

**MINUTES OF 22<sup>nd</sup> BIENNIAL CONVENTION  
OF THE NEWFOUNDLAND AND LABRADOR ASSOCIATION OF  
PUBLIC AND PRIVATE EMPLOYEES  
HELD AT SHERATON NEWFOUNDLAND HOTEL, ST. JOHN'S  
OCTOBER 20, 21 AND 22, 2017**

**WE ARE STRONGER TOGETHER**

**FRIDAY, OCTOBER 20, 2017**

**CALL TO ORDER**

J. Earle called the 22<sup>nd</sup> Biennial Convention of NAPE to order at 9:05 a.m.

**LAND ACKNOWLEDGMENT**

J. Miles (BofD) stated good morning. Opening with a land ACKNOWLEDGMENT is an ongoing tradition that is recognized by First Nations across Canada. Perpetuating this practice demonstrates commitment to furthering a post-colonial environment. This land ACKNOWLEDGMENT is offered to recognize Aboriginal peoples' enduring connection to their traditional territories, to recognize the history of the land that is currently shared by many peoples, and to recognize stewardship as a shared responsibility of all those who reside in a territory.

G. Asivak (2201) stated we respectfully acknowledge the territory in which we gather as the ancestral homelands of the Beothuk, and the island of Newfoundland as the ancestral homelands of the Mi'kmaq and Beothuk. I would also like to recognize the Inuit of Newfoundland and NunatuKavut and the Innu of Nitassinan, and their ancestors, as the original peoples of Labrador. We strive for respectful relationships with all the peoples of this province as we search for collective bargaining healing and true conciliation and honour this beautiful land together.

**SINGING OF "SOLIDARITY FOREVER" AND "ODE TO NEWFOUNDLAND"**

J. Earle stated we will ask the delegates, as in tradition, to join with us in singing a labour song that is always sung at the beginning of Convention - Solidarity Forever, after which we will sing the "Ode to Newfoundland".

**HARASSMENT POLICY**

A. Sedlickas (General Vice President) read NAPE's Harassment Policy. She stated at every conference, convention or seminar, we always read the Harassment Policy. It is something that we take strongly and really hope that people will adhere to it. We don't want to not want you to have fun. We think it is part of getting to know everybody that you do have fun and take part in the activities, but we really want to make sure that everybody feels safe and comfortable.

For this Convention, there are two Officers; one is Jimmy Lacey and the other is Viva Pittman. If you have any issues or concerns and you feel that you need to talk to one of these two people, they will handle your issue with confidentiality. Thank you.

B. Blundon assumed the Chair.

### CREDENTIALS REPORT

J. Wakeham (BofD) presented the Credentials Report:

Delegates	353
Observers	20
Board of Directors	29
Staff	9
Guests/Fraternal	<u>8</u>
	419

MOTION: J. Bursey (BofD)/G. Porter (BofD) - to accept the Report of the Credentials Committee.  
CARRIED.

### ADOPTION OF THE AGENDA

MOTION: S. Rideout (BofD)/A. Squires (6240) - to accept the Agenda as presented.  
CARRIED.

### READING AND ADOPTION OF THE RULES OF ORDER

B. Blundon read the Rules of Order.

MOTION: G. Porter (BofD)/A. Squires (6240) - to accept the Rules of Order as read.  
CARRIED.

### ADOPTION OF CONVENTION COMMITTEES

#### **FINANCE COMMITTEE**

Terry Carroll, Local 7004 - Chairperson  
Gerald Asivak, Local 2201  
Susanne Tilley, Local 7104  
Paula Brewer, Local 6208  
Clint Meade, Local 1701  
Ettie Bursey, Staff Advisor

#### **CONSTITUTION & OFFICERS REPORTS COMMITTEE**

Stephen McAllister, Local 7813 - Chairperson  
Diane Murdoch, Local 3603  
Junior Bursey, Local 6206  
Meghan Wade, Local 6604  
Bill Gosse, Local 5402  
Trevor King, Staff Advisor

#### **RESOLUTIONS & COMMITTEES REPORTS COMMITTEE**

Kristal Rice, Local 4206 - Chairperson  
Cynthia Thorne, Local 7104  
Gervase White, Local 1302

Dan Wilton, Local 8301  
Jessie Miller, Local 9209  
Elaine Price, Staff Advisor

**HARASSMENT OFFICERS**

Jimmy Lacey  
Viva Pittman

**CREDENTIALS COMMITTEE**

Jacquelyn Burse Chairperson  
NAPE Clerical Staff

**SERGEANT-AT-ARMS**

Melita Pickett, Local 1855  
Melanie MacKenzie, Local 3206  
Lisa Burt, Local 3301  
Kimberley Randell, Local 3852  
Derek Young, Local 5402  
Daniel Chafe, Local 6207  
Peter Parsons, Local 7104

MOTION: G. Porter (BofD)/A. Woodrow (6207) - to approve the Committees as listed.  
CARRIED.

ACCEPTANCE OF LATE RESOLUTIONS

MOTION: A. Squires (6240)/A. Woodrow (6207) - that we accept Late Resolutions.  
CARRIED.

B. Blundon stated if you have any Late Resolutions they need to be presented to the Resolutions Committee to be dealt with and brought back to the floor.

ADOPTION OF THE MINUTES OF THE 21<sup>st</sup> BIENNIAL CONVENTION

MOTION: A. Woodrow (6207)/J. Burse (BofD) - to adopt the Minutes of the 21<sup>st</sup> Biennial Convention.  
CARRIED.

B. Blundon stated it gives me great pleasure to introduce your President, who now has been in office for almost two and one-half years. I think we all acknowledge doing a remarking job; has really led this Union over the last two and one-half years in many difficult situations and I believe the most difficult situation to come is the public sector bargaining. I know he will be talking about that. Jerry comes to us from a long history of union activism starting with the Health Care Local, Health Sciences Local in St. John's, as Local President, Shop Steward, NAPE's Board of Directors, and has a wealth of experience as a Staff Negotiator and presenter of arbitrations. I certainly believe that we are in good hands and I ask you to welcome my President, your President, Brother Jerry Earle.

PRESIDENT'S ADDRESS - JERRY EARLE

Sisters and brothers, it gives me great pleasure to address you at this gathering of NAPE activists from every corner of Newfoundland and Labrador. It's difficult to believe two years have slipped by so quickly since our last convention. The last time I addressed you I had just recently been elected to this position. I am as honoured today as I was then. I did not then, nor do I now, take lightly the trust members bestowed upon me.

Before I go further, let me express my sincere appreciation for your support over these past two years. As the saying goes – it takes a village to raise a child. I know full well and am sincerely thankful for the support that you have all given me since the last convention. To the Board of

Directors, our staff, our union's local activists, and the rank and file members – from the bottom of my heart – thank you. I work every day to make you all proud, to ensure that I never let you down. Some days are easier than others – of that there is no doubt. But the good days are made great and the rough days are made that much easier knowing that you have a team of dedicated union activists who have your back. We are more than a union, we are a community – we're there to support one another, stand up for one another, and work together, through the good times and the bad. Because we know that we are stronger when we work together.

I would like to take a quick moment to pass along special thanks to my children and my biggest supporter, my beautiful wife Pam. They have been there with me every step of the way. This job demands so much of all of them and I am truly thankful for their patience, love, and support. I'm proud to say Pam's also a NAPE member in the public sector – so, technically, she's my boss on two levels.

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 work sites.

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. For those areas I haven't yet been – I will be there. That is my commitment.

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 work sites. That's why one of the first things I did after I was elected was to 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.

For example, another thing I'm hearing from members in my visits 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 – the NAPE Advantage Program - for our members.

We've also created a New Member 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. These are just two examples of some of the actions we've taken based on your survey feedback.

When I stood here two years ago I said that the days, months, and years ahead would not be about me but the proud, hardworking and dedicated public and private sector members who make up our great union. Along with Secretary-Treasurer Bert Blundon, your executive, and Board, we have stuck to that commitment in everything we do and every decision we have made.

Every day, across Newfoundland and Labrador, thousands of NAPE members deliver high-quality public services to the people of this province. From education and healthcare to transportation, public protection and beyond, thousands of public sector members go to work to be there for our

most vulnerable, to care for our sick, to keep us safe, and to keep our economy moving. Public services are a shared resource that we all depend on. They are the embodiment of what it means to be a society – coming together to provide programs and services for the betterment of all. Simply put, despite what the employer's groups say, public services are more than just a cost on a ledger sheet.

Our union is also made up of dedicated and skilled workers in the private sector who provide and create high-quality goods and services to the people of the province. 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 to name a few. You all contribute to the fabric of this province. You help drive our economy. Make no mistake – this province works because you do.

To help promote the crucial role you all play in our province, we have launched a series of campaigns to educate the public about our members and the work that you do in communities across our province every day. Many of you work 'behind the curtain', away from the public's eye and we wanted to shine a spotlight on the goods and service you produce and the people behind them. The 'NAPE – We Are Community' campaign is a long-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. The next phase of that ad campaign is currently in progress... and we might all be a part of it this weekend if the weather cooperates! 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.

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. 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.

I have every intention of continuing to proudly promote NAPE members, promote your value, promote your contributions to our great province.

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

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. We also launched the NAPE App only a couple of weeks ago. 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. 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.

So, on that note I turn to something a little less cheerful: Two words: Budget 2016

Regressive levies that unfairly targeted 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, and closing libraries. Given the impact of the 2016 budget on our members, the economy, public services, 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.

NAPE launched a public relations advertising campaign as part of the pushback efforts in reaction to the budget that was brought down by the Liberal government in 2016. The ads ran province-wide on a wide array of platforms. Our campaign focused on the promises that were broken in the 2016 budget, particularly as they related to job losses and service cuts. For those who were not here two years ago – and we have the video to prove it – then Liberal Leader Dwight Ball stood in this exact spot and promised this union, the delegates in this hall, and the people across the province that public sector jobs were safe. This promise was broken and we took immediate action to hold this government to account for their betrayal. We did it then and we will continue to do it when needed. We sent a clear and powerful message to the government early in their mandate – NAPE will not sit idly by and watch our public services and the people who deliver them be attacked.

The feedback to the 'What's their word worth now?' campaign was extraordinary and overwhelmingly positive – not only from members but from the general public as well. On Facebook alone, the campaign videos received over 2 MILLION views!

While they are effective – commercials only get you so far. So we organized with community members across the province and took to the streets. We stood shoulder to shoulder with our sister unions and thousands of people of the province - on the steps of the Confederation Building and in communities across the province – we made our voices heard. We stood united against the 2016 provincial budget and the impact it would have on our people, on our communities, on our economy, and our province as a whole. We stood in the sideways rain on the Burin Peninsula. We stood in the freezing cold in Grand Falls-Windsor. We marched in Harbour Breton. We rallied in Bonavista, Harbour Grace, in Wabush, and on Bell Island and beyond. We stood together, by the thousands, at the Steps of Confederation Building. We stood together and marched in the rain and fog at seven sites in St. John's – all during one lunch hour break! That was our first protest in response to the budget and it really stuck with me. We stood together in the bitterly cold rain and muck outside the Health Sciences Centre with about 40 other people. I remember thinking – "uh oh, we might be in trouble". Then I heard the chants of "They say cut back, we say fight back" coming somewhere through the fog. Moments later, a huge group of NAPE protestors came marching to join us. It was an extremely proud and touching moment that I will never forget.

While we were not ultimately successful in rolling back all of the cuts and closures. The government did reverse or lessen the impact of several of their proposals and policies. We also built strong and lasting ties with community groups and people across this province. We brought people together for a common cause. We helped build something bigger than ourselves – for the common good and that has paid huge dividends for us in the past year.

My sisters and brothers, I said at our last Convention that I would not shy away from speaking out and standing up for our members. Let me re-affirm again that while I'm standing here before you -

NAPE will stand up for our members, the services we provide. We will stand up to Governments, right-wing think tanks, and employer groups who attack us, who strive to beat back the progress we have made over the years. We will push back against this Government and any aspiring leader who paints a target on the vital services you provide to the people of this province.

My message is clear: If you attack hard working NAPE members, if you disrespect our members, if you attack workers in general, and if you take actions that negatively impact our communities... We. Will. Fight. Back.

And while we are on the topic of standing up for our members – to the workers here today from the Town of Paradise and from Country Ribbon. Let me assure you – NAPE has your back! Not just me, or Bert, or our Board, but everyone in this room here today and thousands of our members across the province. Whatever may come – you are NOT ALONE!

While we are unafraid to push back when provoked, we will continue to work pro-actively to push and advocate and lobby for change in our workplaces and our communities. We have a number of critical issues that we must deal with head on - that we must work with our labour partners to address. We will be at the forefront on matters that impact our members. Issues such as: Mental Health - specifically PTSD; Domestic and Workplace Violence; Gender equity; and health and safety to name a few.

