

**REPORT OF THE PRESIDENT  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20 - 22, 2017**

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My sisters and brothers,

Just over two years ago, I was honoured to be elected president of NAPE. Since that time it has truly been a privilege to serve you. Together with NAPE Secretary Treasurer Bert Blundon, your Board of Directors, our dedicated staff, and the front line Local Officers and Shop Stewards who are the backbone of our union, we have made tremendous strides.

The following is an overview of the work we have done together since our last convention.

**OUTSIDE THE OVERPASS**

One commitment I made to all members during my election campaign was to get out of the office and get out to as many workplaces as I could to visit with members in their home communities and hear from members directly.

So far, I have done my utmost to stay true to my word on this front - from Carbonear to Corner Brook and from Grand Bank to Labrador City, I have made doing site and community visits a priority because I firmly believe it's important to stay connected to the members and to hear from them directly about the issues you face in workplaces across the province every day. To date I have visited over 50 communities and over 150 worksites.

This has been an incredible experience – to get out into our amazing communities across this great province and visit with members in their workplaces. I get to hear directly from members about their hopes, their fears, their issues at work. It has been one of the most incredibly motivating and powerfully touching aspects of my time as President.

I will continue to travel and meet with members in the weeks and months ahead.

Unfortunately, I'll never get to visit every workplace or meet every one of NAPE's 25,000 members. In fact, thousands of NAPE members – like those who work in home care – don't have public worksites.

That's why one of the first things I did after I was elected was have a survey sent to every member so that we could give every member of our union an opportunity to provide valuable feedback and input on your union. Your responses to that survey help shape your union every day.

## **COMMUNICATIONS**

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

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

### **Anti-Privatization Campaign**

In the lead up to the provincial budget, there was a lot speculation and discussion about privatization, or the use of Public Private Partnerships (P3s). The government admitted - after documents were released under the Access to Information and Protection of Privacy Act - that all options are on the table, including, specifically, privatization of public services. Employer groups have also been advocating heavily for government to adopt a privatization agenda.

NAPE pushed back on this regressive agenda using a multi-pronged approach: research, public/media relations, and government relations. At our Biennial Convention in October of last year, we had all three party leaders in attendance and asked them specific and pointed questions about privatization. We have Premier Dwight Ball on the record there and in the media several times since, committing to no privatization of public services. We intend to keep him to his word.

As part of the fightback effort, NAPE launched a series of anti-privatization ads. The campaign was an extension of the *'Don't Let Go – Say NO to Privatization'* campaign that we ran during the recent provincial election. The updated campaign focuses on the proven failures of privatization in other provinces across the country and fully explains why it won't work here in this province. While those pushing the privatization agenda say it is innovative, more effective, and more efficient, the research and experience shows that assertion this is patently false. Privatization simply costs more and delivers less.

The campaign consisted of a series of ads that were rolled out over the course of several weeks.

Information, videos, facts and figures are posted on the website: [www.dontletgo.ca](http://www.dontletgo.ca)

### **We Are Community – Positive Image Campaign**

Many people in this province know who NAPE is, but don't fully understand who makes up the union and the full scope of the vital work you do. During these difficult times in the province, we wanted to shine a light on the hardworking and dedicated members of NAPE that deliver high quality and vital goods and services to the people of this province.

The *'NAPE – We Are Community'* campaign is a longer term campaign that focuses on the real people behind the jobs, behind the services, and behind the statistics. The

campaign showed real NAPE members in their workplaces, talking about their jobs and the impact they have in their communities.

While it is impossible to cover off on all of the hundreds of classifications and workplaces across the province, the campaign covers a wide array of workers and components.

This campaign is positive and educational and aims to give the public a better understanding of the crucial work that members like you provide every day across our great province.

Simply put, our province, our communities work because you do and the people of the province need to know that.

### **2016 Budget Reaction Campaign**

NAPE launched a public relations advertising campaign as part of the push back efforts in reaction to the budget that was brought down by the Liberal government. The ads ran province-wide on a wide array of platforms.

Before the election, during the election, and even after the election, Dwight Ball and his Liberals made a number of commitments to the people of this province – one of those being that public sector jobs would be safe. These promises have been broken. We were all left wondering, what's their word worth now?

Regressive levies that unfairly target our province's less fortunate and elderly, cutting jobs and services, removing financial assistance for students, increasing class sizes, removing 24 hour snow clearing on our highways, leaving people in fear of what's to come in the Fall budget – none of these will help stimulate or diversify our struggling economy.

Given the impact of the budget on our members, the economy, public services, and the fear of what is yet to come in the Fall budget, NAPE had no choice but to forcefully push back against this budget on the streets, in the media, and on the public relations and advertising front.

The feedback from the campaign was extraordinary and overwhelmingly positive – not only from members but from the general public as well.

On Facebook alone, the advertising campaign videos received over **1.71 MILLION views** and thousands of shares, likes, and comments!

### **Private Sector Campaign**

In December of 2016, NAPE launched an advertising campaign encouraging the people of the province to support local businesses and the workers who make them tick. The ads ran province-wide on an array of platforms.

We have all seen some distressing stories in the media about local businesses closing their doors. Local businesses are the engine of our economy. We wanted to do something to encourage people to support them and the workers in their communities who create world-class goods and services. While this campaign focusses on NAPE members and the businesses that employ them, the broader goal is to support our local economy by encouraging people to buy local.

Every time someone chooses to spend their dollars on goods and services made right here in the province, that is money that stays and circulates in the local economy. It is money that goes towards supporting a local worker and their family - members of their community. This money has a much greater chance of recirculating in the local economy than money spent online or on businesses that aren't operating directly in the province. From small 'mom and pop' shops to national companies that produce goods and services here in the province, buying local is good for our economy.

This campaign also shines a light on the members of NAPE who work in the private sector. Many people may not realize that NAPE unites and represents over 5000 workers in the private sector across the province. These are people in our communities who proudly produce union-made goods and services for an array of businesses in the province, including Purity, Browning Harvey (Pepsi), NL Safety Services, Comfort Inn Airport, Country Ribbon, and Labatt.

### **Facebook, Website, and the new NAPE App**

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

We've launched a popular Facebook page with over 6000 followers as well as a separate page just for home care workers. The page receives a massive amount of traffic and is a fantastic mechanism for our union to reach and engage members on a frequent basis.

Our website continues to receive significant traffic with over 150,000 unique visits in 2016 alone.

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

The app is pretty bare bones at this point in terms of functionality – we didn't want to develop too many features without testing the waters to see what the response was from members first. That said, we picked the top items based on analytic data from our website (what our members use). We plan to build upon the app's functionality as the uptake grows.

In addition to allowing members to quickly and easily access information on and contact NAPE, the app will also allow us to send push notifications (messages and alerts) to

every user of the App which is extremely important in terms of membership engagement.

The app also allows members to contact one of the three offices with the push of a button on the home screen – making it faster and easier for members to contact us when they need to.

## **Media Relations**

A major part of our communications strategy is to speak directly to the general public and attempt to influence decision makers through public and media relations.

I believe we have excelled on this front.

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

I have conducted hundreds of interviews since our last convention on a myriad of issues important to our members and their families. We have broken stories and we have led the charge on transparency and accountability via numerous Access to Information Requests.

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

## **EDUCATION AND TRAINING**

One issue that I have heard consistently throughout my travels and discussions with members was that there's a lack of educational opportunities for our members.

That's why we've launched a series of videos answering some of the most common questions members have. You can find them on NAPE's website - <http://www.nape.ca/education/educational-videos/>

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

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

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

## **New Member Handbook**

Unions are built on the fundamental principle that we are stronger when we work together – that there is strength in numbers. Alone, each worker must negotiate and deal with their employer as an individual. By working together, workers have a more powerful collective say about their working conditions, health and safety, pay and benefits.

Through its collective voice, the union movement has been able to accomplish much for workers. In fact, many of the working conditions that all workers in our society enjoy is because of the work of the labour movement over the years; health and safety standards, maternity leave, pensions, minimum wage, the 40 hour work week, weekends, and the list goes on and on.

To help new members learn more about their union, we have put together a ‘New Members’ Handbook’.

This resource will help new members understand how the union makes decisions, what services and benefits are available to members, and learn more about the structure, staffing and resources that make the Union the strong agent for progressive change that we have become.

Mental health training has been a key focus of our efforts in recent months and we plan to do much more on this front in the weeks and months ahead to give our front line activists the tools they need to address this critical issue in our workplaces. We have offered Mental Health First Aid courses at our Labour School and Women’s Conferences and are looking at ways to expand this training going forward.

## **BARGAINING**

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

I am proud to say that, since the last Biennial, NAPE has successfully negotiated 52 contracts - without any labour disputes.

### **Public Sector Bargaining**

Public sector bargaining has been our number one priority since the last convention.

Needless to say, the process has been incredibly frustrating and time consuming.

It would be impossible to cover the entirety of the history of this round of public bargaining in this report, so I will provide a general overview.

To begin with, as you are probably aware, the Liberal government hired a high-priced law firm and a crisis management specialist with close Liberal ties to handle public sector negotiations. At a time when this government, this Premier, is telling the people of the province that they have no money for libraries, for Masonic Park, for over 650

jobs, for courts, offices, and so many other important services – this announcement came as a shock to your union.

The government has hired the services of McInnes Cooper, a law firm that specializes in labour law, as well as Cathy Dornan, a crisis management specialist. The contract could mean the province is spending over \$500 per hour on the upcoming set of public sector negotiations. This amount would be on top of what they are spending on their current staff who normally handle negotiations.

Over the course of 2016-17, the firm racked up over \$250,000 in billings on public sector bargaining.

This move by the government, and the then Minister of Finance, Cathy Bennett, sent us a distressing signal about how they were going to approach public sector bargaining.

We sent the government a list of bargaining teams a few months prior to the agreement expiring. At that time, we sent the government and respective employers (Hereafter: Employer) a listing of our Bargaining Teams and assigned staff negotiators (Hereafter: Negotiators). We did not hear back until September 2 when the government informed us of their assigned negotiators in writing – spanning a period of nearly six months. Around that time, the government issued a press release stating that bargaining would commence by the end of September.

Once we received the list of employer negotiators and a request for dates to bargain, the Bargaining Oversight Committee informed the government that no bargaining dates would be set until such time as a Bargaining Protocol Agreement was in place.

For those who may be unfamiliar, a Protocol Agreement provides the ground rules for bargaining; providing a common framework that will be beneficial to all parties involved going forward. Despite initial protestations, the Employer eventually agreed to the process. After some negotiations on the matter, an agreement was signed by both parties on October 5, 2015.

Another issue that your Union raised with the Employer was that of Essential Services Agreements.

It is our firm opinion that given the numerous changes that have occurred since the last agreement was signed in 2003, it is imperative that new Essential Services Agreements are negotiated. As you are aware, most of the facilities and members have experienced drastic changes since the original agreement was put in place, both in terms of services provided and types of classifications resulting from the Job Evaluation System (JES) implementation. These changes, coupled with the Supreme Court ruling in *Saskatchewan Federation of Labour v. Saskatchewan* seriously impact the force and effect of the current agreements.

In the meantime, once a Protocol Agreement was signed off by both parties we immediately began to set dates to commence bargaining with the Employer.

Bargaining began in earnest in November of 2016. It became abundantly clear over the next few months of bargaining that this government was not as committed to bargaining as they were saying in the media and to the public. Our teams were very frustrated by the lack of progress at the table.

NAPE was served notice that the provincial government had requested the appointment of a Conciliation Board for public sector bargaining. This occurred on Friday, February 24.

The following six tables were served:

NLC, School Boards, LX, MOS, Group Homes, and Marine Services.

The thing that is most aggravating and, frankly, insulting, about this move by the government is that most of our groups had only had two or three passes at the table.

Clearly, the government was not giving this process the respect it deserves – and they are trying to rush the process along – to what end?

Applying for conciliation that early in the process is not normal and in our opinion, it was unwarranted.

While we objected to going to conciliation at such an early stage in bargaining, we entered into this process with the express intention of working with the conciliation officers to reach a fair deal at the table.

This was April of 2017.

On May 15th, at a meeting of the Chartered Accountants Association, then Minister of Finance, Cathy Bennett made several, unprompted comments about the public sector bargaining.

Minister Bennett had, once again, brought issues pertaining to public sector collective bargaining to the media. Such actions do nothing to move things along at the table and only serve to sow distrust between the two parties.

The Minister was continuing to take a position that only served to undermine the Collective Bargaining process, ignoring legislation designed to assist the parties in negotiating a new collective agreement.

The government was in a rush to enter the conciliation process – and then they seemed to be in a rush to exit the conciliation process. It really calls into question how committed the government was to the process at that stage of the game.

