It is the volunteer members within the union movement who are the front line of defence for working men and women across this province. They embody the values of our union each day by giving freely of their time to improve the lives and working conditions of others. They truly are the backbone of NAPE and the key to our union's success. Make no mistake, their efforts improve the lives of their fellow members by protecting their rights, enforcing collective agreements, and ensuring our workplaces are safer and fairer.

Every day, NAPE members step up for their fellow union members. They step up for their communities. They step up for causes and organizations that depend on their time and energy to do their important work.

We wanted to recognize the indelible mark NAPE members make through their volunteer work. So to honour their efforts, we created the first annual NAPE Step-Up Awards.

Each year a maximum of 10 awards will be presented – one for a NAPE activist and one for a community volunteer – in each of the following five geographic regions:

- St. John's Metro
- Eastern
- Central
- Western and
- Labrador

The awards are broken into two categories for each region:

**NAPE Activist Step-Up Awards** will be given to NAPE members who embody and exemplify the spirit and goals of the union through their union volunteerism.

**NAPE Community Volunteer Step-Up Awards** recognize the exceptional contributions NAPE members make to their communities through volunteer work.

**The nomination deadline is February 19, 2016.**

Winners will be selected by a special sub-committee of the NAPE Board of Directors.

The awards will be presented at a special event during Volunteer Week in April 2016. Winners' names will be displayed at NAPE's head office. Winners will also receive a plaque and a distinctive lapel pin. As well, NAPE will make a donation to an organization or charity of each winner's choosing.

Nomination packages are available on our website at [www.nape.ca/stepup/](http://www.nape.ca/stepup/).

We know volunteers aren't in it for the fame or glory, but we felt it was important to recognize NAPE members throughout the province for their amazing efforts.

# Labours Of Love

## Kids Eat Smart



Over twenty years ago, when the idea was conceived to create a foundation to support the nutrition of school-aged children in Newfoundland and Labrador, everyone involved knew it would be an expensive undertaking.

Fortunately, NAPE stepped up with a \$100,000 donation to provide the seed money needed to start this school-based nutrition program and establish what is now known as the Kids Eat Smart Foundation Newfoundland and Labrador.

NAPE was there at the beginning, and we're still here. NAPE and its members have continued their support as the Foundation has grown.

Recently, NAPE presented a cheque for \$11,000 to the Kids Eat Smart Foundation. These funds were raised at the 21st Biennial Convention.

To add perspective, that single donation will provide 11,000 breakfasts to children across Newfoundland and Labrador.

## Daffodil Place

A few months ago, NAPE's Board of Directors was approached by a close friend of the labour movement, former Newfoundland and Labrador Federation of Labour President Reg Anstey, about a potential charitable opportunity for a cause that's near and dear to his heart – Daffodil Place. The Board was in unanimous agreement – NAPE would step up to the plate and help support this worthwhile cause.

For those who aren't aware, Daffodil Place is a 24-room facility operated by the Canadian Cancer Society of Newfoundland and Labrador Division for cancer patients (and their caregivers) who must travel to St. John's for cancer treatment.



Al Pelley, Vice President of Philanthropy for the provincial division of the Canadian Cancer Society, accepts a \$25,000 donation from NAPE for Daffodil Place.



There isn't a member of our union who hasn't been touched by cancer in some way. We hope our donation will allow the Canadian Cancer Society and Daffodil Place to ease the burden on those who visit St. John's as part of their fight to beat cancer. It is a small gesture, but every bit counts.

# CORRECTIONAL OFFICERS CALL ATTENTION TO BIG CONCERNS



Workers with Her Majesty's Penitentiary (HMP) held a demonstration in November to voice their concerns about working conditions, health and safety matters, and ongoing issues with management. Correctional Officers across the province joined these workers in support and solidarity at their respective facilities.

For years, our members at HMP have been dealing with escalating acts and threats of violence, riots, gang-related activity, crumbling infrastructure, and postponements of a new correctional facility.