Mental health in the workplace is an issue that we must all tackle head-on – employers, government, and workers. We can no longer stick our heads in the sand and pretend that everything is alright and hope nothing bad happens. I'm sure many in this room can attest that everything is NOT ok. It's hard to know how many workers are affected by mental health issues because many people are afraid to talk to their employer about mental health. What we do know is a lot of short- and long-term disability claims in Canada - about 30% - are due to mental health problems and illness. And that 1 in 5 Canadians suffer from some form of mental illness. Mental health is the leading cause of workplace disability in Canada. So, if you are suffering from a mental health illness – you are not alone. Reducing the stigma, promoting mental health, and preventing psychological harm at work are important to all of us. As part of their job, many of our members personally face or witness dangerous, threatening, violent, and/or traumatizing situations. These situations can have a deep and lasting impact which can lead to a mental illness called Post-Traumatic Stress Disorder (PTSD).

We must remember that what happens at work doesn't just stay at work; it doesn't just go away when the uniform comes off or when the shift is over. These workers need and deserve supports in place to deal with their work-related PTSD – because heroes are human, too. In workplaces where people are often exposed to trauma, it is vitally important for employers to offer regular critical incident stress management. It is also important for employers and co-workers to recognize the symptoms of PTSD and encourage people exhibiting symptoms to seek help. We need to break down the stigma that exists in our workplaces around mental health, help support each other, and work to build safer workplaces. We don't need small changes – we need massive changes in how we approach mental health and PTSD – we need legislative change.

We have asked for a meeting with Minister Gambin Walsh on this critical issue. To-date, we have not received a response to this request. We will be working with our sister unions to get the proper legislation and workplace health and safety provisions and coverage in place – we will be at the forefront of this fight. We can't wait any longer and it's already too late for those who have lost their battle with this terrible affliction.

We have a special guest speaker, Stephane Grenier, who is a workplace mental health expert and advocate to speak to you and share his own personal battle with PTSD at this convention. I have seen Mr. Grenier speak on this topic before and I can tell you that it will leave a lasting impression. So, my request to you is this: Speak up. Offer to listen without judgment and do what you can to help your fellow brothers and sisters. And if your employer is not doing enough to deal with mental health issues in the workplace, contact your local executive, shop steward, or NAPE headquarters. Because illness is an illness, an injury is an injury – whether it's physical or mental.

NAPE has been at the forefront of the fight for women's rights for decades. We have been there, and we will be there for as long as it takes. I am committing to you and our community partners today that we will be increasing our efforts and collaboration on this front. I'm going to be asking our incoming Women's Committee to work with our community partners in mapping out a plan as to how NAPE can do more to support the incredible work being done by women's groups across the province to break the cycle of violence, to challenge status quo, to ensure that we are working towards a society where women are equal in their rights and freedoms – at work and at home. If you think we are there, that the fight is over and equality has been achieved – I can tell you that we are not there yet and, unfortunately, we have a long way to go. Despite the many strides we have taken toward equality and fairness for women in our society, we still have a long way to go. It is a sad reality that, today, women in Canada are paid 72 cents for every dollar earned by men. Yet they have the same skills and education.

On average, women in Canada who are union members earn almost 7 dollars an hour more than women who aren't. That's because together, women and their unions have negotiated pay that reflects their skills, education, and responsibilities. There is strength in the union – the ability to make our workplaces, our communities and our society more just, fair, and equitable. And we know that economic equality, independence, and freedom also translates to improved outcomes for women in terms of their ability to escape violent domestic situations.

A couple of weeks ago, I participated in the "In Her Name" vigil for murdered and missing women and girls of Newfoundland and Labrador this evening at the Colonial Building in St. John's. 177 names were read aloud, honoured, and remembered on that night. We must all work together to end violence against women and girls so that another name is not added to this list. To our sisters in the fight – we will be there with you.

One thing that we aren't good at in the labour movement is sharing and celebrating our victories. We often score huge wins and then immediately move on to the next issue without reflecting on what we have accomplished by working together. We often don't sell our successes enough.

Let me highlight but a few.

I have already spoken about some of the work we have done on the internal, communication, education, increased public awareness fronts, but we've accomplished so much more: This Government's standing in the polls, the Premier's own popularity, is in large part because of NAPE's efforts ---- treat our members fairly and we'll treat you fairly.

P3's - Public-Private Partnerships - A complex issue that I won't move too deeply into, but if you recall, the previous Government was fully intending on having existing services such as long-term care, moved fully to their friends in the private sector - Facilities Services Employees - lock, stock, and barrel.

NAPE launched an extensive campaign outlining the pitfalls and problems of this proposed approach. This newly elected Liberal government changed that course significantly now ensuring



services, our jobs, will remain public. Make no mistake that was in large part because of NAPE - because of you, the members. Don't get me wrong, there are still issues with the current proposal by the Liberals, but it is a huge departure from where the previous government was headed.

We saw a change in the levy - a regressive tax.

We saw the reversal of the closure of the Supreme Courts in Grand Bank, Harbour Grace, Grand Falls/Windsor, and Wabush.

We stopped the intended cut and slash budget of 2017 ... believe me, without labour's efforts, the 2017 budget would have been devastating to bargaining unit employees and therefore services provided.

We have numerous victories on the labour relations front, in arbitrations, and with Workplace NL decisions – too many to get into here now.

Since last Convention, we have successfully concluded 52 Collective Agreements across Newfoundland and Labrador, improving working conditions and benefits for our members – all without any form of labour dispute or work stoppage.

We faced some of our most challenging bargaining in the public sector against the backdrop of the fiscal situation that the Province currently faces.

Public sector bargaining has been one of our main priorities since the last convention. Needless to say, the process, until very recently, has been incredibly frustrating and time-consuming. It would be impossible to cover the entirety of the history of this round of public bargaining here now, so I will provide a general update.

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. We were off to a great start! Over the course of 2016-17, the firm racked up over \$250,000 in billings on public sector bargaining – at a time when jobs were being slashed, services cut, and people given their pink slips. 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 in February.

In May, only a few short months ago, at a meeting of the Chartered Accountants Association, then Minister of Finance, Cathy Bennett made several, unprompted (and extremely unhelpful) 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. Despite these efforts by the government, 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, things have improved substantially – not only in terms of tone, but concretely. For example – McInnes Cooper was almost immediately dropped from dealing with negotiations. This sent us a positive message right off the bat. Our teams have all been back to the table and have resolved a number of outstanding issues – some of which have been an issue for years. Our teams have noted a marked improvement in the bargaining process during these “new” sets of negotiations.

I am pleased to stand here today and tell you that progress is being made and I am hopeful we can reach an agreement that is agreeable to the membership by the end of this year. We have a way to go yet, but we are much further now than we were only a couple of months ago. I would like to thank the members of our bargaining teams for their perseverance over the past year and a bit. While I am cautiously optimistic about where we go from here, we are not out of the woods yet.

Where to from here ... the road ahead.

Some I have met in my travels around the province on my site visits have asked why do you enjoy doing this? Why would you want to keep doing this? Well, the answer is simple - because of you, because I truly care about our communities, and I truly believe NAPE is the greatest Union. I give everything I have to this union and it is my honour to do so.

So for those who have asked... Yes, I will be seeking to stay on as your President in the upcoming election. There is still so much more that I want to do. So much more that I want to get done – with you. We still have work to ensure NAPE is meeting and exceeding the needs of members and frontline activists. 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. 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’ve launched a series of ‘Education at Work’ videos answering some of the most common questions members have. You can find them on NAPE’s website. 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 in representing the needs of our members. We will be building on the foundation we’ve laid for education. We have made improvements but there is much more to do on this front.

The reason NAPE exists is to serve its members. I will be frank; I’m not satisfied on that front. I have over the last several months been looking at what we currently do, how we do it, and where we need to make improvements. I’ve raised this with our Board of Directors. I’ve discussed it with our staff, and Bert and I have had many late night conversations on this crucial topic. Our service delivery model is outdated and hasn’t been reviewed or modified for many, many years. Change isn’t easy but change it is necessary. We must change and grow and move with the times. We had physical challenges that prevented any modifications to our service delivery structure since last Convention. It has been beyond frustrating BUT we are now at a point where can move forward. Immediately following Convention we will move forward with changes that I believe will begin to address our shortcomings so that your union is better equipped to provide the support, education, advocacy, and representation that our members deserved. So, stay tuned!

In closing, 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. But let me remind everyone in this room here today – you are the union. You are NAPE. Our

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 to stand together – to protect our families, our communities, our province, and the crucial public services we provide... As we have seen countless times through our history – when we are united, we cannot be defeated... because we are stronger together.

Thank you and have a great convention!

J. Earle resumed the Chair.

### KIDS EAT SMART

J. Earle stated not to date myself and Bert, but we've been around for a little while and when the idea came up of creating a foundation that would support the nutrition of school aged children of Newfoundland and Labrador, it was conceived over 25 years ago. All involved knew it would be a costly venture. Fortunately, 25 years ago, NAPE stepped up with a \$100,000 donation to provide the seed money needed to start this school based nutrition program and established what is now known as the Kids Eat Smart Foundation of Newfoundland and Labrador. Just imagine - 25 years ago what \$100,000 would be equivalent to today. Myself and Bert sat on that Board of Directors. Since our last Convention, just two years ago, we've donated a little over \$22,000 to this Foundation alone. To add a perspective, that amount provided 22,000 breakfasts to children across Newfoundland and Labrador. Being a part of this program and the positive impact it has on children in the communities across this Province is something we are incredibly proud of. Just the other morning, some members of the Board and Executive, and a couple of Staff, joined us at two schools and I can tell you it was an experience that left a mark that I will never forget. Some things you do, you just have to do it to realize the impact that you have on our communities. I meant to have my apron that Celina presented me the other morning to wear during the Convention. Before I go any further, I would like to introduce to you Celina Stoyles from the Kids Eat Smart Foundation to say a few words.

Celina Stoyles stated thank you so much Jerry, and thank you to each and every one of you for giving us the opportunity to come this morning and I guess over the next few minutes to share with you all of the wonderful work that's happening with our Kids Eat Smart Foundation and in all the Kids Eat Smart clubs across Newfoundland and Labrador. What I'm going to share with you is where it all started; how today we are financially supporting and funding our Kids Eat Smart Clubs, and as well, how you can help. So, as Jerry just said, let's start at the beginning -- how did we start?

It was truly about community commitment. It was actually about your commitment, NAPE's commitment. It was 25 years ago that there was a group called Feed the Children Foundation in Newfoundland and Labrador. This was a small group of principals and like minded individuals who decided they needed some money to have food in their schools when children came there. Let's be honest, it was about having food in a principal's office in a drawer that when kids came, they would feed the poor kids. Today, I'm pleased to share with you that that money has helped us fund almost 248 Kids Eat Smart Clubs and we form what's now called the Kids Eat Smart Foundation of Newfoundland and Labrador. So you should be very proud of that. We do hear it all the time, it is one of the most impactful programs in this province. You started it, you put your stamp on it, so I'm going to share this story but it's your story to tell. It is almost 27,000 meals every school day and almost 90% of Newfoundland and Labrador. Just think about this - almost 6100 people come every single day, moms, dads, nans and pops - they're the ones who come and serve the breakfasts, and the school administration people, they help to set it up, they wash the fruit, they

serve the milk and cereal. Those are the people in our community that truly make it happen and we're very thankful that NAPE is supporting that.

In just a couple of seconds - here is what we do as a Foundation. We financially support the Breakfast Clubs, we raise money with thanks to organizations such as yours. I will tell you we do use you as a partner to leverage other unions and other organizations, and the support from Government, to fund us, and we are very proud of that. We do have people resources, people who help us train, recruit and help our volunteers fund raise. As well we have several registered dietitians on staff who help guide us in our menu planning so that children are having healthy food at school and that is our goal. Big picture - Government funds \$1.1 million every year. We, like you, sit at the table every year and we have to work very work to keep that money, but when we're raising almost a million dollars every single school year from groups and organizations like NAPE who are able to do that. Last year, our schools raised \$1.4 million in food and money. We're serving almost four million meals every school year. So just think about that.

People ask us all the time - why? Why do we have to have food in school? Why do children come to school hungry? We tell people all of the time, there are many reasons why kids come to school hungry, and you all know for many reasons kids get up in the morning and they don't feel like eating. We have kids in some places that are bussed an hour and ten minutes. We also have schools starting at 9:00 with parents dropping their kids off at daycares at 7:30. So when they come to school, it's the right thing to do to ensure that they have healthy food. That's our job. That's all of our job. For whatever reason, you know it and I know it, families are struggling. There's a lot of hunger - we see it every day, but our goal is for every day a child comes to school hungry, they should have access to food in a non-stigmatized welcoming environment where every child can come and sit to eat.

That's currently where we are - we currently have about 24 in Labrador, and over 220 on the Island. So, 248 Kids Eat Smart Clubs. So every community where you eat and play and have brothers and sisters, that's where we are for sure. Jerry shared with you, as of the school year last year, 210,000 breakfasts from NAPE. You should be very proud of that because we are!