We continued to work diligently during the summer on moving the public sector bargaining process forward.

In a surprising development, Cathy Bennett resigned her position as Minister of Finance



at the end of July. Ms. Bennett was replaced by Tom Osborne.

Since taking over as Finance Minister we have heard Minister Osborne say some encouraging things about collective bargaining – a "new slate" and "starting fresh with negotiations and how we deal with unions" is certainly welcomed by our union given how things have been going thus far. Since Minister Osborne has taken over his new role we have also seen the end of McInnes Cooper as the external law firm hired by the government to take us on at the bargaining table.

These are positive developments.

We are cautiously optimistic that this change in leadership will breathe new life into public sector collective bargaining going forward.

On that note, myself and NAPE Senior Negotiator met with Minister Osborne on Thursday, August 10 to discuss a number of matters, the foremost of which was collective bargaining.

Overall, it was a very positive meeting - it is clear from the tone and direction of the discussion that the new Minister is committed to giving public sector bargaining a fair shot at the table.

We informed the Minister that while we are more than willing to get back to the table to negotiate openly, honestly and fairly, we expect the same from his bargaining teams – not what has been going on for the past year. The Minister agreed with this sentiment.

At that meeting, we resolved to bring the bargaining teams back to the table starting after Labour Day weekend. Dates were set and teams only began meeting again days before writing this report.

I plan to have a further update – and, hopefully, a positive one - for members at Convention.

## **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 the reporting period, we 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.

We hired a temp relief worker – Kim Short – to fill in for a sick leave vacancy in the Corner Brook 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.

### **Long Time Accountant, Beulah Evans, Retires**

On January 20, 2017, after an astonishing forty years of service, NAPE accountant Beulah Evans retired. Well known to many NAPE activists, Beulah was respected for her helpfulness and professionalism. We wish her well in this next exciting chapter of her life.\

Ettie Bursey moved into Beulah's position, Rose Connors moved into Ettie's position, and Shannon Hickey was hired after a very competitive hiring process to fill Rose's position.

We have faced challenging times on the staffing front as they relate to the ongoing renovations at our main headquarters in St. John's. The upheaval and the resulting lack of space has meant that we have been unable to make the level of progress on addressing staffing issues that I had originally planned. I hope to have a more detailed announcement on this important issue at convention.

### **ADVANTAGE PROGRAM**

Another thing I'm hearing from members is how hard it is to make ends meet with increased taxes and the rising cost of living.

That's why I thought it was important to launch a discount program for our members.

There are many advantages to being part of a union – collective agreements, stronger protections in the workplace, solidarity, etc... Many of the benefits and standards won for our members are enjoyed by all workers today, such as minimum wage, health and safety regulations, and overtime.

In 2016, unionized workers in Canada earned on average \$5.28 per hour more than non-union workers. Women with unions earned more too – an average of \$7.10 an hour - and got paid more fairly. Workers under age 25 earned an extra 27% if their jobs were covered by a union contract.

That's the power of negotiating as a group.

While our main goal is to negotiate better agreements and protect the rights of our members, we are also responsible for finding ways to improve your lives outside of work.

In an effort to better achieve that goal, we have created a discount program – the *NAPE Advantage Program* – for our members.

The *NAPE Advantage Program* is designed to be mutually beneficial: NAPE supports members by helping to reduce their daily expenses while businesses increase their customer base. It's a win-win situation.

A listing of Advantage Program participants is posted here and our website at: [www.nape.ca/advantage](http://www.nape.ca/advantage)

This is the initial phase of the program launch. We are continuously looking to add businesses to the program.

How do members get a discount?

**The process is easy:**

**Step 1: Show your NAPE card**

**Step 2: Get a discount.**

We will continue to build upon and grow this discount program for members in the weeks and months ahead. We will post updates on our website and Facebook page.

We are hopeful that this program helps members keep more of their hard-earned dollars in their pockets.

### **STEP UP AWARDS**

Every day, in communities across Newfoundland and Labrador, NAPE members work to provide vital public services and produce world class goods and services.

The work they do contribute greatly to the functioning and prosperity of our province.

However, their contributions don't end there.

Thousands of NAPE members give freely of their time, effort and energy to volunteer in their workplaces and their communities.

It is the volunteer members on the front line of the union movement, like you here today, who are the first line of defence for working men and women across this province. You truly are the backbone of NAPE and are the key to our Union's success.

Every day, NAPE members like you 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 the important work they are tasked with completing.

We wanted to recognize the indelible mark that NAPE members are making through their volunteer work.

So, two years ago, we created the Step Up Awards

The Awards are broken up into two categories for each region:

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

The NAPE Community Volunteer Step Up Awards recognize the exceptional contributions of NAPE members for their volunteer work in the community.

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

We have held two wonderful awards banquets since the last convention; with 20 amazing NAPE activists and community volunteers receiving the Step Up Award.

The winners' names are displayed at NAPE's head office on a plaque. Winners received a plaque and a distinctive lapel pin. NAPE also made a donation to an organization or charity of each winner's choosing.

### **A LABOUR OF LOVE**

NAPE is more than a union made to enforce collective agreements and negotiate contracts – we are a part of our community. That is why it is so incredibly important for us to give back to the community.

## **Kids Eat Smart**

When the idea of creating a foundation that would support the nutrition of school aged children in Newfoundland and Labrador was conceived over twenty years ago, all involved it would be costly venture to undertake.

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

NAPE was there at the beginning and is still here now. NAPE and its members have continued their support as the Foundation has grown.

NAPE has contributed over \$22,000 to the Kids Eat Smart Foundation since the last convention.

To add perspective, that amount provided 22,000 breakfasts to children across Newfoundland and Labrador.

This is our 25<sup>th</sup> Anniversary of Partnering with the Kids Eat Smart Foundation, so stay tuned for more on this worthwhile cause.

## **Daffodil Place**

In 2015, NAPE was approached by a close friend of the labour movement, former Newfoundland and Labrador Federation of Labour President Reg Anstey about a potential charitable opportunity. Shortly thereafter, Brother Anstey gave a presentation to the Board of Directors about becoming a high level donor for a cause near and dear to his heart – Daffodil Place. The Board was in unanimous agreement – NAPE would step up to the plate and help support this worthwhile cause.

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

I don't think there is a person in in our province who hasn't been touched by cancer in some way. We are hopeful that our donation will assist the Canadian Cancer Society and Daffodil Place in helping ease the burden for those visiting St. John's fighting to beat cancer. It is a small gesture, but every bit counts.

We ultimately resolved to donate \$25,000 for Daffodil Place and we continue to partner with this very worthwhile organization.

## **\$25,000 Donation To Relief Efforts In Fort McMurray**

We have all watched in absolute horror as wildfires consumed the homes, threatened lives, and forced thousands to flee and seek shelter from the relentless threat of the flames in Fort McMurray.

There are not many people in Newfoundland and Labrador who don't have some connection to Fort McMurray – our two communities are inextricably intertwined.

That's what makes the tragedy that unfolded before our eyes on TV and social media all the more real. It hit us all so close to home. It was heartbreaking.

However, through the damage and destruction, it is situation like the fires in Fort McMurray that we see the absolute best in one another, where strangers reach out to help each other, where firefighters and other first responders put their lives in jeopardy to help keep others safe, and where people open their hearts and homes to those seeking refuge. Humanity at its best.

For our part, our union is offered our solidarity and support to the people of Fort McMurray in their hour of need - NAPE contributed \$25,000 to the Red Cross in support of relief efforts.

### **Support for Striking Workers at DJ Composites in Gander (Unifor 597)**

Earlier this year, myself and Secretary-Treasurer Bert Blundon attended and spoke at a rally in support of locked out Unifor Local 597 aerospace workers at D-J Composites in Gander. There was a great show of support from NAPE members in the area as well.

Along with messages of support and solidarity, we presented the locked-out workers with a donation of \$2,500 on behalf of NAPE's membership.

I hope our support and donation will help strengthen the resolve of the workers in the face of such unfair treatment by their employer.

We know when these workers stand up to employers like D-J Composites, they're not only standing up for themselves or their families – they're standing up for their community, for fairness and respect in the workplace, and for all workers.

### **IN MEMORIAM**

NAPE truly is more than a group of workers – we are a family.

Since the last convention we have lost two stalwarts of our union and our family.

### **Sister Rowena Best**

Rowena passed peacefully on March 9 of this year surrounded by her loving family and friends.

Rowena was a long-time NAPE activist, serving as an Employee Relations Officer (ERO) since 2003. Prior to that, Rowena served on the NAPE Board of Directors for a decade. Before making her move into union activism, Rowena was an LPN in Placentia.

Rowena was an incredibly kind soul whose smile and positive attitude would light up a room. Regardless of the toll that her sickness took, she was always happy and quick with a smile. She was also a fierce advocate for working people in this province.

### **Brother Hubert Sutton**

Hubert passed peacefully on February 22 of 2016 at his home in Bishops Falls surrounded by his loving family.

Hubert survived by his wife Sandra and his sons Shawn and Allan and his daughter Mary-Lou.

Hubert was a long time NAPE activist, serving as an Employee Relations Officer (ERO) since 1973.

Hubert retired in January 2015 with over 40 years of dedicated service to workers across this province. He was passionate about the union movement, family, fishing, and hunting.

Hubert is gone but he has left an indelible mark on our province, our union and the many people he fought for and represented over the years.

They are gone but they will not be forgotten.

### **CONCLUSION**

We have an extremely busy year ahead:

Finalizing contracts for our public sector members;  
 Coming together for our Biennial Convention to set our course for the next two years;  
 and  
 Entering negotiations for our home care members  
 – to name a few of the larger items on our agenda.

Our best chance for success is to continue to stand together in unity. We must maintain our defense of public services and those who deliver them – for ourselves, for our seniors, for our children, for our communities.

It is an honour to represent more than 25,000 working people, to be the President of your union. When I enter your workplaces, when I stand in front of groups to speak, I am humbled to have been entrusted with this tremendous responsibility. I don't take it lightly. And I won't let you down.

Your union is only as strong as its weakest link. That's true at the bargaining table, and it's true when we fight to protect jobs and communities.

Now more than ever it's important for us stand together – to protect our families, our communities, our province, and the crucial public services we provide.

United, we cannot be defeated.

I look forward to our Biennial Convention!

In solidarity,

Jerry Earle  
PRESIDENT



**REPORT OF THE SECRETARY/TREASURER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

Over the past two years, we have continued with a financial plan designed to ensure the financial stability of NAPE. Some of you may recall my first report to Convention ten years ago. At that time, I proposed a budget and a framework for the future, one specifically designed to ensure the sustained and financial health of your Union.

Upon my first election as your Secretary/Treasurer, I inherited a fiscal problem of an immense magnitude. NAPE had a crippling debt burden of almost \$8 million and an exhausted Defense Fund of \$1.2 million. From the moment of my election, I expended much of my energy to ensure that we paid off all our loans and that we rebuilt the Defense Fund. I am extremely proud to report to you again that we have absolutely no debt on our General Fund or Defense Fund Balance Sheets. Equally important, we have the strongest balance sheet, including cash reserves, in NAPE's history.

We must never forget how close we were to financial ruin, seriously jeopardizing our ability to bargain from a position of strength and eroding our ability to effectively protect the many benefits in your Collective Agreement. We cannot return to those troubled times under any circumstances.

I recall my campaign slogan during my first election bid in 2007. It stated, "*Elect Bert Blundon for a Wage Increase, not a Dues Increase*". Upon my first election, I successfully argued for a reduction of the approved Union dues increase of \$4 bi-weekly. Union dues have never increased during my terms of office. As a percentage of income, Union dues have actually decreased for most of our members.

The Finance Committee and I are pleased to report that we will not be seeking any increases in Union dues for the foreseeable future. I firmly believe, as I did back in 2007, that your wage increases are yours to keep and not for the Union to take.

Today our Union dues are among the lowest, if not the lowest, of any public sector Union in this Country and you will not likely find any Union within our Province with lower Union dues or with more services than within NAPE.

Unlike the Liberals and the Tories before them, we have worked hard to place NAPE in a strong financial position during the good years which will carry us financially through the current difficult years. As noted in the Finance Committee Report, we have made remarkable gains in our financial position without asking you to pay more. Unlike the Liberals and the Tories, we arranged our financial affairs to live within our means without attacking workers and without bringing forward regression taxes.

As I have stated many times, I believe the greatest defense to a strike is having the ability to financially support one. Employers understand that without a strong Defense Fund we are weakened at the bargaining table. Notwithstanding that our actual contribution from our General Fund has decreased by \$1 million over the past two years, your Defense Fund increased by \$6 million since our last Convention. During my term of office, the Defense Fund has grown from \$1.1 million in 2007 to \$32 million as of March 31, 2017. The Defense Fund is debt free and it has no future or current liabilities.