Correctional officers used the demonstration to bring their concerns regarding the health, safety, and protection of themselves, inmates, visitors, and volunteers to the public's attention.



**24-hour jail guard shifts continue, despite safety concerns**  
(Telegram, June 11, 2015)

## NAPE NUMBERS CONTINUE TO GROW (WE'RE #1)

NAPE remains the largest union in the province, and our membership continues to grow.

In the past year, NAPE organized workers at the following workplaces:

- Karwood Estates
- Tiffany Village

Welcome to all our new members!



# EDUCATION – KNOWLEDGE IS POWER!

## Educating Activists a NAPE Priority

Union activists are the foundation of any union. Education is a key component to giving them the tools they need to help members in the workplace.

## Educating Our Front-Line Activists

Shop stewards are the union's most visible presence in the workplace. They are the union officers who work with the members they represent. Their role is to enforce the collective agreement and protect your rights gained through negotiations and other union actions. Shop stewards are your first line of defense. They're responsible for enforcing the contract and handling grievances, proactively ensuring worksite safety, mobilizing members for the union's political campaigns, and orienting new members to the worksite and NAPE.

NAPE offers seminars for shop stewards on a regular basis. If you're a shop steward who hasn't attended a seminar, be sure to check out the upcoming sessions @ [www.nape.ca/education/shop-steward-training](http://www.nape.ca/education/shop-steward-training).

In the last six months, NAPE has delivered five shop steward seminars, reaching approximately 150 members.



## NAPE Annual Labour School

NAPE consistently offers educational and training opportunities to its members. The annual NAPE Labour School is a large part of that effort.

The Labour School is an opportunity to bring activists together from across the province to share their experiences in the workplace, hear from guest speakers, and participate in educational workshops. The ultimate goal of the school is to provide NAPE activists with the tools they need to effectively represent you.

The 2015 NAPE Labour School was held from April 30 to May 3 at the Terra Nova Golf Resort, Port Blandford.

Over 100 activists from across the province participated in the school, which included sessions on leadership training, effective meetings, and transforming conflict into union activism.



# NAPE Women's Conference – Sisters in Solidarity

NAPE's 2015 Women's Conference took place at the Greenwood Inn in Corner Brook from September 18-20. More than eighty participants represented every NAPE region and all NAPE components. Workshops covered a wide array of topics affecting women in the community and in the workplace.

This year the Women's Committee presented the NAPE Athena Award, given to an activist who has worked tirelessly on behalf of women, to Mary Shortall.

Mary Shortall was elected President of the Newfoundland & Labrador Federation of Labour in October, 2013. Prior to that, she was acting Regional Director for the Canadian Labour Congress (CLC). She had been the Newfoundland Representative for the CLC since 2001. Mary is a long-time member of Unifor who served as vice president of her Local at the CLC until her election.



Mary Shortall

Prior to working with the CLC, Mary was a customer sales and service agent with Air Canada. She was active in her union from 1982 until she went to the CLC.

Throughout her involvement in the labour movement, Mary has been a facilitator, a curriculum developer, a political and social activist, a human rights advocate, and a feminist.

At the conference, a \$1000 donation was made to the Psoriasis Society of Newfoundland and Labrador as a scholarship in memory of NAPE activist Sharon Power.

## REPORTING WORKPLACE INJURIES A MUST



An injury on the job can have serious consequences. You must file a claim when an injury occurs. Getting injured on the job doesn't automatically mean you will receive Workers' Compensation benefits. Sometimes claims are denied. In one particular case, a worker was denied a reinstatement of benefits based on a pre-existing injury. NAPE appealed and won.

If you have a claim that is denied by Workplace NL (the new name for the Workplace Health, Safety and Compensation Commission) as an aggravation of a pre-existing condition, it is important for you to contact NAPE as soon as possible before the 30-day appeal period expires, as there could be reason to challenge this decisions.

NAPE Employee Relations Officer Vina Gould can assist you with questions on Workers' Compensation. Vina can be reached at 1-800-563-4442 or by email at [vgould@nape.ca](mailto:vgould@nape.ca).