We are also really proud and were humbled that we got an opportunity to talk to your Board earlier this year but we also had an opportunity to host some of your Board at our Kids Eat Smart Clubs and share to prepare and serve the breakfasts to the kids, and it was very impactful. I will share with every one of you, that in any community or town where you live that you have a school and we have a breakfast club, if you have an hour a week or a month, and you want to go in and serve breakfast to the children, this is your program, this is your children, your schools, and your communities, reach out to the principal or the school.

Last, but not least, I want to conclude by saying, I know a lot of you here are familiar with the breakfast clubs, I know some of you are even volunteering in our clubs, but I'm going to close today with a very short video that shares with you why our breakfast clubs are so important and how your community commitment 25 years ago is truly making an impact on the lives of our school aged children in Newfoundland and Labrador. On behalf of our Foundation, but most important, on behalf of all of our children, I want to say thank you to NAPE and thank you for giving me this opportunity, and enjoy the rest of your Conference.

## VIDEO PRESENTATION - KIDS EAT SMART FOUNDATION

B. Blundon stated thank you Celina to you and your staff who have worked so hard over the last 25 years to continue a program that NAPE help found some 25 years ago, and this is the 25th anniversary year. As Jerry said, we were part of the Board of Directors, and ironically we were part of the group who sold tickets and did whatever we had to do to raise \$100,000. At this Convention,

so that everybody knows, we are now running a 50/50 draw, we also will be having a Silent Auction, with all proceeds going to the Foundation. We also sent letters to our Locals and many Locals have responded with donations and I'm assuming more will come forward over the next couple of days for what is an obvious worthwhile cause. Even though I don't have the consent of the Board of Directors or Executive, but I will say to you, and everybody knows how hard money is to pluck out of me, but NAPE will be matching all the donations that we raise at this Convention. We will also later on, as Jerry's knows, be part of the fundraising effort with the Foundation, with a Radio-Thon and we will be part of that initiative also. I thank everybody and every Local for contributing to this cause and don't be shy about buying your 50/50 tickets for this worthwhile program.

J. Lacey (BofD) stated I had the privilege to attend and serve the kids at St. Matthew's. I would urge each and everyone of us here today, I actually challenge each Local, if you get an opportunity, take one morning, one hour, and go out to your schools and do as Celina said and actually witness what we witnessed the other day. The stories we actually heard from the kids is one of the most moving experiences I've ever had in my life. If I could certainly put out to each and every Local from here to Labrador and back, take one day and do that, and you would be blown away by the contribution that you actually see that your leadership and you as a Union make to your community and the next generation that will come up behind us. If you could take that back, I would greatly appreciate it. Once again, Celina, as a fellow downtowner, thanks for the job that you do and the commitment that you and team makes for the kids.

S. Fitzgerald (6216) stated on behalf of my Local and workplace, I have a donation of \$525 for the Kids Eat Smart program. Also I'm a Masonic member, and I have a cheque from my Lodge to present to them as well.

J. Bursey (BofD/6206) stated on behalf of our Local - General Hospital, Health Sciences and Miller Centre - we would like to donate \$600.

E. Byrde (BofD) stated I also went to the school, if you're going to volunteer, or if you're going to donate, this is the cause. It shouldn't be; we should help our kids. Please dig it and give.

A. Donahue (BofD/6208) stated I would like to echo what Brother Jimmy said. It was one of the most moving experiences I've ever had to help out those kids that morning. I encourage everybody and anybody, if you've got a few minutes, the rewards are outstanding. Also, I would like to match Sister Jackie's donation of \$600 to the Kids Eat Smart program.

M. Wade (6604) stated our Local would like to donate \$500.

T. Hynes (5603) stated every Christmas our Local has its charitable donation, and I'm going to recommend to our Executive that this year our donation be to the Kids Eat Smart Foundation.

R. Kelland (7801) stated we would like to make a donation of \$500 towards the program.

P. Dunne (7104) stated we will be donating \$500 as well.

A. Jones (2101) stated we are also matching that \$500 as well.

R. White (BofD/2852) stated our Local will be donating \$100; we're a small Local.

S. Mercer (BofD/6207) stated we would also like to match Sister Jackie's Local with \$600.

R. Clarke (6901) stated on behalf of Local 6901 we would like to donate \$600 to the Kids Eat Smart

program.

C. Janes (3211) stated we would like to donate \$500.

S. Smith (6222) stated our Local has agreed to donate \$500.

J. Parsons-Shears (8210) stated we have a small Local and we agree to donate \$150.

L. Sparkes (5204) stated we at Dr. Wilkson Memorial Hospital in Old Perlican are a small Local and are donating \$100.

K. Gliddon (7813) stated we are donating \$500.

T. King (7001) stated on behalf of the Staff Local - \$300.

G. Horan (BofD/7501) stated we are donating \$300.

R. Keel (4104) stated we are a small Local, and will be donating \$100.

B. Blundon stated earlier this morning myself and Jerry had a request from one of the Local Presidents about whether they were able to go to a mic and challenge other Locals, and because we had sent out a letter, make your donation. I certainly wasn't going to get in the way of this crowd this morning who clearly wanted to make donations. Thank you very much. I would like to take the opportunity to thank the Locals who contributed before they arrived at Convention and those we have recognized at some point in time also. It makes me proud to be a NAPE member when I see Locals coming forward and being so generous with your money to help out a cause we have supported for 25 years.

C. Stoyles stated I guess I will just end with this, and I said this to some of your Board members, it's \$1 a breakfast. That's incredible! Whether it's \$10 or \$100 or \$1,000 - every dollar is a breakfast and those children truly do appreciate their Kids Eat Smart clubs as they go through life from primary, elementary, junior high and high school, these breakfast clubs, they may never remember what's on the menu, they may never remember what the teacher said to them, but they will always remember how you made them feel. On behalf of our kids - thank you.

W. Thompson (BofD) stated - point of information - on your desk when you came in here this morning, you found a pamphlet from the Newfoundland and Labrador Public Service Credit Union. The Canada Savings Bonds, if you're in the bond program now, effective the end of October is no longer. I found out personally and I even went to my bank to see if they could do payroll deductions; they can't even do it. I went to the NL Credit Union and they can't do it. The only ones who can continue doing the payroll deductions is the NL Public Service Credit Union, so go see them if you got a bond.

D. Dillon (4102) stated we are going to make a \$100 donation.

S. Roach (BofD/5207) stated we're going to throw in a \$100 as well.

B. Jenkins (4202) stated we are going to donate \$300.

BREAK

The Convention broke at 10:40 a.m. and reconvened at 11:05 a.m.

J. Earle resumed the Chair.

### MOMENT OF SILENCE FOR DECEASED MEMBERS

J. Earle stated sisters and brothers, at each Convention we honour those members who have passed since the last Convention. It is an opportunity to pay our respects, remember and thank them for their services to the people of their Province and their Union. We must also use this moment to reflect on the NAPE members who have died as a result of workplace accidents. In the last six years alone, three NAPE members tragically lost their lives as a result of workplace accidents. We pay tribute to these workers and the staggering number of people in this province who have lost their lives or been injured on the job.

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 and Brother Hubert Sutton: 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. Hubert passed peacefully on February 22 of 2016 at his home in Bishops Falls surrounded by his loving family. 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. They are gone but they will not be forgotten.

Please join me in a moment of silence for deceased NAPE members.

R. Morris (7002) stated when you started talking this morning about the Kids Eat Smart program and you remembered yourself and Bert being part of the Board, I started looking down the table at the list of us who are here, there are also four or five members of the Board at that time, and we would like, at this time, do a donation of \$1,000 to the Kids Eat Smart program, and we would like to make that donation to the memory of the deceased Board members and Staff who were around at that time and have since left us. Thank you.

G. White (1302) stated we would like to donate \$100 to the Kids Eat Smart program.

D. Durdle (4205) stated we would like to donate \$300.

J. Earle stated It is my pleasure to welcome Sister Mary Shortall to address our convention and bring greeting on behalf of the Newfoundland and Labrador Federation of Labour. Mary Shortall was elected as President of the Newfoundland & Labrador Federation of Labour in October, 2013. Prior to that, Sister Shortall was acting Regional Director for the Canadian Labour Congress (CLC). She had been the Newfoundland Representative for the CLC, since 2001. Sister Shortall is a long time member of Unifor, through both the CAW and CEP, and served as Vice President of her Local at the CLC until her election. Prior to working with the Congress, Mary was a Customer Sales and Service Agent with Air Canada (starting in 1977) and was involved with her union from 1982 until she went to the CLC. She served in many capacities with that Local – Health and Safety Representative, Vice-Chair, Chair, and Regional Vice President on the Local union Executive Board. She has been a facilitator and curriculum developer throughout her union involvement, political and social activist, human rights advocate and feminist.

Please join me in welcoming Sister Shortall to our convention.

GREETINGS FROM NL FEDERATION OF LABOUR - MARY SHORTALL

Good Morning Sisters, Brothers, comrades, and guests. I am so honoured to be here this morning among you as you set your priorities and renew your commitment to social unionism, and doing whatever it takes to make our province, and indeed our world – a better place for your members and their families, and all workers in NL.

Your Theme: We are Stronger together. how fitting! and how important! And you are living proof - I am so proud of you - thank you for all you do. I want to thank Jerry, Bert, Arlene, and your Executive for the invitation to bring greetings to you today, and update you on what your Federation of Labour has been up too in the past two years since your last Convention. But first, I want to acknowledge the territory in which we gather as the ancestral homelands of the Beothuk, and the island of Newfoundland as the ancestral homelands of the Mi'kmaq and Beothuk. I want to also recognize the Inuit of Nunatsiavut and NunatuKavut and the Innu of Nitassinan, and their ancestors, as the original people of Labrador. Our Federation will continue to strive for respectful partnerships with all the peoples of this province as we search for collective healing and true reconciliation and honour this beautiful land together.

I want to add my support for all people's right to protest without fear of incarceration, for what they believe in and to the land keepers in their struggle to protect their land, children and environment from being unnecessarily destroyed in the exchange for profits, corporate greed and political posturing. Their struggle is not that much difference than ours. You cannot talk about equality and human rights if you are poisoning aboriginal lands and waters, or looking after privileges of the wealthy on the backs of the rest of us, like this government's budgets and policies have been doing. This is evident in the demands being placed upon you as public sector workers in bargaining, and as consumers, tax payers, and members of the many communities that make up our province.

Collective bargaining - I want to say that this Federation is behind you 100% and we will continue to work with you in whatever way you want us to, and no matter what it takes until you achieve fair and decent contracts. It seems like we have many challenges out there – not only within our union movement but also in our broader work around social justice and equality. It was so very discouraging recently to hear about the terrible shootings, and lives lost in Orlando, Charlottesville, Manchester, Las Vegas, and the blatant sexism from President Trump and Harvey Weinstein making headlines these days. These events have certainly reminded us that the struggle is far from over. It is hard to fathom how such hatred and injustices can still exist today. Because a big part of the work we do together, here and through our global unions and social justice partners is aimed at creating a more equal and just world for all of us – one where we can all live, love and work in safety.

Unfortunately we still live in a culture that is steeped in sexism, racism, homophobia, and other forms of discrimination. All forms of violence have become normalized in our culture. And violence against women, which is rooted in gender inequality, kills more people in one year than terrorism does. With no gun control laws - these ultimate acts of hatred can happen so suddenly and without warning. And leaves all of us feeling hopeless.

So here's my rant: I have said this before but it bears repeating: let's commit to using the anger we feel towards such deplorable injustices towards a renewed and strengthened promise to seize every moment to advocate, rise up and use our voices and energy to eradicate all forms of discrimination, and to work with and support those who are most vulnerable. That's what we are here to do – all of us. We are all leaders here. Let us hold hands – not guns, and come together as one to affirm that love conquers hate.



Nelson Mandela said “No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart.” I want to thank all of you, because I know that every single one of you are out there everyday working hard, advocating for that change.

There is a common theme in our struggles as workers, unionists, feminists, social justice advocates, indigenous peoples, those who advocate for the most vulnerable in our society, and all of us committed to a more equal and just world. That’s why it is critical that the labour movement reach out to our like-minded partners like we do and work together. One of the best parts of being the President of the Federation of Labour is I get to stand before you at your convention and tell you how proud I am of our movement and the huge part that you play in it – not only as NAPE members and leaders, but as NLFL board members, committee members, Labour council executive members and delegates, social justice activists, political activists – no matter where my work takes me – I find NAPE members there. Thank you for always being available to assist the Federation of Labour in its work. No matter what I ask of you (and I ask a lot) you are always there.

Jerry sits on our Executive Board as the Vice president representing NAPE, and despite his incredibly busy schedule these past few years – manages to personally participate in a lot of the broader work of our Federation – and if he is not available, he always finds someone to speak on NAPE’s behalf so that your voice always heard. It’s easy for a union to get caught up in its own issues, but a true sign of Jerry’s leadership is that he understands the link between NAPE’s issues and broader social and economic issues that we all face. Thank you brother for always being there. We are indeed stronger together.