Our goal of rebuilding a sustainable Defense Fund has been achieved and stands ready to support current and future rounds of collective bargaining and to support any attack upon our members' jobs and Collective Agreements.

The day to day operations of our Union has and continues to be a focal point of my attention. During the last two fiscal years, I paid particular attention to spending, resulting in ten years of consecutive surpluses for our General Fund. Our cash assets, excluding the Staff Benefits Account, have increased from \$800,000 in 2007 and from \$6.7 million as of March 31, 2015 to \$7.7 million at fiscal year end. Our General Fund and Defense Fund Balance Sheets are the strongest that they have been in NAPE's history. Our total assets on the General Fund Balance Sheet has grown from \$5.2 million in 2007 and from \$12.4 million as of March 31, 2015 to \$14.8 million as of March 31, 2017. Since my last Report, members surplus or retained earnings in the General Fund has grown from \$3.2 million to \$5.8 million as of March 31, 2017.

During the past two years, we achieved a \$2.6 million accrued surplus. The surplus was created because of a decrease in anticipated expenditures pertaining to stalled collective bargaining in the public sector and a reduction in the allocation to the Defense Fund compared to prior years. It is also worth noting that our \$12.4 million revenue for the fiscal year ending March 31, 2017, is essentially the same as our total revenue in the 2012 fiscal year. However, in 2012 we allocated \$2.85 million to the Defense Fund, whereas during our last fiscal year an allocation of \$1 million was made. Obviously, we are now in a position that the interest accruing in our Defense Fund allows us to reduce the contribution from the General Fund as expenses grow within the Union.

I have continued to oversee and implement our financial plan resulting in significant growth in assets from all operations. Our total assets have grown from \$40 million to \$47 million during the last two years with almost \$40 million of those assets held in cash or cash equivalents. Our combined retained earnings from our General Fund and Defense Fund have grown from a deficit position of \$1.9 million from first being elected in 2007 to a surplus position of over \$37.5 million today.

All of NAPE's investments have been structured to enhance returns while at the same time positioning our investments 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, as an investment opportunity, the mortgage for the

NAPE Building. In essence, we now pay ourselves interest at the prime rate instead of paying interest to an outside lender. With over \$41 million in investments, investment returns will play a pivotal role in keeping dues frozen for years to come and, secondly, as a source of capital growth within your Defense Fund ensuring it remains sustainable over the long term.

Notwithstanding the strong balance sheets for both our General Fund and Defense Fund, we are now experiencing flat revenues from membership dues. With almost 85% of our members paying maximum Union dues our ability to grow revenue through increasing members wages is limited. Fortunately, our financial plan from ten years ago was designed with this in mind. I knew that we had to build our Defense Fund and General Fund to such a level that investments would play a large role in providing cash for our General Fund, but more importantly for the Defense Fund.

This year's budget will have an increase in expenditures of over \$1.7 million from last year's actuals. Staff Salaries and Expenses have increased by an additional \$130,000, Post Retirement Benefits by \$175,000, Board, Executive, and Committees by \$30,000, Rebates to Locals by \$30,000, Conventions by \$780,000, Membership Servicing by \$350,000, Membership Training by \$104,000, Professional Services by \$70,000 and Wage Loss by \$115,000. In spite of those significant increases, our budget will remain balanced notwithstanding that we do not anticipate a rise in revenue.

With a healthy Defense Fund, generating \$680,000 in investment income over the past two years, I am able to slightly reduce the amount of money in this year's budget being allocated from the General Fund to the Defense offsetting some of the additional expenses being generated in the General Fund this year. In this year's General Fund budget, allocations to the Defense Fund will be reduced from last year's \$1 million to \$900,000 this year. Coupled with anticipated investment income of over \$375,000 this year plus the continuing \$1.68 assessment dues, assuming we have no strikes, the Defense Fund should grow by an additional \$2.95 million.

Notwithstanding that we remain debt free and have strengthened our balance sheets, we do have an unfunded liability in the Post Retirement Benefits Account. This line item remains stable at \$5.4 million and hasn't grown materially since my last Report. Under accounting rules, we are required to expend the cost of maintaining insurance for all Staff as it is accrued for their future retirement. Currently, the expense is allocated in the fiscal year that it occurs, but the cash essentially remains on our Balance Sheet.

The Finance Committee and your Board of Directors had approved a capital expenditure of \$1.6 million for our last fiscal year. Under accounting rules, the draw down of cash from the General Fund Balance Sheet has occurred by way of a loan to J.V. Limited allowing J.V. to continue renovation work on our St. John's office. It is anticipated that a further \$3 million will be allocated as a loan to J. V. Limited for this purpose with renovations being completed by year end. The loans to J. V. Limited will be recorded on the General Fund Balance Sheet as an asset and as a liability on the J.

V. Limited Balance Sheet. There will be no effect to the total assets recorded on the General Fund Balance Sheet. However, the renovations to our building should increase the market value, strengthening the J. V. Limited Balance Sheet while permitting J.V. to increase its rent and enable it to return cash plus interest to the General Fund. In this way, the General Fund will enjoy a new revenue stream.

With the increased strength of the General Fund and Defense Fund Balance Sheets, the Board, on the recommendation of the Finance Committee, approved a 10% allocation of all our investments in a bond fund specially designed for NAPE's needs. Our goal is to enhance our investment returns by one to one point five percent over GIC returns. All investments are in high quality AAA or AA bonds. This new investment opportunity has started in this fiscal year and as such is not reflected in the last two years' financial statements presented at Convention.

Much of my time as your Secretary/Treasury is occupied with investment matters. I regularly meet with investment advisors and continually approve changes in our investment mix reflecting the current negotiating environment and interest rates. With significant amounts of cash on both our Balance Sheets, I have to continually consider and manage expectations with regard to interest rate changes, the need for accessible cash and the duration and type of our investments. As I have indicated many times, having our investments generating the maximum amount of returns without undue risk and having such investment readily available is the most important factors in keeping our Union dues at current levels.

In addition to my financial duties as your Secretary/Treasurer, I have been appointed as the Chairperson of the Board of Directors of Provident<sup>10</sup>. Provident<sup>10</sup> is the independent corporation that now manages the PSPP. You may recall, that we negotiated Joint Trusteeship in 2015 removing it from the direct control of Government and the Legislator. With over \$8.98 billion in assets the Public Service Pension Plan, your pension plan is over 93% funded. Consider that when we negotiated Joint Trusteeship your pension was only about 60% funded, we have made major strides in the right direction in such a short period of time.

With Joint Trusteeship comes a huge responsibility for the Union and particularly for me as your representative on the Pension Board. With my appointment to Chairperson of the Board, my responsibility and required effort has increased substantially. It's a rewarding challenge but it has increased the demands on my time. For me, your pension plan security represents the greatest responsibility to members that I have ever personally been asked to accept. I still believe that preserving your pension plan was one of the most important accomplishments by any NAPE leader in modern times and I'm extremely proud to have been, and continue to be, part of that accomplishment.

As your Secretary/Treasurer, I still remain somewhat involved in labour relations but obviously the oversight and management of the Union's financial affairs, coupled with the increased demands for my attention on pension matters and the oversight required

in that effort, leaves little free time for other issues.

My Report to this Convention should be read with the Report of the Finance Committee which, by constitutional authority, mandates that I, as your Secretary/Treasurer, serve as Chairperson. Further details regarding our finances can be obtained from the Report of the Finance Committee and, as such, I have not repeated those details here.

Notwithstanding that the primary responsibility of the Secretary/Treasurer is to oversee the financial administration of the Union's affairs, it is equally important to provide leadership for all areas of the Union. My ability to deal effectively with our finances and my ability to meet your goals have been made possible because of my continued ability to work closely with your President, Executive, Board of Directors, Staff, and indeed the entire membership. It is vitally important that employers continue to view NAPE as one voice representing the collective strength of its entire membership.

Our financial plan has proven itself, responding to the needs of our membership while placing NAPE on a strong financial footing. A financially stable NAPE is critical to achieving our long term goals, particularly around collective bargaining and fight back campaigns. Rest assured that 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. I will be making further comment on the proposed budget at Convention including my insights for the next two years.

In closing, I would like to take this opportunity to thank everyone for their continued support and your confidence. I would also like to thank the Finance Committee for its work and our new Accountant, Ettie Bursey, and our Accounting Staff for their work. Like the Finance Committee, I would also like to wish our recently retired Accountant, Beulah Evans, a happy retirement and thank her for her many years of service with NAPE and, on a personal note, thank her for keeping me on task and assisting me with many of the difficult decisions that I have had to make regarding our finances.

I look forward to seeing and meeting you at Convention.

In Unionism,

Bert Blundon  
SECRETARY/TREASURER

**REPORT OF THE GENERAL VICE PRESIDENT  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers,

Welcome all delegates, observers, and guests to the 22<sup>nd</sup> Biennial Convention of the Newfoundland and Labrador Association of Public and Private Employees (NAPE).

To all first time delegates, I encourage you to take part in the deliberations. I hope the next few days of Convention will be informative and enjoyable. There will be many important issues to debate and discuss during this time. It is important that you participate in the discussions and decision making during Convention. Your vote is important and will provide direction to NAPE's Executive and Board on how you want this Union to operate.

During the last Convention I was elected as NAPE's General Vice President. This position is an affirmative action seat created to ensure women are adequately represented on NAPE's Provincial Board of Directors.

In the two years since my election, I have been very committed and involved. As your General Vice President, I have been proud and honored to represent you at many localized community events that support women such as

- ♀ Labour Day Activities
- ♀ Take Back the Night
- ♀ National Day of Remembrance and Action on Violence against Women
- ♀ International Women's Day
- ♀ National Day of Mourning for all Injured and Deceased Workers killed on the job

**NUPGE**

I attended the National Union of Public and General Employees' (NUPGE) Triennial Convention June 2016. This national Convention marks a 40 year anniversary for NUPGE. President James Clancy did not reoffer for the position and as this was a constitutional convention delegates elected Brother Larry Brown as President and Sister Elisabeth Ballermann as Secretary/Treasurer. Delegates also debated resolutions that focused on major issues such as privatization, organizing and campaigning, and public policies that affect workers every day.

As General Vice President, I also sit on NUPGE's National Advisory Committee on Women's Issues. One of the campaigns which I have been an active participant in is NUPGE's fight to eliminate all forms of violence against women.

NUPGE encourages all Canadians to

- work to raise awareness that gender-based violence is a human rights issue;
- lobby at all levels of government to ensure that sufficient funding is provided to organizations assisting women who have been victims of violence, including shelters and transition houses;
- place pressure on the federal government to expedite the process of developing a national action plan to end violence against women and girls;
- raise awareness that the National Inquiry into Missing and Murdered Indigenous Women and Girls must include input by families and Indigenous women's organizations.

### **Canadian Labour of Congress**

During May 6-12, 2017, I had the opportunity of participating in the Canadian Labour Congress Constitutional Convention held in Toronto entitled "*Together for a Fair Future*". This year's Convention theme focused on four key pillars: fairness, equity, green jobs, and organizing to strengthen Canada's unions.

The CLC Officers were also elected by secret ballots during this week and serve a three-year term. The Convention elected

- Hassan Yussuff for a second term as President of the Canadian Labour of Congress. He was first elected to the position in May 2014, becoming the first person of color to lead Canada's union movement.
- Marie Clarke Walker was elected Secretary/Treasurer and made history as the first-ever racialized woman to serve as Secretary/Treasurer for the CLC.
- Donald Lafleur was re-elected for a second term as the Executive Vice-President.
- Larry Rousseau was also elected as the Executive Vice-President.

Delegates to the CLC Convention also paid tribute to inspiring activist, femtor and outgoing Secretary/Treasurer, Barbara Byers. Sister Byers is retiring after 15 years with the CLC, having first been elected as Executive Vice President in 2002. She was elected to the position of Secretary/Treasurer at the 2014 CLC Convention in Montreal.

The tribute to Byers kicked off with a video presentation. Labour leaders like former PSAC President Nycole Turmel, SFL President Larry Hubich, and former CUPE President Judy Darcy shared their memories and experiences working with Byers over her many years in the labour movement.

Byers started her career as a Social Worker before becoming President of the Saskatchewan Government Employees Union (SGEU) and Saskatchewan Federation of Labour (SFL).

In thanking delegates and colleagues, Byers spoke of the importance of learning from one another, regardless of age or experience.