# 21<sup>st</sup> Biennial Convention Proud. United. Strong.

# NAPE

## More than 450 Members Gather to Develop Strategy for Next Two Years

From October 22 to 24, more than four hundred fifty NAPE members from across Newfoundland and Labrador attended NAPE's 21st Biennial Convention at the Sheraton Hotel in St. John's.

The Biennial Convention provided an opportunity for delegates, representing over twenty-five thousand NAPE members, to reflect on the union's activities, achievements, and challenges since the last convention in 2013.

It also served as platform to lay out a strategy for the union's efforts in the months ahead.

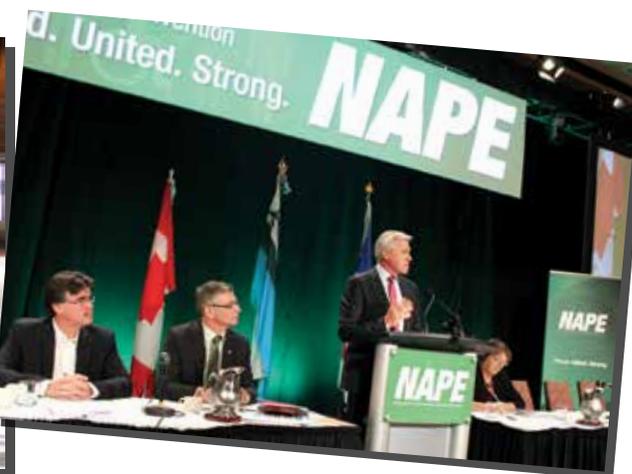
The Convention featured a number keynote speakers, presentations, and workshops covering a wide range of issues.



NAPE President Jerry Earle kicks off the convention with his opening address.



Delegates sing "Solidarity Forever."



Liberal Leader Dwight Ball provides remarks and answers questions. All party leaders were in attendance.



Home Care Group of 17 Negotiating Team - May 28, 2015

# HOME CARE NEGOTIATIONS

Over the past few years NAPE has been coordinating home care negotiations so that collective agreements expire at the same time, increasing the bargaining strength of our members.

Currently NAPE represents over four thousand home and youth care workers (home care workers for short) across Newfoundland and Labrador.

Home care workers play

a vital role in our province's health care system, providing care and support to some of our province's most vulnerable people. Home care workers allow both youth and seniors alike to stay in the comfort of their own homes and their own communities while reducing the stress, strain, and financial burden on our health care facilities.

**When NAPE began organizing home care workers, they made just over \$6 an hour. By the end of these agreements, they'll be making more than \$16.**

In this round of negotiations, NAPE was very clear – these workers must be treated with the dignity and respect that comes with such serious roles and responsibilities.

After several months of long and difficult negotiations, in September we finally reached a deal with the Group of 17 home care agencies on behalf of more than three thousand members. This deal provides a big step forward for home and youth care workers toward getting the fair payment and benefits they deserve. The agreement with the Group of 17 laid the groundwork for negotiations with the remaining home care agencies.

These agreements bring home care workers closer to having the dignity, respect, and compensation they deserve for the vital service they provide to the people of our province.

To put this into perspective, when NAPE first began to organize home care workers, they were making just over \$6 an hour – the lowest paid health care workers in the province. By the end of these agreements, home care workers will be making more than \$16 an hour. Now that's progress!



# NAPE's National Union Attacks Privatization on Two Fronts

## What is NUPGE?

NUPGE is the National Union of Public and General Employees. It's a family of 11 affiliated unions. NAPE is one of those affiliates. NUPGE is one of the largest unions in Canada. Most of its 360,000 members work to deliver public services to the citizens of their home provinces. NUPGE also has a large and growing number of members who work for private businesses.



By James Clancy, National President

What's the biggest threat to public services in Canada? Privatization. The National Union of Public and General Employees (NUPGE) has consistently fought off attempts by employers and governments to sell our public services to the highest

bidder. We are once again engaged in a strategic campaign to push back on this issue at every level.

And we're doing it with plain facts.