Brother Bert Blundon also serves as our Secretary/Treasurer, and without his support and assistance, experience and wisdom the work of the Fed would not be complete, or paid for. I rely on Bert an awful lot to help me prioritize our work, because lately – we have had many challenges that need addressing. Bert has always been there and ready to assist with whatever I ask. Sometimes – I forget (or maybe pretend to forget) that his job with the Fed is not his full-time job....but I have to say – his commitment as the Fed’s S-T is definitely a full-time commitment. Thank you Brother – I couldn’t do my work without you.

Our Executive VP Arlene Sedlickas (who is also your Executive VP) takes on a huge role for our Fed as well, not only on women’s and equality issues which has been a big part of our work in the last few years, but as an Executive Committee Officer. Arlene also finds time with everything else she does to help out with our various committees, campaigns, and events...which occur in and out of working hours, and sometimes in and out of the province. She’s always there to help in whatever way she can. Thank you sister.

And that’s not all – NAPE’s voice is heard loudly and clearly by our VP representing Young Workers on our Board as well. Brother Mark Hancock was elected by the youth caucus at our Convention last year in that role, and I wanna tell you – this committee is going to make a difference and not just for young workers – but for all of us. He brings lots of new ideas, and amazing energy to this role. The committee is working on many new initiatives involving young workers and future workers. Stay tuned!!!

The NL Federation of Labour represents some 65,000 union members and their families in every single community in NL. Our role at the Fed, is not at the Collective Bargaining table – but at the political bargaining table. And with that political bargaining, come the work we do together – the labour movement both inside and outside the FL, as well as our like-minded

partners in the community. That takes a lot of work – Our office is small, so we rely on help from our affiliates, and as always, NAPE members are always up to the task. NAPE members fully participate in all the standing committees of our FL, and most of our ad-hoc committees and working groups too. I want to acknowledge them now and say – thank you for all the extra work you take on to ensure that our mandate and priorities are well researched, and carried out.

Young Workers Committee	Jackie Bursey
OHS Committee	Barry Robbins
WCB Committee	Vina Gould
Education Committee	Betty Goodyear
Women's Committee	Mary Myles
Human Rights Committee	Earl Hann
Labour Councils have many NAPE members on all of them. Presidents Patrick Dunne, Kathy Oake, Dan Quilty - thank you!	
CommonFrontNL communications working group Keith Dunne, (CFNL) amazing skills.	
LMAC/LRB	Christina Kennedy
OHS advisory Committee	Goldie Porter
CLC	Kelly Roche
OWA	Bernie Coffey

Are you seeing a pattern? To you – members – delegates - thank you so much for your work. Not just your union work, but everything you do every day; which makes a huge difference. Those of you who work in the private sector – your labour, and only your labour, is what creates profit that gets put back into our economy which benefits all of us.

Country Ribbon - For those of you in the public sector – you provide services which keep us healthy, and educated, and look after our most vulnerable citizens. You also make our economy and our society work – and NAPE members take such pride in doing that. A true measure of democracy – I believe – a society that is inclusive, participatory, committed to political equality, policies and laws that are really “for all people”. That is what the “movement” represents to me. And that’s what NAPE represents to me. Former CLC president Bob White always said “ We don’t need unions to walk backwards for us”. Anyone can walk backwards – we need unions to push forward and make changes that will benefit our members and their families. You’re doing an amazing job at that! Thank you. Make no mistake about it. Not one gain that workers have made was ever given out of the goodness of an employer’s or government’s hearts – not one. They have always been won through struggle, and NAPE has always been in the middle of those struggles.

It doesn’t seem like two years, since we were last together at your convention. And yet – so much has happened in that time. There’s not enough time to talk about everything, so let me highlight the most important issues we are dealing with. It is no comfort when we see what the Liberal government has have been doing since they became elected in November 2015...Their Way Backward!

- Two austerity budgets.
- The highest level of unemployment in the country, and still rising.
- The only province in the country with negative economic growth.
- Frightful consumer confidence
- Huge and escalating overruns on MF

An agenda which clearly puts profit and the interests of the rich and big business ahead of citizens, and their communities. We are in the middle of our second austerity budget by a government that has lied its way to power and continues to hood wink the people of NL.

Privatization and P3's are real concerns, there is an attack on public services, and government is clearly listening to business more than they are listening to us. Recent example – We tried to meet with Premier Ball in EDMONTON in July, when we were there for the premier's meetings. He said he's meet with us – but didn't show up.

However, you must have seen the media recently - Dwight Ball speaking out (lobbying) the federal cabinet ministers here in YYT on behalf of the BUSINESS community – to the federal government when they were in NL – asking them to reconsider correcting tax loop holes that benefit the very rich, loop holes that you and I can never avail of. And neither can the 45 unifor, local 597 workers who have been locked out by DJ composites in gander since last December. Why isn't Dwight Ball telling the owners of this company that it is not okay to bargain in bad faith and treat NL workers (or any workers) this way. Despite being found guilty by the LRB, this company is continuing to bargain in bad faith, employing scab labour from away and now from the local community. We have asked the mayor, MP Scott Simms, labour Minister and premier to intervene. Perhaps they are too busy representing their business buddies to care about foreign companies exploiting our workers, and our resources...shame on them! Your leadership has been there to support these workers on several occasions and I hope again on November 1<sup>st</sup> when we thank them for their steadfastness- despite incredible odds at a rally: noon on the picket line. I know Unifor has asked the Labour minister to intervene but he has not so far, and they had no choice but to make this a public outcry. Shame on this government for allowing a US based company from a right-to-work state come in, exploit our workers, use scab labour, break our LT laws and have no one call them to task except those 45 workers who have been pounding the line since December 19, 2016! Shame shame shame. Whose side are you on Dwight Ball?

All the choices that this government are making about our economy are being defended by them as the only options that had for the problems that were caused by the previous government and the decline in oil prices. We disagree – we believe, and our research has shown that there are many options. Its about political choices, and political, and lining the pockets of their buddies.

Let me be clear! The public sector did not cause our current fiscal state, you are not the problem....cutting spending and privatizing public services is an ideological response – not an economically sound one in our opinion. You should not pay the price for their bad choices. There has been a change in the political landscape in NL. A population that has historically been told by government that they know what's best for them is now stating that they will no longer put up and shut up. We saw that with the longest period of protests against government budget. You were very active in that fightback. And it worked - government has at least backed away from some of the most hurtful decisions, and they understand now that they cannot fool an angry population who have no intentions of backing down. The levy, libraries, gas tax (somewhat) book tax. It's so important to keep their feet to the fire. You have been doing just that. It's been exciting to see people mobilize, and energize and vow to push back, and fight back with their minds, and hearts, their fists and feet.

Who remembers that magnificent rally on May 7th 2016 – when thousands of people sent a clear message to government ? It was an amazing show of solidarity, strength and determination. We shone! We put our solidarity in action, and we were at our best. And it was at that point that we knew that we could stand up to any force that would try to weaken us or divide us. What a day! Azzo Resori was walking his dog on Signal Hill and he could hear us chant. But it was not just the members of the Federation of Labour that made that happen – not at all. This was a movement of unions – both inside and outside the Federation's umbrella, students, women's groups, seniors, social justice groups, academics, faith-based organizations,

concerned citizens, grass root groups, people from the arts community, from disadvantaged groups in society, that had sprung up seemingly out of nowhere to protest both independently and in coalition. This was anger, and this was hope! This was Common Front NL, This was Coordinated Approach NL, This was NL Rising. This was what democracy really looks like

We still need your help. We need you to stay strong at the bargaining table. You're not the problem in our economy, and our economy needs you in order to survive. The public sector is the stabilizing force when the economy is in a downturn. We need to send a clear message to the Liberal government – premier Ball and Finance Minister Bennett – our public services are not for sale, our public sector is not for sale – no one gave them permission to sell off our services – and we will fight them as hard as we have to stop the deceit to the people of NL. Hands off our public services. We are not backing down! It's so important to work together. It's exciting to see people mobilize, and energize and vow to push back, and fight back with their minds, and hearts, their fists and feet.

Federally, Trudeau has failed to act on many of the issues he was elected on as well, but still we have seen victories through our political action. CPP – big victory for us. Getting rid of anti labour laws that hurt working people, the westray act, the ban on asbestos, MMIWG. Never by the goodness of their own hearts – ALWAYS because of our political action. Well done! The jury is still out on Child care, and obarma care, and pay equity. We need to keep their feet to the fire. When we take a step back, and look at the past several years – I believe we can say that together we have changed the conversation on many issues in NL, and federally. There is a shift in the conversation – people are able to talk about what's happening because **we** have been talking about it – how the budgets impact them their families, what progressive taxation really looks like, what happens when we put profits before people, why the gender gap and the income gap is bad for our economy, why we need a jobs strategy, and new immigrants, and young people to stay, and communities to grow, and how we can do that. And if we had not started these conversations, and learned about the issues, and brought them to the public – and to government – I believe that things would have been a lot worse for us than they are now.

We believe that no one should live their lives as second-class citizens because of government policies including austerity agendas. Those decisions will not assist with closing the ever-widening income or gender gaps, or in creating an economy that works for women, or indeed any workers in Canada. Even right wing institutions like the IMF and the Conference Board of Canada are talking about how income inequality is bad for our economy. Proponents of the \$15 Minimum wage fight will tell us, that increasing the minimum wage to a living wage helps stabilize our economy, and our democracy too.

We see exactly what this Liberal government is trying to do here (as in other provinces) destroy our public sector, privatize our public services, protect their rich buddies on the backs of workers and especially the most vulnerable, erode what meager labour laws we have, attack our collective bargaining rights, kow tow to big business you know exactly what I am talking about. We are very concerned about the movement in the Atlantic region to combine laws and services in the name of “so called” efficiencies, and “so called” cost savings, and Red tape reductions, especially in light of the brand new Canadian FTA (inter provincial). It's new, and we still have a lot to learn about the potential impact on this agreement for workers.

There's a lot of talk about allowing businesses easier access to the market in this region. We have been clear with each of the governments in the Atlantic provinces. We want to be at the table as a stakeholder in these discussions. History has taught us that when these governments want to blend employment standards, Labour Relations and OHS Laws, it is NEVER about taking the best pieces of each individual acts and creating one law that protects

the best interests of workers and their unions – we are keeping as very close watch on this.

The recent decision to produce the Atlantic regions Drivers license in Ontario by a private Norwegian company makes us sit up and pay attention. It may not appear serious right now – no job loss. But we are keeping our eyes and ears open. If this is about the lowest common denominator, about weakening the laws, and taking away workers' power and their rights, reducing public safety, and setting the clock back many, many, many years – we will fight this together with our sister Federations as hard as we can. Workers are NOT just a commodity! And we deserve to have a say in this – it's not just about business.

We have also spent a lot of time pushing government to act upon the recommendations of the 2013 Stat Review, and fix WCB so that workers are not falling through the cracks and forced to live in destitute conditions because of a workplace injury that was not their fault. You wouldn't think this would have to be a battle, but it has been and we will continue to do whatever we can to get this done – too many injured workers are falling through the cracks. We are just developing a fightback campaign to put the worker back in the centre of WC, and to ensure that occupational diseases are given the attention they deserve. It's time to stop injured workers from falling through the cracks. This is not an claims management insurance company. The WC system and OHS laws exists to protect workers Health and safety OTJ and we intend to keep it that way.

Austerity budgets are also very bad for women. Economic and social policies are not, and never have been, gender neutral. Women are always disproportionately and negatively affected by austerity. Women are not the weaker sex; we are made vulnerable by government policies. Treating women as a subset of the population is dangerous for women and it's dangerous for our economy. So this is a big part of the work we are doing, and that all unions can play a big role in. If we want a vibrant, fair and just Canada, we will never do it if we continue to leave half the population behind.

We are entering another 4 years of an austerity budget where we know that women are always adversely and negatively affected. The public sector provides decent employment and benefits from women, Women are the largest users of services. We are the lowest paid in our society. We do the bulk of unpaid labour and caregiving. As Jenny Wright says “ sisters know this – They cut, we bleed.” Currently in NL, the status of women is alarming. We have the second highest childcare costs in the country, the highest wage gap in the country, sexual harassment in the workplace continues to be rampant, we have the highest percentage of intimate partner violence. Women in leadership is still far too low. Access to women centered healthcare, including reproductive healthcare places our lives at risk and poverty, deteriorating mental health and addiction are the seeds that have sown from this.

The gender gap, is the biggest robbery in history by the way. World wide it is .77. In NL – 63 cents. In all countries, in all sectors – women's work is undervalued. The UN has called for an end to the global gender gap. In order for it to happen though, there needs to be first and foremost, political will. It must be tied to quality jobs, decent work and pay and free from violence. We need strong social infrastructure, like a universal child care program, strong public services, including home care, and mental health, strong pensions, and attention must be paid to young women, marginalized women, and those who work in precarious jobs. These are difficult times. There is a lot to do.