The Convention also hosted a number of guest speakers which included

- Guy Ryder, International Labour Organization
- Candy Palmeter - actor, writer, international speaker, activist, comedian and award-winning TV and radio personality, and has executively produced three films on Mi'kmaq culture.
- Cindy Blackstock - Executive Director, First Nations Child and Family Caring Society of Canada and Professor, McGill University School of Social Work.
- Rachel Notley, Premier of Alberta
- Mary Walsh - actor, writer, activist, comedian and award-winning TV personality and best known for her work on *This Hour Has 22 Minutes*.

### **Provincial Executive and Board of Director's Meetings**

During my term of office I have attended all Provincial Executive and Board of Director's meetings. When asked to participate in your Local meetings, I have done so. I have followed up on your concerns by bringing them to the Executive and Board of Directors whenever it was necessary.

### **Ongoing Work**

As a Union I believe the Women's Committee needs to do more to ensure that social programs benefit women. We need to ensure that employer's take seriously the impact violence against women has in the workplace. We need to ensure that collective agreements provide for paid leave for domestic violence.

Violence against women continues to be a global pandemic. It is a consequence of persisting inequality and persistent discrimination against women and girls.

Here in Canada violence against women and girls continues to be a major issue with very tragic consequences. Approximately every six days, a Canadian woman is killed at the hands of her intimate partner. It is estimated that the financial cost of dealing with the aftermath of spousal violence alone is \$7.4 billion.



Violence against Indigenous women and girls is at a higher rate—Indigenous women are killed at six times the rate of non-aboriginal women. The number of missing and murdered Indigenous women and girls, according to the RCMP, was 1,181 between 1980 and 2012. However, it is believed that the actual number is much higher — closer to 4,000.

Shelters and transition houses in Canada on any given night provide shelter to 3,491 women and their 2,724 children. Due to austerity measures by all levels of government in the last number of years, increasingly staff at these shelters and transition houses are spending up to 40 per cent of their time fundraising. Issues of violence against health care workers are also increasing in Canada.

The need for adequate funding for child care, housing, education, and health care ensures that the burden for providing these services does not fall disproportionately on women's shoulders. These issues are still priorities for many working women.

It has been a pleasure to work with President Jerry Earle, Secretary/Treasurer Bert Blundon, the Board of Directors and Staff. Working together we can accomplish great things for the members.

Enclosed in your information package to Convention is the Women's Committee Report. I encourage all delegates to read this Report as it details the work that the Women's Committee has been involved in on your behalf and their commitment to you, the members.

I extend a big thank you to all members who volunteered their time to serve on Committees, Boards, or Negotiating Teams for NAPE. It is evident that the demand placed on rank and file members continues to grow. Without your continued involvement, NAPE would not be able to take on the issues with the success it has enjoyed.

I thank the members for their continued confidence in me to represent them during the past two years.

In Solidarity,

Arlene Sedlickas  
GENERAL VICE PRESIDENT

**REPORT OF THE EASTERN VICE PRESIDENT  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers,

It has been an honour and privilege to have served as your Eastern Vice President this past term. While proud to do my duties as your representative, it was not without its challenges and threats from employers and government who, quite frankly, would strip our contracts and working conditions if not for the strong and determined volunteers who make up this great Union of ours.

Through the 100 or more meetings that both myself and your Eastern representatives team have attended, we heard your concerns and have endeavoured to resolve those issues to the best of our collective abilities.

Our Union movement is truly a team effort and one that could not reach the goals set forth without strong leadership. I want to take this moment to thank all of our Executive and Provincial Board Members for their input and assistance this past two years. We have achieved a lot, yet we strive to make each passing day a better one for those we represent and serve in our respective capacities.

Brothers and sisters, these past two years have seen an increase in the number of deaths and serious injuries to our fellow workers. From our highways to our first responders and home care to health care, each and every one of us have been touched in one form or the other. To those families who have been stricken with these tragedies, my thoughts and prayers are with you.

Quite frankly, we have to do more and hold those accountable for safer working conditions and recognition of the dangers we face in our workplaces and that an injury to one is truly an injury to all. The incidence of PTSD has to be brought to the forefront so that we let our first responders and those dealing with this disabling illness know that it's okay to talk and give them the programs and tools to overcome the darkness and know health and happiness again.

We have fought back both a Liberal and PC agenda that has tried to cripple our movement but through strong leadership and vision I was proud to be a part of the campaigns we led to fend off those attacks that educate and change the public perception on the vitality of those public and private services provided Province wide. To Keith Dunne, your wisdom and dedication have demonstrated the real power of public relations and the ability of social media to affect change and educate our members on their Union around them. For that, we are grateful.

I have been very proud to have accomplished what I feel is a better communication and

education strategy this past term and it was something your President and Secretary/Treasurer believed in and continue to work on since they took office as it is vital to our movement as a whole. A strong Union is an educated Union.

To our retirees and pensioners, the sacrifices you have made for gains in our Collective Agreements and workplaces is not a lost entity. I remind each and every member today we have those benefits because of the strife of those past strikes and we must continue that fight and stand together for a better tomorrow for all.

In closing, I just want to express my gratitude to each and every one of you, especially our Local Presidents, Executives and Shop Stewards, who are truly the driving force of this Union. Your commitment to making your workplace a more just and equitable culture speaks volumes of your dedication and passion. It inspires me to go further and try harder, both for you and OUR Union as we face what I feel is the greatest threat of the corporate agenda and attack on the services we provide. No, we are not for sale, and yes, we will stand proud, strong and united as one.

Brothers and sisters, it is with pride and passion that I represent you and the issues you bring forth, and if re-elected, I will continue to build this great Union of ours that is both inclusive and exclusive of our members' best interests.

In Unionism,

James Lacey  
EASTERN VICE PRESIDENT

**REPORT OF THE CENTRAL VICE PRESIDENT  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

Welcome to NAPE's 22<sup>nd</sup> Biennial Convention! I sincerely hope that the next three days will be both challenging and exciting times as we set the course for NAPE for the next two years.

Since being elected as your Central Vice President in October 2015, I have strived to meet with as many Locals in Region 3, 4 and 9, either through your annual general meetings, telephone calls, emails or contact through your respective Board Members. I have attended Executive and Board meetings bringing your concerns forward. Your issues are my issues as I can relate to the many stresses we face each day in our work places. Employers continue to download more and more responsibilities onto the working women and men of this Province with little or no regard for employee's mental or physical well-being or a decent level of work/life balance.

Serving as a member of NAPE's Executive, working together with our leadership, Jerry and Bert, the Board or Directors and especially those Board Members in Region 3, 4 and 9 and you, the Local activists, we will stand and work together to establish and maintain a healthy, safe and more caring working environment for all.

Under the great leadership of Brothers Jerry Earle and Bert Blundon, NAPE has become united and strong and I am confident we will continue in that positive direction in the future. Unions are important in our working and every day lives and are vital in today's society like never before. I shudder to think what our work places would look like should Unions ever cease to exist.

In closing, I would like to thank the Staff, Executive and Board of Directors for their support. To Wade, Kathy, and Sheldon, thank you for all the help you have given me in our respective Central Regions. It has made my job lighter because of your commitment and hard work. I would also like to commend the Local Officers who work tirelessly at the Local level to keep our Local members engaged and informed. To our Shop Stewards, who police our Collective Agreements on the shop floor on a daily basis, a heartfelt thank you. This Union could not run without you.

I will be seeking re-election as Central Vice President and humbly ask for your support. I will perform the duties of my office to the best of my ability and will uphold the trust you place in me to carry out the work of our great Union.

Enjoy the Convention!

Solidarity forever,

Betty Goodyear  
CENTRAL VICE PRESIDENT

**REPORT OF THE WESTERN VICE PRESIDENT  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

I would like to take this opportunity to welcome all delegates, observers, and special guests to NAPE'S 22<sup>nd</sup> Biennial Convention. I hope this Convention is enlightening, informative and enjoyable as we debate NAPE's course for the next two years.

In October 2013, I was elected as your Western Vice President. It has been a rewarding and challenging experience and I thank you for allowing me this experience. I have met a lot of new Union activists with the Locals and attended all Local meetings that I was invited to. It was enlightening for me to speak to each of you regarding your Local issues and update you on the many activities that NAPE is involved with. It was my pleasure to represent Labrador and the Western area at the Board table and to bring forward your concerns and speak out on issues that affect you. The working people need a voice and I am that voice.

In the last four years since I was elected as Western Vice President, it was my privilege to serve the members of Regions 1, 2 and 8. I traveled throughout the Region for Local and annual general meetings, Executive and Board meetings. For the first time, I also had the opportunity to travel and meet my members in the Big Land (Labrador). We attended a rally and protest in Wabush and a special memorial service for sister Karen Gillard, where I met many wonderful people. Myself and our President, Brother Jerry Earle, also visited work sites of our members in Goose Bay and had the privilege to speak and listen to them.

In June 2016 I had the opportunity to attend NUPGE's Convention in Ottawa. NUPGE (National Union of Public and General Employees) is one of the largest Unions in Canada with over 370,000 members. Many topics were discussed, such as Privatization, Women's Issues, Child Care, International Solidarity, Labour Rights, Medicare and many more.

In the last two years we developed and funded the Step-Up Awards. As Chair of this Committee it was my honour to recognize members throughout Newfoundland and Labrador; NAPE members who are stepping up as volunteers to make a difference. Some are Union activists, while others give their time and energy to community groups.

I also had the privilege to attend Take Back the Night, International Women's Day Events, Privatization Rallies, Labour Day Activities and December 6 Vigil at Memorial University. I supported NLFL Common Front and had the opportunity to travel to Fogo with Brothers Jerry Earle and Bert Blundon.

In May 2017 I attended the 28<sup>th</sup> Annual Constitutional Convention of the CLC (Canadian Labour Congress). I had the opportunity to listen to our own Mary Walsh, Canadian Actress, Comedian and Social Activist, who spoke about mental health.

I am delighted to report that I have served for many years as the Chair of the Kids Eat Smart Committee which now has been changed to the Charity Committee. Myself, the Committee and NAPE Staff have put together more fund-raising this year for the very deserving Kids Eat Smart Foundation who serve over 25,000 meals to kids in Newfoundland and Labrador.

NAPE has been busy negotiating Collective Agreements for most of our members. I am pleased to have served on NAPE's Negotiating Team for the School Boards for five terms. Together, shoulder to shoulder with our brothers and sisters in solidarity, we hope to have success. I would like to thank Brothers Jerry Earle and Bert Blundon for the positive direction that they are leading NAPE.

I would like to thank the Staff, Executive, and the Board of Directors, especially the Board Members working with me in this area, for their support over the past two years. But most of all, I would like to thank you, the activists, for your support and contributions to our Union.

There will be many important issues to debate and discuss during this Convention. For all first time delegates, I wish you well in your deliberations over the next few days. I want to remind you of the importance of your participation in discussions and decision-making during the Convention. Your vote is important and will give positive direction to NAPE on how you want this Union to run. If I can be of assistance during the Convention, please do not hesitate to contact me.

I will be seeking re-election as Western Vice-President, and I am asking for your support. My commitment to you, the members and the labour movement, is sincere and I will work to my utmost to uphold that commitment. We have to move forward with a vision that will enable us to have a future filled with promise and progress.

In solidarity,

Joanne Miles  
WESTERN VICE PRESIDENT

**REPORT OF THE EASTERN AREA BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

Welcome to Convention! In this Report you will find an outline of some the events and activities I have had the pleasure of taking part in over the past two years as your Eastern Area Board Member and a member of the Women's Issues Committee.

Our Committee has been a busy one. In June 2016 we held our annual Women's Conference in Terra Nova, and offered Mental Health First Aid to our delegates. For our Conference in May 2017 we offered Mental Health First Aid and the Assist program, along with a host of other activities. Both Conferences were very well received, and it was a pleasure to serve on the Committee that organized them.

Each year I had the privilege to attend the International Women's Day Brunch, along with other NAPE Members, and this I feel is a very important event for sisters to come together in solidarity. In May 2016, I, along with our Committee, attended a Workplace Harassment Conference, which enlightened us on the struggle of workplace harassment, and discussed ways to move forward after it has taken place. I also am grateful to have attended the 2017 CLC Women's Summit - Sisters Rising Together. This was a very educational Summit featuring panel discussion and workshops regarding women in the labour movement. Another important event that I was able to partake in each year was the Day of Mourning on April 28<sup>th</sup>. This event is a reminder of how important workplace safety is for everyone.

Each Labour day I attended the Labour Day picnic festivities in St John's. What a tremendous event this is! It showcases labour coming together and celebrating how far we have come, but also reminds us of how much further we have to go.

