

**RESOLUTIONS  
TO THE 22<sup>ND</sup> BIENNIAL CONVENTION  
OCTOBER 20, 21 & 22, 2017**

Resolution Number 1: (Local 1402)

WHEREAS the Western NAPE Office employs three (3) individuals; 2 EROs and 1 Administrative Assistant; and

WHEREAS the Western office serves three (3) Regions - 1, 2 and 8; and

WHEREAS the total number of members reporting to the Western Office is 5,705; and

WHEREAS the total number of Locals reporting to the Western Office is 95; and

WHEREAS the contingency plan when one ERO is absent is to assign the full Western workload to one ERO: and

WHEREAS the Western Office serves Western Island, the Northern Peninsula and Labrador; and

WHEREAS the only support for front-line volunteers are two (2) EROs in Regions 1, 2 and 8;

THEREFORE, BE IT RESOLVED that NAPE Executive will conduct a workload review of the Western Office to that of other EROs within NAPE and other Unions.

Resolution Number 2: (Local 1402)

WHEREAS NAPE Bargaining Teams currently inform members of contract changes within the same meeting that they are required to vote to accept or reject; and

WHEREAS this process does not offer members or Locals to discuss the impact of language changes; and

WHEREAS geographical challenges result in colleagues not being able to discuss benefits or losses; and

WHEREAS a number of other Unions give their members the details of bargaining table results seven (7) days before requesting a vote; and

WHEREAS some members feel rushed, sandbagged or bullied into voting without having been given the time to weigh the changes;

THEREFORE, BE IT RESOLVED NAPE will develop a new procedure that will provide members the details of a new Agreement, in full, seven (7) days before requesting a vote.

Resolution Number 3: (Local 2101)

WHEREAS NAPE members residing in the Labrador Region do not have direct access to an Employee Relations Officer; and

WHEREAS a copious number of grievances remain outstanding for an unreasonable amount of time;

THEREFORE, BE IT RESOLVED that NAPE establish an office location that employs one Employee Relations Officer who is required to reside in Region2;

BE IT FURTHER RESOLVED that the employee be required to travel on an as needed basis. This stipulation must be outlined in the employee's contract.

Resolution Number 4: (Locals 1810, 3802, 7813)

Domestic Violence

WHEREAS statistically, it is understood that the majority of violence amongst intimate domestic partnerships is directed at women by their male partners; and

WHEREAS domestic violence is on the rise in Newfoundland and Labrador; and

WHEREAS men can be victims of domestic violence in intimate partnerships, yet are unlikely to report instances of violence towards themselves due to embarrassment and/or social stigma;

THEREFORE, BE IT RESOLVED that NAPE will endeavour to educate the Provincial Government, domestic violence organizations/agencies, schools and the public, that domestic violence in general, whether directed towards women or men, is socially and morally unacceptable, and to work towards ensuring that programs and resources for victims of domestic violence include both women and men, equally.

Resolution Number 5: (Local 1810, 3802, 7813)

Workplace Violence

WHEREAS workplace violence not only stems from public interactions with public/private workers; and

WHEREAS there is a growing number of instances of worker to worker violence in the workplace; and

WHEREAS current legislation and regulations speak only to violence perpetrated by the public toward workers;

THEREFORE, BE IT RESOLVED that NAPE will lobby the Provincial Government to include worker to worker violence under Part III, General Duties, Violence Prevention, Section 22 (1) of the Occupational Health and Safety Regulations so that it reads as follows:

In this section and sections **23** and **24**, “violence” means the attempted or actual exercise by a person, **other than including** a worker, of physical force to cause injury to a worker, and includes threatening statements or behaviour which gives a worker reason to believe that he or she is at a risk of injury.