On a positive note, we are working very hard with government on two very important legislative changes, Domestic Violence at work and pay equity. Your union has been working on both these issues, as well, and I am looking forward to continuing that work until we achieve the

legislation we deserve. If we remain vigilant and keep at them, I think we can gain significant victories for all workers in our province. I remain optimistic, not because I think government will see the light – but because they understand the power of political action, and they know we are organized and united and ready to take them on! They – like the business community here in NL are basing their decisions on an ideology.....not common sense, nor what is best for their constituents. But for the first time in a long time, we have proven that labour is indeed part of the solution – and not the problem, and we will continue to build momentum with our movement and our partners. This is why unions need to be political. We have no choice. We will need your help, and your ideas, and your strategies as we go forward. We need to stay angry, and turn that anger into hope that we can indeed win – and we can....

If governments aren't up to the task of looking after its citizens – all of them, not just the very rich, then I believe that our Federations of Labour, joining with our non affiliated sister unions, and our like minded partners, must remain in their faces, and on their tails and keep them accountable or else we need to ensure they don't get re-elected. That's where our political action comes in. Through our work, we commit to doing whatever we can to ensure that the world we pass on to our children and their children is cleaner, safer, more equal and fair. Provincially, we will continue to work with our coalition CommonFront NL, and our partners to engage citizens, government and the media in a discussion about what our economy can look like – an economy that is based on fairness and equality; jobs for everyone, a sustained environment, strong viable communities and a strong public sector with quality public services that are there for all Newfoundlanders and Labradorians, no matter what!

Working with CFNL, we will embark upon two major campaigns, one - \$15 minimum wage (70,000 workers in NL - \$15), and work towards a living wage. Nobody working full time in this province should live below the poverty line – simply unacceptable. We have been working on and talking about tax fairness for a long time. There is something fundamentally wrong when a rich person can save as much income tax through loopholes as an average worker makes in a year. We need a tax system that is based on people's ability to pay – and even the IMF says that giving tax breaks to rich people does not grow the economy, and making them pay their fair share, does not hurt the economy – it actually helps. We will be working on our vision of what progressive taxation looks like, and presenting our position to the advisory committee who have been tasked to review the province's taxation system.

Here in NL, the NDP has been the only voice for our issues in the House of Assembly. Gerry and Lorraine, have been relentless in their support of our position of what makes a strong economy, and day after day, they talk about the importance of a strong public sector, and services, the need for a jobs and labour market strategy, a population growth strategy, and policies and strategies so young people can live, learn and work in NL. I want to thank Earle Mccurdy for his leadership and support, and wish him well as he moves on to enjoy retirement. I am looking forward to the leadership convention, and to growing our party so we can have more voices in the H of A. Congratulate Nicole and hope that we can work hard in the by-election to make sure she adds her voice to the others. The NLNDP has spoken out often against P3's and privatizations, cuts to public services and spending, and the need for gender and equality policies and laws. A shout out to Gerry Rogers for her private members motion on pay equity which was unanimously passed in the House and which will force this government to start the process to enact long awaited and needed PE legislation in the Province. We will be watching and lobbying hard every step of the way, and have already begun our research.

Together - We will continue to rise – as often as we have to and every day we have too. We'll need you to be with us, and I know we'll rise together and we will win. Thank you once again for your amazing passion, energy and commitment to do whatever it takes to make our

province, and our world a better place for all of us. Sisters and brothers – there is indeed joy in the struggle.

Robert Herrick was a 17th-century English lyric poet and cleric - “Life is short, the world is beautiful, love is splendid, as we must use the short time we have to make the most of it.”

Thank you for making the most of it by sharing your activism with the NLFL, and working towards a better world for all of us.

Once again – I can’t tell you how much I am deeply honoured to be here, to be part of this great and wonderful movement. Good luck with your deliberations over the next few days. I look forward to listening to the amazing work you are doing. Solidarity

J. Earle stated very much Sister. Mary has been a friend of NAPE for a very long time, and she has been there when called upon.

I didn’t realize a very important ally of NAPE was in the room earlier - Brother Larry Brown. For newer individuals, Brother Larry Brown is the President of our National Union - NUPGE. Because we are NAPE members, we also are part of a national union. Brother Larry Brown, at the most recent Convention, was elected President. It was a great privilege to be at that Convention. Again, when NAPE has needed support in the past, when we’ve needed guidance in the past and today, Brother Brown has always been there for us. You will get a chance to hear him address this Convention tomorrow. Thank you very much Brother.

We’re part of a National Union, therefore when our Conventions take place in different Provinces, we extend invites to each other and we’re very appreciative when others can join us to bring their solidarity from other Provinces and our Country, because we are truly a federation of great unions from coast to coast. I want to introduce a couple of individuals from first of all New Brunswick - NBUPPE - Norman Bourque and Susie Proulx-Daigle; from Nova Scotia - NSGEU - Kim Jenkins; the Atlantic Director of the CLC - Alex Furlong (so because we are members of NAPE and members of NUPGE, then we are affiliated with the 3.2 million members that make up the Canadian Labour Congress in the Country). There are some others, and at various points as we move on, I will introduce them

J. Earle stated I now call on no stranger to NAPE, Brother Patrick Dunne, who is the President of NAPE Local 7104, but more importantly is the President of the St. John’s and District Labour Council, and obviously a member, to bring greetings on behalf of the St. John’s and District Labour Council.

#### GREETINGS FROM ST. JOHN’S AND DISTRICT LABOUR COUNCIL

P. Dunne stated Brother President Jerry, Sister President Mary, Officers and members of NAPE, brothers and sisters. I bring, on behalf of the St. John’s and District Labour Council, warm greetings to you, our brothers and sisters in the labour movement. We also wish you all the success during your deliberations during this 22<sup>nd</sup> Biennial Convention of the Newfoundland and Labrador Association of Public and Private Employees. The District Labour Council, I sometimes refer to it as the municipal wing of the Canadian Labour Congress, and what we do is involve ourselves in municipalities to strengthen the labour movement and the plight of workers in our municipalities. Now, how do we do this? Well we have several programs, the first one and one I feel is the most important, is the municipality matters program. The St. John’s and District Labour Council, along with my counterparts, Kathy Oake in Central, Danny Quilty in Western, and Fabian in Labrador, we seek out during municipal campaigns and municipal elections, labour friendly candidates, and we endorse those candidates. We ask that

our brothers and sisters across the labour movement support these candidates in these municipal elections. This year we supported three candidates: Sheila O'Leary who successfully became Deputy Mayor of St. John's; Art Puddester - Councillor for the City of St. John's; and Ward Canning - Councillor in the Town of Paradise.

This is my first year as the President of the District Labour Council, and this program, as we move forward in this program, I began to realize the importance of the labour movement and the opinions that we express. Not every candidate that submitted a questionnaire and we interviewed received an endorsement from the St. John's District Labour Council, and boy, was some of them upset. They wanted labour on their side, but based on their politics, based on their platforms, the St. John's and District Labour Council couldn't support them. Usually the top question I would question them with, of why they never got endorsed, was their stand on P-3. If their stance on P-3 is not hard enough against it, and is more soft and looking for a way to make it work, then the only thing that P-3 is going to do for us, as workers, is put us out of work. But the lesson is they're looking for our endorsement.

The second thing that we do is Labour Day. Every Labour Day we have a big event in St. John's. This year we held it at Swiler's Rugby Pitch where we invited the community for a day of family fun, a day of breaking bread, and we wouldn't be able to do this without our affiliates. Our affiliates help us pay for this. We reach out to them, all the various other Unions, NAPE, Unifor, CUPE, and all the Unions involved in this Province, and that's how we pay for it. We provide the day of celebration for labour in St. John's every year.

I think one of the other important things that we do is our annual Day of Mourning - April 28<sup>th</sup>. We hold a very sincere ceremony on April 28<sup>th</sup> and this past year, the theme was based on the Westray mine disaster where 26 miners lost their lives, never to come home to their wives or their children again. That was in Plymouth, Nova Scotia, a symbol of what not to do and it rings true in the lies that that tragedy brought forward needs to be enforced regularly, staunchly, and harshly. If somebody dies on the job, someone needs to pay.

The committees that looked after these three main activities were full of Union members from across our Province, particularly in the St. John's area, and NAPE was well represented on each of these Committees.

I would now like to reiterate a little sadder note, and that is the plight of the people on strike, our brothers and sisters on strike at DS Composite in Gander. Eleven months they've been on strike and we need to remember them. We need to support them strongly and the actions taken forth by the St. John's and District Labour Council in partnership with Sister Kathy to try and do something. We need to take more action to help those people - they are hurting.

Our theme - We are stronger together - resonates with me the whole term of solidarity. In solidarity there is unity; in solidarity there is power; and if you have unity and power, you have strength. The more we are together, the stronger we will be. I would like to thank you for the opportunity to speak to you and again wish you every success in your deliberations this weekend.

J. Earle stated I'm going to call forward the Resolutions Committee. While I'm doing that, we always assume you know the Head Table, to my far right is the Executive of your Union, they have full time jobs and they volunteer to represent you on the Executive of the Union, the Board of Directors - Joanne Miles from the West Coast, Western Vice President; Arlene Sedlickas - the General Vice President; Bert Blundon; me and Brother Jimmy Lacey. I ask you to think about Sister Betty Goodyear who is the Central Vice President who is unable to be with us as



she is in central Canada right now tending to a family emergency.

B. Blundon assumed the Chair.

### RESOLUTIONS AND COMMITTEES REPORTS COMMITTEE

K. Rice (4206) stated good morning Brothers, Sisters and comrades. My name is Kristal Rice and I am from Local 4206. I am the Chair of the Resolutions and Committees Reports Committee. Other members of the Committee are: Cynthia Thorne (7104), Gervase White (1302), Dan Wilton (8301), Jessie Miller (9209); Elaine Price (Staff Advisor). I will be moving and Cynthia will be seconding the Committee's recommendations to Convention. Our Committee was mandated to deal with the resolutions and Committees Reports. We will be starting with the resolutions that can be found in the orange section of your Convention Manual.

#### 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.

NON-CONCURRENCE.

K. Rice stated we have been advised that NAPE will be undertaking a review of the existing staffing model and making changes to address membership servicing concerns.

G. Ryan (1402) stated we put this resolution forward based on the responses we were seeing from EROs that we knew were dedicated to us and dedicated to our resolve in the frontline to supporting us. With the turnover we've seen in Locals and Executives and Shop Stewards, we knew their dedication was there to us, but it became apparent that time was not on their side and therefore wasn't on our side. I started to dig in a little deeper. I've done work in Labrador and Western Newfoundland now and it became apparent that we were spreading out some people pretty thin, and that leaves us as volunteers on the frontline without the adequate support behind us. I'm glad to hear that NAPE is ready to move forward on this and look forward to what Brother Earle has to say.

J. Earle (President) stated we certainly recognize for some time that we needed to look at for some time, and you heard me comment in my speech, and it's not because of this, we've been doing this for some time. I clearly said, and I fully support that we have to do a better job of servicing our members. I speak first of all in favour of the Committee's recommendation of non-concurrence. It has only been in recent months that we've started to advise staff and work with staff, it was only at the Board meeting a couple of days ago, even though we've talked about this for a couple of terms, about moving forward. It has been a frustrating two years for me in office, we've had physical needs that we've had to do. Our building that we work in, we've had people who have had to move two or three times in offices and physical space, just to be able to function because we are under renovations. I recognize the West Coast, I've talked to our two staff there, we had two long serving Employee Relations Officers who retired simultaneously.

After taking office, we don't have a Human Resource Department, myself and Bert are the Human Resources, besides doing everything else that we have to do. We made a determination that a position had to be filled, but again, by the time it got posted and through, that was for the existing. What we have talked about with our Board, and we education our officers on where we are going, we are changing our servicing model from what currently exists. We are moving to a model where we will have people who will be Labour Relations Specialists. We will have people who will do what we refer to as members servicing work. We are going to put extra resources that will deal with the West Coast in the interim, and could be for long term, because Brother Blundon has done this, he has serviced Labrador from the St. John's Office. With transportation today you can actually leave St. John's and be in Goose Bay or be in St. Anthony as quick as an Employee Relations Officer can go on the road and drive to St. Lawrence. That's the reality of being able to travel.

What will immediately happen, we will be posting positions after this Convention. The West Coast, we will still have the two staff there. We will be putting additional resources in our St. John's Office to deal with the workload demands that we have. We've done a right of review. What we've done also, rather than re-invent the wheel, we have looked at what some of our Sister Unions, we've reached out through NUPGE, because we can get information, we've reached out to Saskatchewan, Manitoba and Nova Scotia, to see what model they had, and rather than expend people's money, you hear us beating up on the Liberal Government about hiring Consultants to do work that we can do inside, we didn't see expending that money on a Consulting firm, we were doing our own consulting.