I want to thank all the Locals who have invited me to their annual general meetings over the past two years. It is always a pleasure to meet fellow members. I learn so much from these meetings and meet new people along the way.

Aside from the Women's Issues Committee, I had the honour of becoming Chair for NAPE's first-ever Young Workers Committee. This Committee is being built from the ground up, and will act as a voice for young workers. I am so proud to have been a part

of this, and I look forward to working alongside the future Committee to help them continue to build this crucial movement.

Sisters and Brothers, it has been an honour to serve as your Eastern Area Board Member. My commitment to the labour movement, and all issues surrounding it, grows each day. I look forward to catching up with familiar faces at this Convention, and I want to send a big WELCOME to first time delegates. I look forward to meeting you!

Solidarity forever,

Jacquelyn Bursey  
EASTERN AREA BOARD MEMBER



**REPORT OF THE CENTRAL AREA BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers,

Welcome to NAPE's 22<sup>nd</sup> Biennial Convention. I am sure you are going to enjoy and learn much about our Union over the next three days. It has been a great pleasure to serve you as Central Area Board Member.

Below is a summary of activities that I have been involved with since being re-elected in October 2015

- **International Women's Day Gala March 2016 and 2017**

March 2016 - The Gala was held in Milltown March 2016. The Women's Committee sponsored 10 seats. Tickets were available to different Components of NAPE on the South Coast. Laboratory & X-Ray, Hospital Support Staff, General Service, Health Professionals and Home Care were in attendance. It was a great evening and enjoyed by all.

March 2017 – The Gala was held in St. Alban's March 2017. The Women's Committee again sponsored 10 seats and tickets were available to different Components of NAPE on the South Coast. NAPE women throughout the South Coast area were given tickets to attend. There was great feedback and NAPE women are looking forward to attending the next Gala.

- **Workplace Harassment Conference – May 13, 2016**

The Women's Committee attended a one day Conference on Workplace Harassment and Violence at Memorial University. This Conference reviewed and discussed emerging research on workplace harassment and violence as well as relevant legal, policy and program practices. The goal of the workshop was to provide future direction for action, best practices, reform and research in Newfoundland and Labrador.

- **Women's Conferences**

Women's Conference June 2016

The Conference was held at the Terra Nova Golf Resort from June 3 - 5. The theme was "Mental Health is our Union's Concern". This Conference consisted of a full two days of workshops on Mental Health First Aid. Seventy-five women throughout Newfoundland and Labrador representing various Components were in attendance. There was great feedback and a high demand for more training in this area.

#### Women's Conference May 2017

This Conference was again held at the Terra Nova Golf Resort from May 26 -28. The theme was "*A Woman's Place in Her Union*". Because of such feedback and high demand for training regarding Mental Health, we offered workshops such as:

- Mental Health First Aid
- Assist Suicide Prevention
- Domestic Violence in the Workplace

Seventy-seven women throughout the Province were in attendance. The intent of the workshops was to provide women with tools to help people developing a mental health problem, experiencing a mental health crisis or dealing with coworkers who may be suffering from domestic violence issues which are spreading to the workplace.

Both Conferences were a success. For more details about the Committee's involvement, please refer to our Chairperson's detailed Report.

- **CLC Women's Committee Leadership Summit 2017**

I attended a Canadian Labour Congress, Atlantic Region, Women's Leadership Summit in Halifax September 29 – October 1. The agenda consisted of leadership oriented talks, forums and panel discussions for women in the labour movement, including sessions on "Young Women Rising" and a presentation on "Women and the Media".

- **Elected as Chair of the Pensions Committee**

At the start of my term as Board Member, I was elected as Chairperson of the Pensions Committee. As a Committee we have done some great work and continue to move forward on improving ways to build communications to all

NAPE members. Please refer to my detailed Report for the Pensions Committee.

- **Attended all Board meetings, Women's Committee meetings and teleconferences**

These meetings were dealing with many different issues that are facing our Union on a daily basis.

It has been my pleasure to have represented you as Central Area Board Member.

At this time, I would like to thank you for your continued support.

In Unionism,

Sonya Hickey  
CENTRAL AREA BOARD MEMBER

**REPORT OF THE WESTERN AREA BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

Welcome to NAPE's 22<sup>nd</sup> Biennial Convention. This Report will highlight the involvement of the Western Area Board Member since the last Convention.

During the past two years, it's been a pleasure working in this capacity. I've been very active participating in many events throughout our Western area communities, as well as promoting women's involvement within our Union.

A few highlights of this term where I represented NAPE for the Western Area include:

- attending multiple Local annual general meetings and assisting with the election process of Local Officers within the Western Area including Labrador;
- International Women's Day celebrations;
- National Day of Mourning – laying of wreath as the NAPE representative in Labrador West;
- Women's Conference in Terra Nova 2016 & 2017;
- Take Back the Night;
- Workplace Harassment Conference, May 2016;
- Labour Day Festivities – Volunteer to help make event possible in Labrador West;
- District Labour Council – Labrador West.

Thank you for your support over the past two years in this capacity. Working as the Western Area Board Member for the past four years has allowed me to meet so many Local activists. It's been a real pleasure serving this area.

For further detailed information regarding the activities of the Women's Committee, please refer to the Report of the Women's Issues Committee.

Respectfully submitted,

Rhonda White  
WESTERN AREA BOARD MEMBER

**REPORT OF THE REGION 1 BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers,

I would like to welcome all delegates, observers, staff and special guests to the 22<sup>nd</sup> Biennial Convention of NAPE. I hope this is an enjoyable and learning experience for all attending. You will meet some great activists at this Convention.

Since our last Convention, we have had a change of Government and we are now in a tough round of negotiations. I would like to wish all our bargaining teams the best of luck as they work on behalf of our members. There are ongoing negotiations with many other Locals within NAPE and I wish them much success also. Through Union strength and solidarity, we will prevail!

On behalf of the members in Region 1, I have attended all of the Board of Directors' meetings, annual general meetings and other Local meetings when invited.

I would like to thank the staff at the Corner Brook and St. John's Offices for all their help and support over the past two years. Thank you also to the Executive, Board of Directors and all the Local Officers in Region 1. The past two years have been a rewarding experience working with you all.

To the members of Region 1, it has been a privilege to work on your behalf the past two years. I will be re-offering myself as Region 1 Board Member at Convention and respectfully ask for your continued support.

In Unionism,

Dan Quilty  
REGION 1 BOARD MEMBER

**REPORT OF THE REGION 2 BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers,

Welcome to Biennial Convention! You are about to connect with a fantastic group of brothers and sisters who make up this great Union.

Over the past two years, it was my pleasure to work with our members and participate in Local annual general meetings on invitation. Providing support and direction to our members has been very rewarding and, in the process, I find that I too have learnt and grown. To the Staff of NAPE for all of your support and guidance, kudos and bless you.

As your Board Member, and part of the negotiating team for the Labrador Benefits Agreement, it is my duty to report that talks have not yet begun for our expired Agreement. As soon as there is something to report, rest assured an update will be provided.

Our members continue to engage and interact in record numbers which is evident by the number of applications that were submitted to attend both the Labour School and the Women's Conference in 2017. Shop Steward training for Region 2 took place in Happy Valley/Goose Bay in September with Andy Parsons, ERO.

During this term, I had the opportunity to travel to three different Northern communities; Postville - to help organize the Inuit Community Government workers; Nain - to meet with our Local NAPE members and hold elections at the Local annual general meeting; and Makkovik - along with Andy Parsons, ERO, where we visited work sites, held meetings and checked in with our members. It was really encouraging to visit some of our rural communities, to visit members at their work sites, to see their daily routine and to let them know that their issues are NAPE's issues. To provide them with a face and a name that they could associate with NAPE was very much appreciated.

A little effort goes a long way in ensuring our NAPE members feel that they are a part of this great Union and that they have an open invitation to reach out to their representatives to seek information. When our members feel included, I feel that I have contributed.

I would like to say a big thank you to NAPE members from Region 2 for your faith and support in electing me to act as your representative. I have enjoyed each and every interaction and will be re-offering myself during this Convention and respectfully ask for your support.

In Unionism,

Viva Pittman  
REGION 2 BOARD MEMBER

**REPORT OF THE REGION 3 BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

It has been a privilege to represent the members of Region 3 for the past two year term. As I have in past reports to you, I wish to welcome everyone to our 22<sup>nd</sup> Biennial Convention. This is a time to relax and reconnect with each other since last we gathered to deliberate and determine our path, a time to focus on the next two years and re-commit to a continued strong positive direction for NAPE.

I have enjoyed serving as the voice of Region 3 and I thank you for your support and confidence in my representation of our Region on the Board of Directors.

Region 3 is where I work daily and I am proud of our Region and the public services we, as NAPE members, provide for our communities. Our Region is a large ever changing diverse area and I enjoy engaging members, helping in any way I can. Attending Women's Conferences and Labour Schools are opportunities for members to engage and it is an amazing way for our Region to engage other members from all over the Province. I always recommend to all members to apply for all that is offered, especially new activists, as these are amazing opportunities to learn.

During this past term I have attended all Board meetings and had the very great pleasure of attending as a NAPE delegate the CLC Convention in Toronto. I am a NAPE delegate to the Central District Labour Council and as President of that Council, I am involved with the Newfoundland and Labrador Federation of Labour and the Canadian Labour Congress and I assure you that the labour issues of Region 3 are brought to those tables as well.

I am a strong labour activist and never miss an opportunity to highlight issues of NAPE Region 3 and will continue to do so. I am continually talking about OH&S issues and injured/killed workers on April 28<sup>th</sup> or advising politicians of labour issues on Labour Day. I take every opportunity to champion the needs of my Region, my Union family, my sisters and brothers. I speak out on many issues such as Pharmacare, a plan for everyone that will benefit everyone in our Union, Communities, Province and Country. It has been a great pleasure serving as your voice on the Board of Directors of NAPE for Region 3 and again, I thank you for that privilege.

I will be offering myself for re-election as your Region 3 Board Member and I humbly ask for your support to continue voicing our issues and to champion our Union as your Board Member.

Yours in Solidarity,

Katherine Oake  
REGION 3 BOARD MEMBER

**REPORT OF THE REGION 4 BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Brothers and Sisters,

It has been an interesting two years since I was elected to NAPE's Board of Directors. I have attended Annual General Meetings and met some of my Region's activists. I've also joined in rallies protesting the Government's budget choices and decisions.

One of the more exciting rallies was one that took place in Bonavista shortly after some poor budget choices were made regarding health and education in the Bonavista area. It was amazing to see the Community and NAPE responding to these actions. It was a great rally and demonstration and I felt immense pride in being part of it.

I was also fortunate to attend the Newfoundland and Labrador Federation of Labour Convention in St John's where I served on the Sergeant-At-Arms Committee.

As a first time Board Member it has been amazing to sit in and be part of the decision making and business of our Union.

There are great opportunities within our Union and I encourage all my brothers and sisters to seize the chance to experience all the Union can offer. It has been a privilege to serve Region 4 as your Board Member.

In Unionism,

Sheldon Rideout  
REGION 4 BOARD MEMBER



**REPORT OF THE REGION 5 BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers,

Welcome to the 22<sup>nd</sup> Biennial Convention of the Newfoundland and Labrador Association of Public and Private Employees. I hope you find the next three days to be informative and enjoyable. There will be many important issues to debate and discuss. If you have any questions, please do not hesitate to ask. To all first time delegates, I hope you enjoy taking part in the discussion and debate which will provide direction for our great Union, NAPE, for the next two years.

It has been my great pleasure to represent you and work with your Local Executives in Region 5 for the past four years. When concerns were brought to my attention, I ensured it got the attention of NAPE as well as any questions were answered. More than that, it has been my pleasure working and meeting with you. The most rewarding part is attending the Local meetings to meet with you, hear your concerns and to get to know the issues that you face every day. It was my privilege to assist in organizing and attending a number of demonstrations in the area in response to the Liberal Government's austerity budget and cuts to our public services.

During the past two terms as Region 5 Board Member, I have worked with Locals to update, and in some cases, draft and adopt By-Laws. In an attempt to improve recruitment and retention of Local Officers and Shop Stewards, we have adopted a two year term of office. This will allow NAPE's Education Committee to better educate our Officers and Shop Stewards so they will have the tools to do the job they were elected to do.

Once again, I was elected by the Board of Directors to chair NAPE's Legislation Committee. During this term, the Committee researched and compiled a recommendation to NAPE on PTSD legislation and worked on NUPGE's Twin Track Strategy to fight privatization.

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

In Unionism,

Steve Roach  
REGION 5 BOARD MEMBER

**REPORT OF THE REGION 6 BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers,

Welcome delegates, Staff, observers, fraternal and guests to the 22<sup>nd</sup> Biennial Convention of the Newfoundland and Labrador Association of Public and Private Employees.