### **Privatization = Pay More, Get Less**

Privatization increases the cost of services. The quality of services drops. Commercial confidentiality means the public no longer has the right to know how the services it pays for are delivered. And ultimately, when commercial interest and shareholder profits trump all else, the people who need public services end up paying more.

People in Newfoundland and Labrador are increasingly aware of the problems with P3 privatization schemes, like the ones proposed for long-term care facilities. These have ranged from \$8.2 billion in extra costs in Ontario to sewage on the floor where the birthing centre is located in a Quebec P3 hospital.

But privatization problems are not limited to P3s.

Selling off liquor stores means higher prices and more issues with excessive alcohol consumption. When the Saskatchewan government replaced public employees with consultants, costs doubled. And the list goes on.

So why are governments still privatizing public services?

### **Privatization Industry is a Powerful Lobby**

When you see who's profiting from privatization, it's not hard to figure out why privatization is a problem. There are a lot of large corporations and wealthy individuals who make money when governments privatize public services. But there are also the law firms, consultants, accountants, lobbyists, and others who make money from the work needed to process privatization deals.

Together they make up the privatization industry.

### **Privatization Industry has its Own Playbook**

They've even come up with a strategy NUPGE has labelled the Privatization Playbook.

1. They can't attack public services directly, so they starve services of funding.
2. They starve services through tax cuts that benefit the top 1% and profitable corporations.
3. Lack of funding means the quality and accessibility of services deteriorate.

4. The public gets frustrated and asks, “Why am I paying taxes for these services?”
5. CEOs and their political allies say, “Let the private sector deliver these services.”

For large corporations and the wealthy, this strategy is a double win. They pay far less in taxes and make far more when public services are privatized. For the rest of us, it means poorer services and higher costs.

### **Transparency and Accountability Key to Fighting Privatization**

The good news is there is an effective way for us to fight privatization. Privatization’s weak spot is secrecy.

When people find out the details of privatization schemes, they turn against privatization. That’s why key details of privatization schemes are hidden from the public on the grounds of “commercial confidentiality.”

NUPGE’s strategy attacks privatization where it’s weakest. We’re pushing for:

1. All information to be made public,
2. A truly independent review of proposed privatization schemes, and
3. Genuine consultation that forces the privatization industry to defend the indefensible.

And at every bargaining table, our member unions are making privatization a top priority and pushing for language that protects public services, our members, and the public.

By working together, we will defeat privatization.

## **BE SOCIAL MEDIA AWARE**

Social media has become a big part of our everyday lives. Social media like Facebook, Twitter, YouTube, Instagram, and even good old email allow users to upload profiles, post content like comments, pictures, and videos, join networks, and add “friends.”

The rapid growth and prevalence of social media has blurred the lines between our professional and personal lives. This is further aggravated by the fact that we can take and post pictures or videos anywhere at any time with our phones and tablets.

What you post on your “private” page or account may in actual fact be public information that can negatively affect your work, and it can get you in trouble.

Here are some quick do’s and don’ts to social media that can save you a lot of future trouble:

- **DO** “the front page test.” If you wouldn’t want to see it on the front page of your local newspaper, **DON’T** post it.
- **DON’T** badmouth employers or other employees.
- **DO** avoid being Facebook “friends” with your boss/supervisor.
- **DON’T** identify your employer on your page.
- **DON’T** vent about employer practices.
- **DON’T** release information about work that is not public.
- **DON’T** post in anger or haste.
- **DO** think before you post/tweet/hit send.
- **DON’T** assume your posts/pictures/videos are private.
- **DO** be aware of privacy concerns.
- **DON’T** use social media for personal reasons at work.
- **DO** use work groups/listservs/email lists for work-related or professional purposes only.

A woman with short brown hair, wearing a black jacket over a blue sweater and a patterned scarf, stands in a park. The background shows a paved path, green grass, trees with autumn foliage, and a bench.

**Newfoundland and Labrador Association of Public and Private Employees**

**Phone (709) 754-0700 / 1-800-563-4442**

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