I absolutely agree, as you've heard me say, I'm not satisfied, and it's no reflection on your Board, and it's no reflection on your current staff. Again, we've had issues that we faced, we had two staff members who passed away, we have a couple of staff members who are facing significant illness, and we don't have a model where we can pick up the phone and someone is off sick that we can actually pick up the phone and call somebody in. That's something that we are going to work with the staff bargaining unit with in an attempt to resolve as well. For the first time in the West Coast office when we had the absence of our Administrative Assistant, we went out, myself and Bert, and we actually hired somebody to come in and temporary fill in. That's the first time that's been done. We are going to address, without the aid of consultants, the needs that we have. We are going to consult with Local Officers in the various areas and if things we do are not appropriate, we will talk to those involved and add to it as we see necessary. That's a commitment that we make and that's why I support the recommendation of the non-concurrence because we are going to move in a direction that better meets the needs of Labrador, the West Coast, and the entire membership.

G. Ryan (1402) stated I want to thank this moment because I want to thank you for this. When

this all started to fall apart on us, when I had members not being heard and things weren't moving forward, I continued to kick tables and kick doors and get heard, and I ended up going right to Brother Earle and he reassured me that this was on his radar. I want to say that in front of everybody because as quick as I knock somebody down, when they deserve a knock I will pick them up if I have to. Not that I have to pick you up Brother Earle, but give you credit where credit is due. Thanks for coming through.

QUESTION CALLED: CARRIED.

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.

NON-CONCURRENCE.

K. Rice stated the rationale for this non-concurrence is to protect the integrity of the collective bargaining process and to reduce the danger of media interference in ratification votes.

G. Ryan (1402) stated we brought this resolution forward for the fact, speaking specifically for CNA Faculty, the rollout of our Collective Agreement ratification starts in Prince Philip Drive and moves itself across the Province and into Labrador. That leakage, that information that's sensitive, gets filtered, gets changed, we're not hearing the right thing, we're hearing the right thing, and then when we land to a meeting, we are informed of a Cole's Note version of the changes and asked to vote immediately. For our Faculty, for our Collective Agreement, speaking as a tradesperson in an educational institution where we are the third class pay, we are trying to form within ourselves a stronger voice and we need to unite as tradespeople an educational format to make changes. When we vote based on seventeen Campuses throughout the Province days apart from each other, we can't collect together. This isn't setting a new precedent, this is coming from bigger Unions in Lab West who will also do the same format. They will allow seven days so shifts, so teams can get together and talk about the differences, the impacts, the financial impacts, that come from this and work together toward a better Collective Agreement for everybody.

QUESTION CALLED: CARRIED.

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.

## NON-CONCURRENCE.

K. Rice stated we believe the review of the NAPE staffing model will address the servicing concerns of our Labrador members.

J. Earle assumed the Chair.

G. Bolger (2101) stated I am the President of the Local in Happy Valley/Goose Bay. I work as a Deputy Sheriff and represent 300 members but I speak for 1,500 in total. Our resolution was put forward, and this is no reflection upon the EROs that we have in Corner Brook right now. Andy Parsons and Randy Avery, they do an outstanding job. Right now NAPE has no paid employee in Labrador. We have 1,500 members, give or take a few; we contribute \$400,000 from deductions, represented by NAPE. Positions in Labrador, it's difficult to get staffed, from Fish and Wild, Transportation and Works, Correctional Officers. So, I ask NAPE to set an example and send an ERO up our way.

One of the main contacts for people in Labrador when turmoil strikes, and there has been a lot over the last six or seven years, layoffs, cutbacks, are the volunteers, Presidents of the Locals, the Shop Stewards. Sometimes you might think a quick plane trip to Goose Bay from St. John's is quick, but there's many other variations and factors that happen here. We're asking that when the review comes, that you have an ERO in Labrador. There are people that we welcome all over the Province to apply to this position. But there are many people in Labrador who are more than capable of doing that.

So, Jerry, I like the direction you're going with NAPE. I support you. We have chatted many times in Goose Bay, sat down in the office. I support you and I support the direction that NAPE is going, so I ask that when this review comes and you look at positions in Newfoundland and Labrador, that Labrador have an ERO stationed in Region 2. I understand and respect that sometimes this might be difficult, but the extra effort, I've been told we've tried this before, we went down this road before. But you weren't at the helm then, you are now, and I'm asking you to take a hard look at this and give us in Labrador, we're not looking for pavement or ferries or stop Muskrat, this is something that we need. We have many remote locations and an ERO in St. John's or Corner Brook, I feel is not suffice to cover what needs to be done and dealt with in Labrador. I'm disappointed that this resolution is not going in the direction that I wanted it to go in, but I'm very pleased to hear that you're looking at and reviewing the staffing levels for all of the Province.

B. Blundon (Secretary/Treasurer) stated I rise in support of the Committee's recommendation of

non-concurrence, but I certainly don't disagree with many of the comments made by the Brother previous to me. As an individual who was first hired with NAPE as an Employee Relations Officer in 2001, I volunteered to go to Labrador and service Labrador at that time. The mandate at that time was that I spend at least one week a month, or an average of one week a month, in Labrador. I think for the people who were around at that period of time, they know that I spent more than a week a month in Labrador. As a matter of fact, one winter I spent six weeks in Nain. Most people don't realize that we have almost a hundred members in Nain. Labrador, as the Brother said, is geographically huge and if you staffed a person in Labrador, whether it's Goose Bay, Lab West, the North coast, the South coast, you're still challenged with those same things. I used to get up in the morning here and I'd get on a PAL provincial airline and I'd be waiting for the employer to open their office doors so that we could do the work that needed to be done with the Union. I spent a full week there assuming there was enough work to be done.

I understand the desire of people from Labrador to have a person on the ground, but we can give you a person on the ground that can be far more effective than a person alone on the ground in Labrador. It takes more to be an ERO than simply having an office by yourself. Part of the struggle, no reflection on Randy and Andy on the West Coast, two junior employees with very little support of expertise around them, people who have the knowledge of labour relations, trying to rely upon EROs and myself and Jerry as we're here in St. John's. They'll learn the trade quickly, and they have learned quickly, they're quick learners, they're good people, but we realize, me and Jerry, we laid it out for the Board yesterday, that Labrador needs its own ERO. We committed yesterday at a Board meeting that after this Convention we will be posting for a job for an ERO who is strictly responsible for the top half of the Northern Peninsula in health care, because remember it's the Labrador/Grenfell Regional Board, and Labrador itself. Some 1,700 members. But that individual will have the luxury of having all of the expertise in St. John's - clerical expertise, ERO labour relations expertise, political expertise from me and Jerry, to assist them in that role. Something that you can't do in isolation.

I can tell you, and I believe Jerry will agree, that as an ERO, it's a difficult place to send somebody to place them in a chair and say go to work. Extremely difficult. But we see this as solving two problems. On the West coast we'll reduce the number of members that the West coast office is responsible for by around 1,700 members, making a more manageable work load for the office in Corner Brook, while at the same time providing a service that in my view Labrador needs, Labrador deserves, and Labrador must have.

So, I ask you to again consider that this is not simply about having a body in Labrador. This is about providing the tools to serve Labrador in an effective and meaningful way and providing the supports for an individual so that you can represent members in Labrador properly and effectively. So again I ask that you support the Committee's recommendation of non-concurrence.

T. Davis (2201) stated I stand here today and support the resolution that we obtain an ERO for Labrador who resides in Labrador. I understand what Mr. Blundon just stated. It's easier for him to take care of our issues in Labrador if you're surrounded by the resources and intelligence you need in St. John's or Corner Brook, but I'm going to tell you something. The people in Labrador, the people in the furthest community north, our furthest community, there might not be a lot of members, there might not be a lot of members on the coast entirely, but we are alone there. We feel alone. We feel isolated. We feel we haven't had the support of our Union for a number of years. We are frustrated. We are asking you and we appreciate your review, but we are asking you to reconsider and to look at the people on the ground, the members who are there than contribute, we need our issues dealt with efficiently. And we feel

we're not getting that at this moment.

G. Ryan (1402) stated I was working in the CNA Campus in Labrador West when the ABE program was cut. I was there when Faculty scrambled trying to figure out how does this resolve go, where does bumping happen when hundreds were just displaced. An ERO showed up after the ten day time limit. Brother Earle you know, Brother Blundon you know, when we need the attention of somebody, what's the best thing to do? To go knock on their door, but there's no door in Labrador; there's nobody there. Once again this appears to be problem to be solved for the solution of working together, for coaching, for mentoring a new ERO, I'd like to believe that Skype, a free on-line service with video conferencing, can assist with so much of that. I think the importance of having a physical presence there, a person responsible and accountable to the people, face to face, every morning, every evening. How many times have myself and Randy Avery have a meeting at 6:00 or 9:00 in the evening on his way home? Well, I'll wait at the Campus for him to resolve. That's the personal contact that needs to happen. That's what we're all about, the personal contact, more than anything else.

G. Bolger (2101) stated I just want to re-iterate what my brother just said. With today's technology, somebody can sit in any office in Goose Bay or Labrador City or on the coast and skype with somebody in St. John's that they need some advice from. Technology at this day and age doesn't justify not having somebody and feeling alone. Health care is doing it; the Justice system is doing it - NAPE can do it. With that I'm closing this down now, obviously because I'm speaking on it again. Mr. Earle, Mr. Blundon, I strongly encourage you to look at it and speak with us, have a meeting with the Local in Goose Bay and throughout. Once again I want to re-iterate I like the direction you are going and this would be a huge step forward for the whole Province, and especially Labrador.

QUESTION CALLED: DEFEATED.

J. Earle stated so it will now go back to the Committee.

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.

CONCURRENCE.

A. Sedlickas (BofD/7404) stated I agree with the Committee's recommendation of concurrence. Domestic violence, whether it's directed towards women or men, is socially and morally

unacceptable. I agree with that one hundred percent. I want to let you know, because I don't think these Locals knew this, but as NAPE's General Vice President I have been asked to sit on a Domestic Violence Committee which has been spear-headed by the Newfoundland and Labrador Federation of Labour and the Status of Women. We are a very diversified group, there are a lot of Unions represented at this table, but we are currently looking at trying to make four amendments to the Legislation that we currently have. We are looking for four legislated amendments, and I'm briefly going to tell you that they are. The first one is that we want to amend the Labour Standards Act. We want to ensure that whether it's a man or woman, they are entitled to ten paid leave days in a year. We also want to amend the Occupational Health and Safety Regulations to define domestic violence. Currently it's not in that regulations and we want to define it as a form of violence to hold the employer accountable for workplace safety. We also want to amend the Residential Tenancy's Act. We want to ensure that anybody who is facing domestic violence in any way, shape or form is able to get out of their lease. Right now it's very difficult and it's financial hardship for them because they have to stay where they are and continue to be in that sort of setting. We are looking to change it so that in twenty-eight days you can get out of that lease. We are also looking to amend the Family Violence and Protection Act to include a section that states "An intentional reckless or threatened act constitutes psychological, emotional or financial abuse". We think these four amendments, if we can get them passed, we're going to try and meet with the respective Ministers fairly shortly and you've heard a few things coming forward lately, particularly in the Evening Telegram I read that they're trying to put together a committee, but you know that's not what we want. That's not the focus of what we're looking for. We're looking for something that actually has some teeth, and I want to let you know that NAPE has stepped up this way. We are part of this Domestic Violence Committee and so we are really involved. I'm proud this resolution came forward and I wholeheartedly support it.

K. Gliddon (7813) stated I want to thank the Committee for their vote of concurrence and Sister Sedlickas for bringing forward that we are going to be moving forward and working towards recognizing that domestic violence is not just against women, but is against men as well. How I realized this was not a red herring that I talk about and how I continue to talk about it, I was at the CLC in May of 2017 and spoke on the same issue during one resolution and had two men afterwards come forward on separate occasions and say to me that the exact thing that I had spoken on, about being hit by their domestic partner, had actually happened and when they went to work people laughed at them, and there was no help available. Domestic violence, whether it be against a woman or a man, is a problem that we need to recognize as a society and work towards ending it and eradicating it completely. I thank you for your vote of concurrence.

B. Blundon assumed the Chair.

QUESTION CALLED: CARRIED.

B. Blundon stated just as a matter of process for the last motion as you may recall, the Committee's recommendation was defeated. I now need somebody to refer back to the Committee again with a recommendation, I would assume, to come back with a recommendation of concurrence. It's just process.

MOTION: W. Thompson (BofD)/K. Oake (BofD) - would like to send back to the Committee to bring back a vote of concurrence on Resolution Number 3.

T. King (Staff) stated I ask for permission to speak as I am staff.

B. Blundon stated do the Convention give the speaker permission to speak as he's an observer.

T. King (Staff) stated actually I don't know if I speak to this, I realize the motion has to be referred back, our delegate isn't here at the moment, he had to step out. Is it okay to speak to the actual resolution?