As I write this Report, we are once again being tested on the strength and solidarity of the membership as we face collective bargaining. As a member of the Negotiating Team for the Hospital Support Staff, it has been very difficult in trying to get an Agreement done that is fair to our membership in these very trying times. But with the leadership that we have in this great Union, I know we will prevail once again for all our membership.

It has been a privilege to represent you and work with your Local Executives in Region 6 for the past four years, attending demonstrations, presiding at your Local annual general meetings when requested, addressing issues on an individual member basis when called upon and bringing your concerns to the Board table of NAPE.

As your Region 6 member on the Board of Directors for NAPE, I was once again given the opportunity to serve on the Finance Committee. Since my last Report, we have, as a Committee under the leadership of Bert Blundon, looked after your finances to bring our Defense Fund to a light that has never been seen before.

In closing, I wish to thank our leadership of NAPE for the tireless work they do on behalf of us, the 27,000 plus membership, and especially a huge thank you to our Staff for the courteous and excellent service they provide every day to members and are always only a phone call away. Thank you to the NAPE Executive and Board of Directors who have been so supportive and a pleasure to work with, and most importantly, thank you, the members of Region 6 for your trust and faith in me to be your representative.

In Unionism,

Scott Mercer  
REGION 6 BOARD MEMBER

**REPORT OF REGION 7 BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

***KNOW - THAT YOU ARE THE UNION***

Sisters and Brothers in Solidarity;

Welcome delegates, staff, observers, fraternal and guests to the 22<sup>nd</sup> Biennial Convention of the Newfoundland & Labrador Association of Public and Private Employees.

2015-2017 has certainly been a busy and exciting time to be a part of the Union known as NAPE and *KNOW WHY YOU ARE UNIONIZED* and feel solid solidarity *PROUD*.

Congratulations to our leadership team of President Jerry Earle and Secretary/Treasurer Bert Blundon. With our membership's strength of solid solidarity and full support, they have worked tirelessly the past three years and are leading NAPE through the tumultuous challenges towards success.

While preparing the 2015-2017 Report, I reflect on the strength and solid solidarity that you, the membership, have demonstrated throughout this round of the collective bargaining process; not only from the sisters and brothers of NAPE Locals in Region 7, but from all areas of this Province. This strength and solidarity has enabled NAPE leadership to stand strong and fight for fair Collective Agreements and our bargaining rights. Thank you to NAPE for the very effective ad campaigns. Congratulations to the bargaining teams who are, at the time of writing this report, in bargaining and fighting defiantly to win Collective Agreements. We are winning!

In 2016, bargaining began for many, including the public service sector in an environment of economic austerity. This doomed economic forecast was played out to justify extreme budgetary restraint practices resulting in layoffs that were not supposed to happen. We stood strong and will continue to stand strong together through whatever challenges employers fling out there.

Collective bargaining is a right that was battled hard for by the many trade unionist NAPE members before us. They fought for safe, healthy workplaces and fair workplace practices. My dad was one of those NAPE members who stood on the NLC picket lines in Trepassey, fighting the threat of privatization.... even back then. Those NAPE members are now our beloved retirees of Local 7002; pensioners scandalously still under siege, who find themselves struggling on fixed incomes in this high cost of living economy. Do not forget... their battles

were fought for their betterment and for the betterment of the future...the FUTURE for YOU!!

***LET'S NOT LET THEM DOWN .....***

There is still one message that I wish to continue to remind you and impress upon all of you ... that is to **KNOW YOUR RIGHTS**. There is the **Right to Know** all hazards and dangers present in the workplace as well as the right to information and training/education to ensure the protection of all workers; the **Right to Participation** and association in activities that promote workplace health and safety; the **Right to Refuse** unsafe and unhealthy work without fear of reprisal or retribution and the **Right to a Respectful Workplace**.

It has been my privilege to represent you and work with your Local Executives in Region 7 for the past two years, attending rallies, supporting picket lines, presiding at meetings at your request, and addressing issues on individual member basis as called upon.

Since 2006 I have represented NAPE on the Newfoundland and Labrador Federation of Labour (NLFL) Occupational, Health & Safety Committee as member and Chair, working to improve OHS regulations and the education of workers by advocating for rights of workers and for training, advocating workers training workers. I wish to thank the NAPE Environment and OHS Committee for their work and collaboration.

Please remember to take the opportunity every April 28<sup>th</sup> to observe the commemorative **National Day of Mourning** for workers injured or killed and to show support for their families.

In 2017-19, I encourage each and every one of you to grow your activism involvement and to consider attending a District Labour Council meeting. Please contact Sister Kelly Roche, Canadian Labour Congress Representative for Atlantic Region ([kroche@clc-ctc.ca](mailto:kroche@clc-ctc.ca) 709-726-8745) for details on a District Labour Council near you. It is an excellent opportunity to build capacity for the labour movement and to network with the sisters and brothers of our House of Labour Family Unions. It is the place and opportunity to exercise your voice for your rights and the rights of all.

I encourage you to continue to support the campaigns to protect and strengthen our public services under the NUPGE Campaigns.

I encourage you to regularly visit and check out YOUR NAPE website and social media sites as your source of the latest and up to date information on YOUR Union <http://www.nape.ca/>

In closing, I wish to thank our NAPE leadership and NAPE Staff for the diligent work they do on behalf of us; the 25,000 plus membership. A huge thank you to our NAPE staff for the courteous and excellent service they provide every day to members and are always only a phone call (email) away. Thank you to the NAPE Executive and NAPE Board Members who have been so supportive and a pleasure to work with, and most importantly, thank you - the members of Region 7 for your trust and faith in me to be your representative. Enjoy the 22<sup>nd</sup> NAPE Biennial and take an opportunity to meet new sisters and brothers and be Union and united in solid solidarity.

Thank you to every member in Region 7 for your Strength in Solidarity.

*Be proud to be NAPE every single day.*

*Solidarity in Health and Safety Sisters and Brothers of NAPE*

Goldie Porter  
REGION 7 BOARD MEMBER

**REPORT OF THE REGION 8 BOARD MEMBER  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers,

Welcome to NAPE's 22<sup>nd</sup> Biennial Convention!

Over the past four years I have represented Region 8 as your Regional Board Member. I have enjoyed meeting Union brothers and sisters in my Region, people whom I am now proud to say I consider my friends, people whom I would never have gotten to meet if it were not for my position in the Union.

I feel that I have responded to issues and concerns from the Locals in my Region with guidance, knowledge and help from NAPE's Executive and fellow Board Members. Although challenging on times, we have made progress and continue to work on trying problems and issues.

I would like to thank the Executive, Board Members, and all of the Local Union members, and a NAPE Staff that is second to none, for your kindness and help throughout the past two years. I feel it necessary to give special thanks to Wayde Thompson, Danny Quilty, Joanne Miles and President Jerry Earle for visiting my Region and helping with concerns of our members.

I am looking forward to seeing you all at the Convention. I will be seeking re-election at that time and would appreciate your continued support.

In Unionism,

Trent Decker  
REGION 8 BOARD MEMBER

**REPORT OF THE REGION 9 BOARD MEMBER  
TO THE 22<sup>ND</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Brothers and Sisters:

I would like to welcome you all to the 22<sup>nd</sup> Biennial Convention of NAPE, which is a prominent and successful Union.

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

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

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

If given the opportunity, I feel that I can continue to successfully represent the members of Region 9. I will be seeking re-election at the Convention and respectfully ask for your support.

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

In Unionism,

Wade Kelly  
REGION 9 BOARD MEMBER

**REPORT OF THE FINANCE COMMITTEE  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

The Finance Committee, established under Section XI - Committees of the NAPE Constitution, is one of eight Standing Committees. Section XI, Sub-section 2(b) of the Constitution provides delegated authority to the Finance Committee to authorize payments, to supervise all financial transactions and to approve routine expenses incurred during the normal conduct of the affairs of the Union.

Chaired by the Secretary/Treasurer, the Finance Committee is also charged, through the NAPE Constitution, with the responsibility of preparing a proposed budget of revenues and expenditures and submitting such budget to the Board of Directors for consideration and approval. In a Biennial Convention year, the Finance Committee's proposed budget is presented to Convention for consideration and approval.

NAPE's Policy Manual, which gains its authority from the Constitution itself, directs that the Finance Committee administer the Defense Fund in accordance with the Policy Manual. The Policy Manual and Constitution require that the Finance Committee submit the audited financial statements for the General Fund, the Defense Fund and for J.V. (1983) Limited to the Biennial Convention for consideration and approval..

In keeping with the direction of the Constitution and Policy Manual, your Finance Committee presents the following reports for discussion and adoption:

Independent Auditor's Report - General Fund, Defense Fund and J.V. (1983) Limited  
2015/16 Audited Financial Statements - General Fund  
2016/17 Audited Financial Statements - General Fund

2015/16 Audited Financial Statements - Defense Fund  
2016/17 Audited Financial Statements - Defense Fund

2015/16 Audited Financial Statements - J.V. (1983) Limited  
2016/17 Audited Financial Statements - J.V. (1983) Limited

2017/18 Proposed Budget & Notes - General Fund  
2017/18 Proposed Budget - J.V. (1983) Limited

The Finance Committee has the responsibility for the investment of surplus funds. Recommendations are received from the Committee to the Board of Directors for any borrowing of money required to support the Union's operations. We are pleased again to report that NAPE met all its financial obligations for the tenth consecutive year, including the two preceding years, since our last report to the 2015 Biennial Convention. We continue to manage our investments to maximize returns while making sure that we have adequate cash flow and liquidity to support any actions sanctioned by the Union.



Investments of the General Fund and Defense Fund are continually reviewed and changes made where required to meet our investment strategies which will, in the Finance Committee's opinion, result in larger investment gains over the next number of years. Investment returns will gain more prominence, both as a mechanism to keep Union dues low and to provide continuing growth within our Defense Fund and General Fund.

Investments reported on our General Fund Balance Sheet as of March 31, 2017, including cash, exceed \$6.7 million, representing an increase of \$800,000 since our last Convention. At over \$3 million, the Staff Benefits Account remains fully funded and fully invested. The prudent investment of cash, in cash equivalent investment instruments, has resulted in \$324,471 of investment returns for the General Fund over the last two fiscal years.

Your Finance Committee has positioned all of NAPE's investments in liquid GIC's. We have positioned the assets of both the General Fund and the Defense Fund to take advantage of any rise in interest rates by investing in a combination of short term and long term GIC rates. The Board of Directors approved the Finance Committee's recommendation to repurchase the mortgage for our building in 2010 structuring the remainder of the \$386,410 mortgage as an investment opportunity and as an asset for the General Fund while providing enhanced monthly investment returns for ourselves instead of the bank. The value of the mortgage, held by the General Fund, is now worth \$266,000 with J.V. (1983) Limited still paying interest to the General Fund.

With interest rates remaining at decade lows, finding safe investments that return meaningful returns is difficult. The Secretary/Treasurer, on behalf and the Finance Committee and the Board of Directors, reviews all of our investments with Investment Advisors and routinely provides direction on the amount of money that can be invested and in what financial instruments and for what duration. Cash flow, and the pending outcome of negotiations for large groups such as the public sector, impact those decisions. Ensuring that adequate financial resources are free for any possible dispute results in large amounts of cash being invested in high interest savings accounts or short time GIC's reducing the potential for larger investment gains.

However, with the increased strength of our balance sheet, the Finance Committee recommended that a ten percent allocation of all our investments be placed in bond fund designed specially for NAPE's needs. The goal is to enhance our investment returns by one to one point five percent over GIC returns. With the Board's approval, ten percent of our investments are now in high quality AAA or AA bonds. This new investment opportunity occurred in the current fiscal year and as such are not noted on the last two years' financial statements presented at Convention.

Total assets recorded on the General Fund's Balance Sheet is almost \$15 million. Assets of the General Fund have grown by \$2.5 million over the last two years. Total

liabilities remain constant at \$8.9 million and has not increased since our last Convention. Members' retained earnings have increased by \$2.6 million growing from \$3.2 million two years ago to \$5.8 million as of March 31, 2017.

Total revenue has grown from \$12 million to \$12.4 million since our last report largely because of significant increases within the Home Care Sector offset by reductions in the Public Sector. The increase in the number of members who pay maximum dues also increased reflecting the Union's effort to increase the economic well-being of our members during the past ten years. Revenue has remained constant over the past two years and we do not expect it to increase significantly over the next two years. A review of past financial statements indicates that our revenue is only slightly above that realized in the fiscal year ending at March 31, 2012. The fact that we continue to operate without incurring deficits speaks to the work and efforts of the Finance Committee and your Secretary/Treasurer to keep costs under control.

For the year ending March 31, 2016, a \$957000 surplus was realized in the General Fund with another surplus of \$1.664 million for the year ending March 31, 2017. Notwithstanding the substantial surpluses, it should be noted that during the same period the General Fund allocated \$1.85 million to the Defense Fund. By comparison, in 2012, when the General Fund had essentially the same total revenue, an allocation of \$2.85 million was made to the Defense Fund.

Notwithstanding our total \$2.6 million surplus, the Finance Committee approved a capital expenditure of \$1.6 million which does not get reflected in the General Fund Financial Statements. The draw down of cash from the balance sheet was provided by way of a loan to J.V. Limited to begin the renovations to the NAPE Office in St. John's. It is anticipated that a further \$3 million will be allocated as a loan to J. V. Limited for this purpose and all renovations will be completed by the end of this calendar year. The Finance Committee views this expenditure as an investment in ourselves and provides an opportunity to revisit and increase the rental rates allowing J. V. Limited to pay off its loans with interest. The income stream from this arrangement will assist with revenue growth for the General Fund in future years. In effect, the surplus from today will be used to generate income enabling us to maintain Union dues at the current rate for many years to come.

More importantly, NAPE continues to be debt free allowing us to systematically allocate resources for longer term growth and returns.

We are pleased to report that we have rebuilt our Defense Fund from a low of \$1.1 million in June of 2007 to \$32 million at March 31, 2017. The Defense Fund has increased by \$6 million since reporting to our last Biennial Convention notwithstanding that the actual total contribution from our General Fund has decreased by \$1 million over the past two years. Notwithstanding the decrease in contributions from the General Fund, all of the \$1.68 million accruing from the assessment were placed into the

Defense Fund for each of 2014/15 and 2015/16 fiscal years. The Defense Fund is fully invested accruing investment revenue of \$683,000 during the last two fiscal years. Including assessment dues totaling \$3.4 million, we have contributed \$5.3 million to your Defense Fund since our last report. Like the General Fund, your Defense Fund is debt free with assets of \$32 million. The Defense Fund has no future or current liabilities.

At our last Convention, the Finance Committee reported expenditures of \$12 million for its last fiscal year. Compared to the 2014/15 fiscal, we have reduced our expenditures by \$1.3 million for the fiscal year 2016/17. Our expenditure's decrease occurred largely because of a \$500 decrease in the allocation to the Defense Fund and because resources allocated to collective bargaining were not used because of stalled bargaining in the Public Sector.

The proposed budget for 2017/18 is essentially a balanced budget with particular emphasis on supporting collective bargaining, enhancing public relations, providing for membership engagement, and continuing our emphasis on membership servicing and training. Additional expenses are occurring because of the Biennial Convention, a requirement for a Home Care Convention and because this is an election year for your President and Secretary/Treasurer. The requirement for additional resources to complement Public Sector bargaining also required substantial funding.

Your Secretary/Treasurer and Finance Committee will pay particular attention to emerging issues and unforeseen circumstances to ensure that this budget remains balanced. As always, any efficiencies that can be found to provide a surplus will be explored. In other words, approval to spend is always tempered with our goal to operate as efficiently as possible, to rebuild our Defense Fund, to support collective bargaining, to provide membership servicing and training, to position ourselves to fight back against any attacks by any employer and to protect our capital assets for your future use.

The Report of the Secretary/Treasurer should also be reviewed with this Report as it provides further detail.

The Committee extends to the Accounting Staff our appreciation for their co-operation and assistance throughout the year and, in particular, to our Accountant Ettie Bursey for her guidance. We would also extend our thanks to Sister Beulah Evans, who retired since our last Convention, for her valuable support and guidance to this Committee and others over her time with NAPE. We wish her a happy retirement!

Respectfully submitted,

Bert Blundon  
SECRETARY/TREASURER - CHAIRPERSON OF THE FINANCE COMMITTEE  
On behalf of Committee Members:

Scott Mercer (BofD)  
Grant Horan (BofD)  
Holly Moore (Local 6901)  
Lisa Williams (Local 7104)  
Ettie Bursey (Staff)

**REPORT OF THE CONSTITUTION COMMITTEE  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

The Committee met on two occasions to review the Constitution and has submitted a couple of changes to the Constitution for your approval at this Convention.

I would like to thank the Committee members for their input.

Yours in Unionism,

Eric McGrath  
CHAIRPERSON - CONSTITUTION COMMITTEE

On behalf of Committee Members:  
Karen Bennett (Local 1857)  
Paula Brewer (Local 6208)  
Ray Clarke (Local 6901)  
Glenda Wall (Local 1104)  
David Healey (Staff)

**REPORT OF THE EDUCATION COMMITTEE  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Welcome brothers and sisters to NAPE's 22<sup>nd</sup> Biennial Convention. I trust it will be both informative and enjoyable.

The Education Committee is fully committed to providing educational sessions that are both valuable and positive learning experiences for our members, both in their workplaces and in their every day lives.

Labour School was held from June 15 to 18, 2017 at Terra Nova Golf Resort with 100 plus participants attending with a mix of first time attendees and veteran activists, learning and sharing experiences with each other.

We were very fortunate in that our President, Brother Jerry Earle and Secretary/Treasurer, Brother Bert Blundon took the time out of their hectic schedules to facilitate two of our courses; namely Collective Bargaining and Pensions. A wealth of information, experience and knowledge coming together to form the basis of a successful School.

Thanks to our Advisor, Trevor King, for heading up the Advanced Shop Steward Course and to Sarah our newest Committee member who taught our much sought after Mental First Aid for Youth course. Feedback from all course offerings were quite positive and encouraging.

We had hoped to offer our Local Officer training in the respective Regions again early Fall but due to negotiations resuming with the majority of our Committee members serving on Negotiating Teams, we have had to delay such training until a later day.

Shop Steward training has been ongoing as we strive to keep our Stewards trained and up to date as much as is virtually possible.

NAPE's Education Committee also awarded 22 scholarships to children of NAPE members attending Post-Secondary Institutions for the first time. Congratulations to the recipients.

With our ever changing workplaces and increased responsibilities being placed on our members, we believe it is more important than ever to provide you with the educational tools to be able to meet those demands while maintaining a healthy work/life balance. Education will give you the confidence to meet with the employer and represent your members effectively.

Thanks to all who participated in our various functions. Remember “education is a lifelong process” and as our Union, and indeed our world, keeps evolving, so too will our need for knowledge.

Respectfully submitted,

Betty Goodyear  
CHAIRPERSON - EDUCATION COMMITTEE

On behalf of Committee members:

Jimmy Lacey (BofD)  
Paul Lewis (BofD)  
Patrick Dunne (Local 7104)  
Sarah Hunt (Local 2201)  
Trevor King (Staff)

**REPORT OF THE HEALTH & INSURANCE COMMITTEE  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

On behalf of the members of the NAPE Health and Insurance Committee, it is my privilege to present this Report on a summary of our activities over the past two years.

The NAPE Health and Insurance Committee is comprised of six members; myself, the Chair, selected from NAPE's Board of Directors, four members from NAPE's general membership, and a NAPE Staff Advisor who sits on the Provincial Group Insurance Advisory Committee. As recommended by the previous Health and Insurance Committee, two members were retained to sit on the current Committee.

To continue with the business of the previous Committee and to acquaint new members with the various insurance options available to NAPE members, the Committee met with the following groups:

- Insurance Administrative Division, Government of NL
- American Income Life Insurance
- Johnson Insurance

Summaries of these meetings are as follows:

Government of NL representatives gave the Committee an overview of how the group insurance plan is funded, how coverage is determined, and what coverages plan members can avail of. Under the new carrier, Great West Life, members have communicated that some coverages have changed. The representatives for Government of NL indicated that while the plan is wholly owned and administered by Government, how coverage is adjudicated differs from one carrier to the next. It was acknowledged that some lapses in communication of the current plan details to the membership has caused some misunderstanding and frustration. Also brought to the Committee's attention is an issue with lack of privacy when filing claims in person at the Great West Life facility as the area is open and others can hear what you are communicating to representatives. Accessibility issues were also brought forward regarding lack of after hour claim drop-off and inability to file claims in person in any other part of the Province except St. John's. Your Committee continues to monitor these issues.

The renewed relationship with American Income Life Insurance (AIL) continues to be beneficial to NAPE and this unionized corporation. We've had several meetings with the AIL representative over the past two years and I can report that they continue to provide



NAPE members with cost free AD&D benefits, eye care discount cards, and other benefits at no charge. While there was a complaint regarding one AIL representative's approach to selling optional coverage, almost 100% of feedback from all members visited by a representative was positive. This issue was dealt with in an efficient and effective manner. In conjunction with the Committee and NAPE Executive, the new AIL mail-out to members clarifies that there is no obligation to purchase additional coverages. Again, your Committee will continue to monitor these issues.

The ongoing alliance with Johnson Insurance has been proven to be very successful for all NAPE members and the company itself. As of June, 2017, Johnson Insurance insures over 4,500 NAPE members with almost 9,500 policies. Coverages include home, auto, life, etc. As well, Johnson Insurance offers fifty \$1,000 scholarships to groups that they insure; several of which are available to all NAPE members and their families. As a special offer exclusive to NAPE, Johnson Insurance is providing members with an opportunity to receive a free movie pass voucher for two by calling for a quote before November 30, 2017.

Due to the great work by the members of this Committee in monitoring the activities of these various insurance stakeholders, the Health and Insurance Committee would like to put forward the following recommendations to the delegates of the NAPE Biennial Convention for consideration:

1. To echo the recommendation of the previous Committee, we would like this Committee to continue as is for the next two years; thereby extending its mandate to four years. We believe that this would facilitate the effective and efficient continuance of the work that the Committee is currently doing and give it time to complete some goals it couldn't accomplish in the past two years. This way, the Committee would not have to spend significant time bringing new members "up to speed" before moving forward with its objectives.
2. Currently, due to several reasons including work schedules, holidays, etc., meetings of the Committee are hard to schedule. Therefore it is recommended that the Committee meet twice a year at scheduled times in early May and late September as determined by the Committee when it is formed. These meetings will preferably be held on a Friday to ease organization of time off and travel plans.
3. To again echo the recommendation of the previous Committee, it is suggested, in concurrence with the NAPE Education Committee, an education session be developed for new members to teach them their responsibilities while sitting on this Committee and how to participate in attaining its goals.

To conclude, I would like to thank the members of the NAPE Health & Insurance Committee for their hard work and dedication in trying to achieve the goals of this Committee. The time that these members have volunteered is very valuable in ensuring

that the insurance benefits that all NAPE members enjoy will continue to be there when needed. In particular, I would also like to thank our Staff Advisor, Paula Schumph. Her knowledge of Government of NL group insurance related matters is invaluable to this group. As Paula sits on the Provincial Group Insurance Advisory Committee, we can stay current on proposed changes to the group plan structure as well as having the concerns and suggestions from NAPE members brought forward to the representatives who manage this plan.

On behalf of the NAPE Health & Insurance Committee members, I would like to thank the entire NAPE membership for the opportunity to monitor your insurance coverages for the past two years. I would like to also thank all delegates to this Convention for your consideration of this Report.

Respectfully submitted,

Aiden Donahue  
CHAIRPERSON - HEALTH & INSURANCE COMMITTEE

On behalf of Committee members:

Sean Kinden (Local 4602)  
Kimberly Normore (Local 1809)  
Curtis Snow (Local 6206)  
Ella Warren (Local 9852)  
Paula Schumph (Staff)

**REPORT OF THE LEGISLATION COMMITTEE  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

On behalf of the Legislation Committee I would like to welcome you to the 22<sup>nd</sup> Biennial Convention. I hope you find the Convention to be informative and constructive.

The last Biennial Report mentioned two Union busting bills introduced by then Prime Minister Stephen Harper. Bill C-525 Right to Work Bill would have given workers the choice in being members in the Union. This would allow workers to work in a Union shop but not have to pay Union dues but still reap the benefits and protection that the Union provides. This Bill would drive a wedge between workers and diminish the Union's financial capacity to carry out its business resulting in the collapse of the Union.

Bill C-377, another Stephen Harper Bill, was an underhanded attack on Unions. This Bill would have forced Unions to fill out mounds of paperwork, much of which includes salaries of Union employees and other confidential information for every \$5,000 the Union spends. All Union expenditures and financial statements are made available to their members annually in board minutes and financial reports. This would only tie up valuable resources that could be put to better use. The Senate had voted this Bill down but Prime Minister Harper overrode the Senate to try to push this Bill through to the detriment of the Union movement.