B. Blundon stated no, this is a motion to refer back. When the resolution comes back to the Convention Floor, you can speak again, unless you're speaking to the motion to refer back. The motion itself was to refer back to Committee with a recommendation of concurrence.

T. King (Staff) stated okay, I step back.

QUESTION CALLED: CARRIED.

### LUNCH BREAK

The Convention broke for lunch at 12:30 p.m. and reconvened at 2:00 p.m.

B. Blundon stated I would like to take this opportunity to welcome one of our keynote speakers to our Convention: Candy Palmater. Candy is a recovered lawyer turned feminist comic. She is an actor, writer, columnist, international speaker, activist, comedian and multiple award-winning TV and radio personality, and has executive produced three films on Mi'kmaw culture. Candy is the creator and star of her own national, multiple award-winning TV series, The Candy Show (APTN). She's a Broadcaster with CBC Radio One. Candy has written and hosted many broadcasts including Ab Day Live, the Indspire Awards, and the imagine NATIVE Film Fest Awards Show. Candy was valedictorian of her class at Dalhousie Law School and went on to practice Labour and Aboriginal law in a large corporate firm until show biz came knocking. Before pursuing entertainment full time, Candy directed First Nations education for the Nova Scotia Department of Education for a decade. Candy spends most of her time in airports and airplanes as she travels the globe speaking to audiences, large and small, about the power of love, kindness and self-acceptance. Candy believes we are more alike than different and that you can NEVER have too much Candy. Please join me in welcoming Candy to our Convention.

### KEYNOTE SPEAKER - CANDY PALMATER

Candy Palmater addressed the Convention.

J. Earle assumed the Chair.

### CONSTITUTIONAL AMENDMENTS AND OFFICERS' REPORTS COMMITTEE

S. McAllister (7813) stated good afternoon everyone. My name is Stephen McAllister and have been selected as Chair for the Constitution Amendments and Officers' Reports Committee. I would like to introduce the other members of the Committee: Diane Murdoch (3603, Junior Bursery (6206), Meghan Wade (6604), Bill Gosse (5402) and Trevor King (Staff Advisor). The resolutions will be moved by me and seconded by Meghan Wade. Our mandate was to review the Constitution Amendments and determine whether or not we would concur or non-concur.



Constitutional Amendment #1: (NAPE Board of Directors)

WHEREAS Article V - Convention, D. General, #13, currently reads:

13. Each Local shall make out individual delegate credentials and shall mail or deliver the copy to be in the hands of the President of the Union at least thirty (30) days before the Convention which the delegate is to attend.

WHEREAS it takes a considerable amount of time in preparation for each delegates credential, be it making hotel accommodations, travel, time off work, etc.:

THEREFORE, BE IT RESOLVED Article V - Convention, D. General, #13, be changed to read:

13. Each Local shall make out individual delegate credentials and shall mail or deliver the copy to be in the hands of the President of the Union at least sixty (60) days before the Convention which the delegate is to attend.

CONCURRENCE.

S. McAllister stated the rationale - this will allow for more time for staff at NAPE to prepare credentials and arrange for hotel rooms and time off and the other administration work that is to happen.

QUESTION CALLED: CARRIED.

Constitutional Amendment #2: (NAPE Board of Directors)

WHEREAS Article XII - Locals, #7 currently states:

The Biennial General meeting of a Local shall be held not less than two (2) months prior to the Biennial Convention, and the following business shall be transacted;

- (a) Local Officers' Reports;
- (b) Treasurer's Report;
- (c) Auditor's Report;
- (d) Committee Chairperson's Reports;
- (e) Election of Officers;
- (f) Election of delegates to the Biennial Convention;
- (g) Nominations to the Board of Directors;
- (h) Resolutions to the Biennial Convention.

THEREFORE, BE IT RESOLVED Article XII – Locals, #7, be changed to read:

The Biennial General meeting of a Local shall be held within the same calendar year, but not less than ninety (90) days prior to the Biennial Convention, and the following business shall be transacted:

- (a) Local Officers' Reports;
- (b) Treasurer's Report;
- (c) Auditor's Report;
- (d) Committee Chairperson's Reports;
- (e) Election of Officers;
- (f) Election of delegates to the Biennial Convention;
- (g) Nominations to the Board of Directors;
- (h) Resolutions to the Biennial Convention.

CONCURRENCE.

S. McAllister stated the rationale - it's being moved back because of the movement from thirty days to sixty days which will ensure AGMs are happening within the calendar year of the Biennial Convention.

QUESTION CALLED: CARRIED.

Constitutional Amendment #3: (NAPE Board of Directors)

WHEREAS Article XII - Locals, #7 (e) currently states:

- (e) Election of Officers;

THEREFORE, BE IT RESOLVED Article XII - Locals, #7 (e) be changed to read:

- (e) Election of Officers, Shop Stewards, and Committee Members
- (l) Elected members shall serve until the next biennial general meeting of the Local.

CONCURRENCE.

S. McAllister stated the rationale - this will provide support for the consistency for training for Officers and Stewards, and allows for time for Stewards to experience and learn from their time in the roles.

QUESTION CALLED: CARRIED.

Constitutional Amendment #4: (NAPE Board of Directors)

WHEREAS Article VI - Officers, #15 currently states:

- 15. The Board of Directors shall be responsible for seeing that an adequate system of Shop Stewards is set up.

THEREFORE, BE IT RESOLVED Article VI - Officers, #15 be changed to read:

- 15. The Board of Directors shall be responsible for seeing that an adequate system of Local Officers and Shop Stewards is set up for each Local. The Board of Directors' obligations to the Locals shall include the following:
  - (a) conduct biennial general elections of the Local;
  - (b) between Biennial Conventions, Local Officer training provided to each Area as per NAPE structure (Western, Central, Eastern);
  - (c) between Biennial Conventions, Shop Steward training provided to all untrained Shop Stewards;
  - (d) provide continuing support and guidance to the Locals to ensure compliance with the Constitution and Policies of NAPE.

CONCURRENCE.

S. McAllister stated rationale - supports the Board Members' ability to travel the Locals and assist them in their duties.

QUESTION CALLED: CARRIED.

Constitutional Amendment #5: (NAPE Board of Directors)

WHEREAS Article XI - Committee, #2 (f) current states:

- (f) A Women's Issues Committee, consisting of at least one (1) Board member and three (3) members as selected by the Board. This Committee shall be responsible for providing the motivation necessary to get the female members of the Union actively involved in Union affairs.

THEREFORE, BE IT RESOLVED Article XI - Committee, #2 (f) be changed to read:

- (f) A Women's Issues Committee consisting of four (4) Board Members and one (1) rank and file member, which will be structured as follows:

General Vice President

Eastern Area Board Member

Central Area Board Member

Western Area Board Member

Rank and File Member (selected by the Board of Directors)

This Committee shall be responsible for providing the motivation necessary to get the female members of the Union actively involved in Union affairs.

CONCURRENCE.

S. McAllister stated the rationale - we feel this is an improvement to the current Article overall.

A. Sedlickas (BofD) stated I rise in support of the Committee's recommendation of concurrence. I just want to give you a little bit of rationale of why we want to change this. In your current Constitution it says one Board Member and three other members as decided by the Board of Directors. Then you have to go to our Policy Manual and it says that they are laid out the way it's read - Eastern, Central, Western and General Vice President. For a number of years we've been a Standing Committee of only four and there's been no opportunity for any female member to actually become a member of the Women's Committee unless you get on the Board of Directors. I ultimately, and the Committee ultimately felt that this is really an injustice. Every other Committee allows for at least two rank and filers and our Committee doesn't allow for any. We think it's a great opportunity. Personally, I've been trying to get this changed for a while, but we think it's a great opportunity to allow a female member to come onto a Committee such as the Women's Committee to get to know the role of the Women's Committee, to get to know the role of the Board of Director in that position, and to actually then decide you know what, I can do this and I would like to step forward and do it. I am hoping that all of you will unanimously support this resolution. It really means something positive for our Union. Thank you.

QUESTION CALLED: CARRIED.

Constitutional Amendment #6: (Local 7104)

Article XI. 2 (I)

In order to be proactive and sensitive to all members and the particular genders individuals identify with, it is important to have committees which include and not exclude. It is very important to develop a committee which will speak to long standing issues with gender inequality (for all genders) and many other human rights issues. Members feel that a committee should be created to create inclusion and equality for all genders.

THEREFORE, BE IT RESOLVED that a new committee should be created to address these issues.

Article XI. 2. (I):

A Gender Equality Committee, consisting of at least one (1) Board Member and three (3)

members as selected by the Board. This Committee shall be responsible for:

- addressing gender inequality issues for all genders for NAPE members;
- providing the motivation necessary to get all members of the Union actively involved in Union affairs;
- ensure gender equality language for contracts, Constitution and By-Laws.

WITHDRAWN BY THE LOCAL.

Constitutional Amendment #7: (Local 7104)

WHEREAS it is in the interest of the membership of the Union to have time to review materials to be presented at a vote to ratify a Collective Agreement;

THEREFORE, BE IT RESOLVED that Article VIII. 5. of NAPE's Constitution read as follows:  
The Negotiating Team will ensure that all proposed amendments to a Collective Agreement, including supporting documents, will be sent to the applicable Local and posted on the Union website at least one (1) day in advance of a vote to ratify a Collective Agreement.

WITHDRAWN BY THE LOCAL.

Constitutional Amendment #8: (Local 7104)

WHEREAS it is in the interest of the membership of the Union to have full disclosure of expense claims of the President and Secretary/Treasurer;

THEREFORE, BE IT RESOLVED that Article X. 1. (I) of NAPE's Constitution read as follows:  
After approval of expense claims of the President and Secretary/Treasurer by NAPE, any member who makes a request to be able to view these claims can do so. The expense claims of the President and Secretary/Treasurer are to be available within the current fiscal period.

WITHDRAWN BY THE LOCAL.

Constitutional Amendment #9: (Local 7104)

WHEREAS NAPE's Constitution doesn't contain an election process and election rules;

THEREFORE, BE IT RESOLVED that NAPE add a new Article XIII. 5. under General Provisions that outlines election rules and election process to be applicable to all NAPE members.

WITHDRAWN BY THE LOCAL.

Constitutional Amendment #10: (Local 7104)

Article VI. Officers

WHEREAS provisions should be put in place to ensure a selection process that is transparent and that applies the merit principle to ensure members get the best possible Staff;

THEREFORE, BE IT RESOLVED to add the following Clause:

Article VI. 11. ©

Hiring and promotion of staff to be carried out through the office of the President, in conjunction with the involvement of a third party HR firm selected and approved by the Board of Directors,

to ensure that selection process is based on merit, subject to the terms and conditions of the Collective Agreement between NAPE and Staff.

WITHDRAWN BY THE LOCAL.

S. McAllister stated I would like to thank the Committee members for their work on the Constitution amendments. We are now going to move on to the Officers' Reports. The Committee reviewed each Report.

Report of the President

CONCURRENCE. CARRIED.

Report of the Secretary/Treasurer

CONCURRENCE. CARRIED.

Report of the General Vice President

CONCURRENCE. CARRIED.

Report of the Eastern Vice President

CONCURRENCE. CARRIED.

Report of the Central Vice President

CONCURRENCE. CARRIED.

Report of the Western Vice President

CONCURRENCE. CARRIED.

Report of the Eastern Area Board Member

CONCURRENCE. CARRIED.

Report of the Central Area Board Member

CONCURRENCE. CARRIED.

Report of the Western Area Board Member

CONCURRENCE. CARRIED.

Report of the Region 1 Board Member

CONCURRENCE. CARRIED.

Report of the Region 2 Board Member

CONCURRENCE. CARRIED.

Report of the Region 3 Board Member

CONCURRENCE. CARRIED.

Report of the Region 4 Board Member

CONCURRENCE. CARRIED.

Report of the Region 5 Board Member

CONCURRENCE. CARRIED.

Report of the Region 6 Board Member

CONCURRENCE. CARRIED.

Report of the Region 7 Board Member

CONCURRENCE. CARRIED.

Report of the Region 8 Board Member

CONCURRENCE. CARRIED.

Report of the Region 9 Board Member

CONCURRENCE. CARRIED.

J. Earle stated I thank the Committee for the work they did.

VIDEO PRESENTATION

J. Earle stated rather than put in words and demonstrate to you, there are a couple of videos we will play throughout the Convention that will highlight basically what we have done as a Board of Directors, Staff and you, as activists over the past couple of years. This one basically ties together the ad campaigns that we've done over a period of time and will give you a good indication of what those ads are, and a friendly reminder of what we've accomplished through the ad campaigns that we ran and how they promoted our members.

B. Blundon assumed the Chair.

RESOLUTIONS AND COMMITTEES REPORTS COMMITTEE (Continued)

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.

CONCURRENCE.