We are happy to report that both Bills were repealed by Prime Minister Justin Trudeau's Liberal Government.

Our Committee, as well as the Anti-Privatization Committee, started its work with a seminar facilitated by our parent Union, NUPGE. The topic covered was learning how to fight privatization within the community; a Twin Track Strategy. This Twin Track Strategy takes a two-pronged approach:

1. It encourages negotiating language in our contracts that makes it difficult for Government to privatize services but also in the case that services are privatized, allows for protection of the workers involved.
2. It lays out a plan for lobbying in the community to get Government to bring in a Public Services Protection Act. Such an Act should ensure two basic requirements are met:
  - i) the public interest takes priority over commercial or corporate interests;
  - ii) the public has access to all essential financial details related to Government expenditures for privatization, including costs, revenues,

service levels and salaries of senior executives.

The Committee is continuing to work on this to make recommendations to the Board of Directors.

The Committee spent a great deal of time working on a recommendation to the Board of Directors on PTSD Legislation for this Province. In researching Legislation across the Country, the Committee recommended that the Legislation should be based on the new Manitoba model (Bill 35), be presumptive in nature and apply to all workers in the Province of Newfoundland and Labrador, regardless of occupation.

Most recently, former Finance Minister Cathy Bennett introduced Regulation NLR74/17 under the Public Service Collective Bargaining Act. This, in essence, limits the Labour Relations Board to a time line of 90 days to make a determination on essential employees upon objection from the bargaining agent. However, it does allow for an extension with the agreement of both parties. Previously, there was no time limit.

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

Respectfully submitted,

Steve Roach  
CHAIRPERSON - LEGISLATION COMMITTEE

On behalf of Committee Members:

Kim Bartlett (Local 7104)  
Dwayne King (Local 3301)  
Denise Avery (Local 1403)  
Don Byrne (Local 7002)  
Elaine Price (Staff)

**REPORT OF THE OH&S AND ENVIRONMENT COMMITTEE  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

We must first report that a new Chair was appointed in August of this year. Brother Daniel Reid, the former Chair, has retired after many years of service to the people of Newfoundland and Labrador, as well as an activist for the Union cause. We certainly wish Brother Reid a long and healthy well deserved retirement.

The Committee did meet since the last report and many discussions took place. Regulations were reviewed, as well as OH&S issues in the Province. This included worker safety issues, as well as some particular discussions on the health and safety of home care workers.

There were some preliminary discussions regarding an Environmental and OH&S Conference, which would have to be formalized after further review and consultation. The rights of workers in these general areas cannot be emphasized enough. It is imperative that workers become educated so that lost time injuries and serious incidents involving considerable harm and/or death be minimized or in fact eliminated altogether. According to available information, there were 13 workplace related deaths in this Province last year and this is tragic beyond description.

Everyone needs to be educated on these rights and to be familiar with the issues. Please visit the Workplace NL website where you can see the worker injury related stats, broken down by industry such as Agriculture, Construction, and so on. It is well worth your time to see.

Respectfully submitted,

Barry Robbins  
CHAIRPERSON - OH&S AND ENVIRONMENT COMMITTEE

On behalf of Committee members:

Angela Gill (Local 1104)  
Gary Pardy (Local 3102)  
Bernice Vey (Local 9205)  
Vina Gould (Staff)

**REPORT OF THE PENSIONS COMMITTEE  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Sisters and Brothers:

On behalf of the Pensions Committee, welcome to NAPE's 22<sup>nd</sup> Biennial Convention.

As a Committee we have had several meetings over the past two years. We have had numerous discussions regarding how to improve communications with all NAPE members.

We started our first meeting by inviting past Chair, Tony Kelly, to the meeting to get an update on where the previous Committee ended. We also looked at the past Committee's recommendations and added to them.

It was decided that this Committee's mandate would be pointed towards providing education regarding members' pensions. At that time a Terms of Reference was developed (attached) as nothing could be found that was ever written.

Ideas were discussed regarding the best way to provide education to all NAPE members:

- to provide education seminars in each Region (we are still working in this direction, however, it is still in the planning phase);
- to partner with other Committees to provide information; provide pension information at the Women's Conference and Labour School; (A Pensioner Newsletter - February 2017 - was provided to all participants at the Women's Conference in May 2017 and also the Education Committee offered the Pension Course again this year at the Labour School.)
- to provide video messages on the NAPE's website regarding updated information on pensions;
- to update the NAPE website regarding the Pensions Committee contact information;
- to ask for approval for the Committee to attend the NLPSPA 2017 Convention. The Committee has been approved and will be attending the NLPSPA 2017 Convention on October 24-25 of this year. This Convention will explore a variety of topics of interest for pensioners, retirees and seniors as they consider critical decisions for their future. The presentations and discussions will be based on the rationale that conditions and issues which affect the daily lives of pensioners

and older persons are changing and they should be informed, engaged, and aware so they can make the best personal decisions to guide successful aging into retirement years. We hope to gain valuable knowledge to bring forward to the members we represent.

- to ask for approval that this Committee be active until the next Committee is selected. This Committee, along with other Committees, is to remain active until the next Committee is selected and becomes active.

We recommend that the above activities continue in order to educate our members on pension issues. It is our belief that by educating our members on such issues as pensions, it ensures that NAPE continues to lead the way in the protection of our members' benefits.

In solidarity,

Sonya Hickey  
CHAIRPERSON - PENSIONS COMMITTEE

On behalf of Committee Members:

Daniel Quilty (BofD)  
Rick Kieley (BofD)  
Sandra Hawco (Local 6901)  
Ralph Morris (Local 7002)  
Ken Nagle (Local 7701)  
Chris Henley (Staff)

**PENSIONS COMMITTEE  
TERMS OF REFERENCE - 2017**

-Develop a working plan at the beginning of term. Such working plan will guide the direction of the Committee for the ensuing term.

-Bring suggestions to the Board of Directors on how to get pension information to all NAPE members.

-Communicate with other Committees and organizations to ensure members are provided education and have access to updated information regarding Pension Plans.

-Update members of upcoming changes that are put forward by Government (example - benefits, age limits, plans, etc.).



**REPORT OF THE WOMEN'S ISSUES COMMITTEE  
TO THE 22<sup>nd</sup> BIENNIAL CONVENTION  
October 20, 21 & 22, 2017**

Sisters and Brothers:

Welcome to NAPE's 22<sup>nd</sup> Biennial Convention. This Report will highlight the activities of the Woman's Committee since last Convention.

During the past two years, your Women's Committee has been very active in taking a lead role in promoting women's involvement in the Union. We have participated in all community and labour events held in the various regions of the province.

### **Committee Involvement**

Your Women's Committee has represented you at many localized community events that support women such as

- ❖ Labour Day Activities
- ❖ Take Back the Night
- ❖ National Day of Remembrance and Action on Violence against Women (December 6)
- ❖ International Women's Day (March 8)
- ❖ National Day of Mourning for all Injured and Deceased Workers killed on the job (April 28)

Most of these events are held Province wide, thus each member of the Committee is able to attend the ceremony in the Region they represent.

### **Fundraising**

The Women's Committee has been busy during the past two years fundraising and donating the money to several women's shelters.

At the 2016 Women's Conference the Committee sold tickets on a summer basket to raise money for a women's shelter. The total money raised was \$740. The money was donated to the Women's Centre at Marguerite's Place. Marguerite's Place houses the offices and programs of the St. John's Status of Women's Council and the Women's Centre. It offers affordable, fully accessible programming and supportive housing in a women-centered environment. The Women's Centre has been offering programming as well as support since 1972 to women in the community.

At the 2017 Women's Conference the Committee once again sold tickets on a summer basket. The total money raised was \$1500. The money was donated to

Hope Haven, Labrador City. Hope Haven is a domestic violence service providing help for people dealing with domestic abuse. It offers an emergency hotline and emergency shelter for women dealing with domestic violence.

### **2017 Women's Conference**

The annual Provincial NAPE Women's Conference was held at the Terra Nova Golf Resort from May 26-28. The theme of the Conference was "*A Women's Place is in Her Union*".

The Committee received in excess of 192 applications. Unfortunately, the workshop capacity was 85 participants. Of the 77 NAPE women who attended the Conference, 63 were first time participants while 14 had attended at least one other Conference in the past.

At least half of the Components were represented with the exception of

Component 0 - Private Sector  
Component 3 - MOS  
Component 5 - NLC  
Component 7 - Correctional Officers  
Component 9 - Waterford Hospital

The Conference began Friday night with opening remarks from the President and Secretary/Treasurer.

This Conference was a full two days and consisted of three workshops:

- Mental Health First Aid
- Assist Suicide Prevention
- Domestic Violence in the Workplace

The intent of the workshops was to provide participants with tools to help people developing a mental health problem, experiencing a mental health crisis or dealing with coworkers who may be suffering from domestic violence issues which are spreading to the workplace. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA or Assist is given until appropriate treatment is found or until the crisis is resolved.

During the banquet, guest speaker Sister Mary Shortall spoke on the importance of self-care and that it is okay to say no sometimes. Women often have a tendency to do whatever is asked of them and forget that saying no is acceptable. She also spoke on the role the Newfoundland and Labrador Federation of Labour and what it is doing on a political level with regards to women's issues, particularly pay equity and domestic violence in the workplace.

## **2016 Women's Conference**

The annual Provincial NAPE Women's Conference was held at the Terra Nova Golf Resort, from June 3-5, 2016. The theme of the Conference was "*Mental Health is our Union's Concern*".

The Committee received in excess of 158 applications. Unfortunately, the workshop capacity was 75 participants. Of the 70 NAPE women who attended the Conference, 57 were first timers. Most Components were represented with the exception of Components 5 & 7. The Conference began Friday night with opening remarks from the President and Secretary/Treasurer.

This Conference workshop consisted of a full two day workshop on Mental Health First Aid. The intent of the workshop was to provide participants with tools to help a person developing a mental health problem or experiencing a mental health crisis. MHFA is given until appropriate treatment is found or until the crisis is resolved.

The MHFA Canada program aims to improve mental health literacy, and provide the skills and knowledge to help people better manage potential or developing mental health problems in themselves, a family member, a friend, or a colleague.

In 2010 the Committee created the Athena Award to present at the annual NAPE Women's Conference. The Award goes to a woman who has demonstrated outstanding long term commitment to the labour movement. With so many great women taking on leadership roles, the Committee felt a need to recognize women in the labour movement who have provided outstanding leadership in the struggle for women's equality and justice. During our conference banquet the Athena Award was presented to Sister Vina Gould, Employee Relations Officer with NAPE.

The Women's Committee would like to thank all presenters for giving of their time and for making the Conference a success.

## **Education**

### **CLC Women's Summit - September 29 - October 1, 2017**

The Women's Committee attended the Canadian Labour Congress, Atlantic Region, Women's Leadership Summit: "Sisters Rising Together". The agenda consisted of leadership-oriented talks, forums and panel discussions for women in the labour movement, including sessions on "Young Women Rising" and a presentation on "Women and the Media".

## **Workplace Harassment Conference - May 13, 2016**

The Women's Committee was pleased to attend a one day conference on Workplace Harassment and Violence. Memorial University's Master of Employment Relations (MER) program hosted a one-day Conference on Workplace Harassment and Violence: Research, Policy and Practice in partnership with the Newfoundland and Labrador Centre for Applied Health Research (NLCAHR) and SafetyNet on Friday, May 13, 2016.

Harassment and violence in the workplace are now recognized as major health, legal and employment relations issues. Yet people in the workforce – employees, managers, Union representatives, legal and health practitioners, and policy makers – continue to struggle with challenges of prevention, intervention and resolution.

This Conference reviewed and discussed emerging research on workplace harassment and violence as well as relevant legal, policy and program practices. The goal of the workshop was to provide future direction for action, best practices, reform and research in Newfoundland and Labrador.

The work of the Women's Issues Committee is ongoing. We continue to strive to meet the needs of our female membership. There are many issues which, although touched on in the last two years, still need our attention. For example - decent pensions, fair taxes, work/life balance, child care, home care, to name a few.

As Chair of the Women's Issues Committee, I would like to thank my fellow Committee members Rhonda, Sonya, and Jackie. Thank you to all NAPE Staff who helped us to accomplish our goals and to the Board of Directors for their encouragement and support of the Women's Issues Committee.

In solidarity,

Arlene Sedlickas  
CHAIRPERSON - Women's Issues Committee

On behalf of Committee Members:

Rhonda White (Western Area Board Member)  
Sonya Hickey (Central Area Board Member)  
Jacqueline Bursey (Eastern Area Board Member)  
Elaine Price (Staff)