C. Henley (7001/Staff) stated I am rising on a point of order. The Resolution you have before you which is now back with a recommendation of concurrence, I'm asking whether or not the resolution is in order. I happen to be a member of a bargaining unit that negotiates with NAPE the terms and conditions of employment of all NAPE staff. This resolution dictates what the terms and conditions of employment will be for the employee who is going to be working in Labrador. I would suggest to you that it's out of order because you haven't even discussed it with NAPE staff who are the bargaining agent.

B. Blundon stated let me say that I think Convention takes direction from the members in this room, and the Staff Collective Agreement, Chris is quite right, we can't allow our legislature to dictate the terms and conditions of the Collective Agreement. With that said, it's my view that this motion is properly before the Convention but if we can't work out the terms and conditions with the Staff Collective Agreement, I believe that leaves us in a situation that we can't move forward. At the end of the day Chris, I recognize that the terms and conditions rests with your bargaining unit and we will have to jump through those loops and hurdles before we move forward, but it's my ruling here that, if the Convention votes on this recommendation of concurrence, that we will move forward and have those discussions with the bargaining unit.

C. Henley (7001/Staff) stated well then Brother, for the reasons that I have already suggested, I ask that this Convention turn down this resolution because of the fact it flies in the face of fair and reasonable collective bargaining.

T. King (Staff) stated I have to ask for permission to speak as I'm not a delegate. Thank you. Brothers and sisters, obviously as staff you think I wouldn't normally agree with my employer, just like most of you don't agree with your employers, but Jerry and Bert are my bosses. I do think that while we may have some concern ourselves over the plan they have in place for staffing purposes, this is one that I do agree on. I will tell you that from my experience, I was hired in 2008 as an ERO at NAPE and I had the privilege of working next to Jerry Earle. Bert Blundon was Secretary/Treasurer at the time. They were in that office; they were my mentors, along with Chris Henley, Leo Puddister, Ed Hogan, Vina Gould, Elaine Price being my mentor from a different office, so having those resources in itself is priceless. My fear, if you look at the Corner Brook Office, and this is no reflection on Andy Parsons or Randy Avery, but Andy Parsons went to work in Corner Brook and had two months' mentorship where Gerard Ward had retired. That's no reflection on Andy, Gerard or anyone else. He had to go on one skate. He called the office regularly. He didn't have the advantages that I had. Walk down the hall and have a chat with Jerry - what do you think about this case? Go down the hall and talk to Bert Blundon about an arbitration case he had. And the privilege of Bert coming down the hall saying Trevor, I'm going to do an arbitration case right now on a job competition, would you like to come along. Absolutely! If you hire somebody, whether it's the brother at the microphone now for Labrador City or Wabush or Goose Bay, and you're going to put him in an office alone, I feel that you're setting him up to fail. I am telling you that as a staff person, I think that this can be serviced from the St. John's area, Corner Brook area, wherever. But the change has already been said - Labrador is coming to St. John's. Well guess what? I'm part of the health care team - myself, Austin and Mandy - I guess the three of us are going to be taking some

trips to Labrador based on the model. I will tell you that right now I represent Bonavista, Clarenville, Burin, and I can tell you that the Presidents of Bonavista and Clarenville will tell you they seldom see Trevor King but that I don't think they're going to say that I don't service their Local. Bonavista might have been seen only twice this year. Is that fair to Bonavista? Let's open an office in Bonavista. Neil Fleming is the Local President - I am accessible by phone, I've had conference calls, I've done meetings, come down when I had to go down and I pretty sure under Provincial Airlines or Air Canada that actually I can get from St. John's to St. Anthony, which is part of this new work flow strategy, quicker than Andy Parsons can from Corner Brook. I'm pretty sure that I can also get there quicker to Goose Bay than someone from Goose Bay going to Labrador City.

I really ask that you think about what you're putting in place and what you are setting up. Not just for the new ERO that is potentially going to get hired, but the thing is, be careful what you wish for. If you have that ERO then are you asking also that a second and third ERO come up from NAPE, not that you don't deserve it, but I just wonder is it really feasible on the Big Land. I can't get to Bonavista in an hour, no more can the person who is going to have his office, whether it's in Goose Bay or Labrador, to get to the other side in an hour. I think the demographics, the geography, I think with the extra staffing that is going to be hired, I think no doubt you sent a strong message, and I love Labrador, and ye absolutely deserve as much servicing as you can get. And you deserve just as much as St. John's. I agree with you one hundred percent, but I think that based on the goal that we have in place that you will get it. Thank you very much.

G. Bolger (2101) stated I looked around when the former speaker said if the person at the mic now wants the job, I am definitely not interested in any ERO jobs. I feel like I'm being outdone here now. Chris Henley, part of the negotiating team, a man that can't be matched in my opinion, and Trevor as well. I think everybody is missing the point of what we're trying to do in Labrador. We are willing to change the resolution if it affects the bargaining unit of EROs or whatever the case might be. But we are a different region, we are a full region, we have 1,500 members with no ERO. The flight goes both ways. If you want to send somebody up from St. John's and they need mentorship, the flight also goes into Goose Bay from St. John's.

I want to thank every single person in this room, EROs included, they support us. I've had many comments after the last time I spoke on getting an ERO for Labrador. We're not crying the poor Labrador song here, we feel that we're not being adequately represented because the person is not within our reach. We can't drive to the office. We can't call them up. It makes a difference. I've witnessed it. I'm the President of a Local, Chief Shop Steward. I've dealt with MOS; I've dealt with the College; I've sat in on grievances. Sometimes I feel like I'm being swamped by it all. So the ERO presence in Labrador is more than a position that we're crying for. It's needed; it's a must and we're willing to do whatever it takes to get that. We're not stepping on anybody's toes, Chris' or Trevor's or Andy's or Randy's. We just want Jerry to have a look at it. We're willing to work with it, but from where we stand it took a lot to get this motion to the Floor and I'm pretty well sure that everybody in this room supports it. I'm asking that this move forward, a vote take place, and we deal with the logistics another time.

B. Blundon stated I caution you Brother, the motion is pretty specific to have the person living and working in Labrador.

G. Ryan (1402) stated I'm not sure how to do this appropriately. I'm going to ask to the President and Secretary/Treasurer, what's our current process when we hire an ERO for orientation, probation, training; what do they get before they're sent out to the frontlines? Is it an immediate thing or is this something we can do before somebody goes in?



B. Blundon stated we have two EROs in the Grand Falls office; we have two EROs in the Corner Brook, with clerical support. We provide IT support from St. John's. We have reference books, most of which are on-line now, which are law platforms that people need to have training in, and we have nine/ten EROs in St. John's. It has been our experience, and I can only tell you our experience. We keep using Randy and Andy, and again we must caution ourselves, we're not speaking negatively to the two individuals, but I think we done a dis-service to those two individuals in Western Newfoundland. Quite frankly, we don't have the resources to mentor people for long periods of time. That's why, and again I'm taking the liberty to say what I said earlier, and I'm not arguing for the motion or against it, I'm simply responding to your question, but what we're finding is that it's difficult to back-end all the information and resources that you need in an office even when we have a lot of those supports in place now. Quite frankly, in Labrador, if we hire an individual in Labrador, first of all, me and Jerry will have to decide what level do we want. Because you might recall Jerry indicated this morning, that we were looking at a new servicing model that we have Labour Relations Specialists and Servicing staff. The Labour Relations Specialist would do arbitrations, negotiations - the high level work. The first decision we would have to make is whether the high level position would go into Labrador. The second question becomes how do you put all the controls, all the information around that to make sure you can be adequately represented. My view is it's people that represent members and not buildings. If we can't make it work, you're not going to be happy with the outcome either. That's not to say, I have no idea whether it can work or not work. All that I can say to you is that we were in the process of bringing in a different model and this motion, assuming it passes here now, obviously we have to go back to the drawing board and look at that whole model again.

J. Earle (President) stated just to echo what Bert just said, and again, not speaking to or against the motion, you have to understand we have been looking at for months and again recognizing, not just in Labrador, the West Coast of the Province and Labrador, needed a significant changes made to improve the model that we had there. It hasn't been looked at for decades. Potentially under the new model, you wouldn't have one person coming in, you would have a Member Servicing rep coming in and you would have access to a Labour Relations Specialist coming in. We have to determine now under the resolution before the Convention, which do we put in there. It says an Employee Relations Officer, but we're making Employee Relations Officers redundant - it's going to be non-existent through natural attrition. It's going to be Labour Relations Specialist and Member Servicing Officer. Now we have to make a determination how effectively that model, how it's going to affect our plan. We were coming to Convention, only just talked to staff and the Board, immediately going from Convention into a new model. We have to go back and scratch our heads now and determine what impact this would have on changing that. Like Bert said, a building is not the servicing; it's about the individual. I echo, not to pick on Randy and Andy, because they are doing fabulous work with the environment they were put into. Do we want to do that again to somebody? Because that's what I see we would be doing. We would be setting them up. The model that we're talking about implementing, we've already said to the Board and staff, six months or a year out, if it wasn't working, we're going to revisit it again and make sure that what we are doing is going to work right because we have to have something in place that's going to service this Union for at least the next ten years. I recognize some of the concerns that the bargaining unit has raised because no matter what we pass here, there are certain things that we have go back to the negotiating table with our staff's respective agreement. Just the same as we negotiate for everyone here in this room for their Collective Agreements.

B. Blundon stated the Human Resources model is a difficult topic at the best of times. Brother did we answer your question for you?

G. Ryan (1402) stated I don't think I heard that there is orientation, that there is a training package. I was looking for more of a definitive, yes we have an orientation and this is how long it goes for, yes we do three months of training, this is how it goes.

B. Blundon stated my simple answer to that is no, we don't.

T. Kelly (7104) stated I rise in support of the Local 2101's motion, however, I have a question that I must ask the Chair before I continue. Would it be possible to amend the motion so that the items that are in conflict with the bargaining unit would not be in there?

B. Blundon stated I suggest to you that it's a motion that's before Convention that's being submitted by a Local, I guess I'm not going to get in the way of the will of Convention, but normally resolutions are presented to your Locals, that's why we have a time frame where you submit resolutions and then we send them back to your Local so every Local can discuss those resolutions. I'm open to the will of Convention obviously, but that's normally the way that we do it and that's the process to make sure that every Local, before you get here, can have those discussions with your members. If you change the intent of the motion, does that do a dis-service to the discussion that you've had with your own Local becomes the question.

T. Kelly (7104) stated what I'm thinking is that the intent of the resolution is to have service in Labrador itself and I think that's a good idea and if there is anyway of doing that, we should be looking at it.

C. Henley (7001/Staff) stated I guess I'm speaking against the motion for a number of other reasons and I always get accused in getting into history. The reason I'm speaking against the motion is not the fact that I have anything against a office being in Labrador or somebody being assigned the responsibilities for Labrador. I guess I'm speaking from my own experience. I've been involved with this Union for 33 years, and the 33 years of my involvement have been in the first eight or nine years as President of Local 7104, which is the largest Local in the Union, and as the Chief Shop Steward of Local 7104, and a member of the Board of Directors, or a member of the Executive of NAPE. I went on Staff in 1991. When I sent on Staff in 1991 I was the single, stand alone ERO for Clarenville and I worked in the Clarenville on and off for the first three years of my career working for NAPE. I can tell you without a doubt it was the most difficult three years of my life and I really don't have a very difficult expressing myself, or doing the work that I do, but those three years were the most difficult three years of my life. It was mostly because of the fact that a lot of times you were sitting alone in an office, had nobody else to talk to, to make decisions, and there were sometimes, believe it or not, that an ERO has to make decisions thinking on their feet. You're in the middle of discussion trying to settle a grievance, or you're in the middle of an arbitration case, or you're in the middle of negotiations, and you don't have the luxury of contacting people on a regular basis to get information. The one thing that I had though that existing back in those days, and it goes I guess to the brother's point of orientation, is that I had spent so much time as the Local President of Local 7104 and on the Board and Executive in the St. John's that I personally knew quite well everyone of the EROs in St. John's and I could call upon them at any time, morning, noon or night, for advice. That made it easier. I also had the luck of basically because I came from such a large Local of sitting in a significant number of negotiations and grievance settlements and arbitrations. I also had the ability to talk to the Tom Hanlon's and the Allan Carter's of the world and they gave you advice on a continual basis. I am still suggesting to you that the three years I spent in Clarenville were the three most difficult years of my life. I have spent a lot of time working as an ERO in St. John's mentoring other EROs and helping them out with their negotiations, and helping them out preparing for arbitration, and showing them the ropes. You're not going to have somebody with that ability to run to Labrador every time somebody needs mentoring, but

the person who is assigned to Labrador will have the ability, if they are located in St. John's, to easily travel to Labrador just like someone can easily travel to the Burin Peninsula, when they're needed to be up there, and it's your beckon call that dictates whether they are going to be up there or not. When they're not up there and they're in the office in St. John's, they have to ability to sit around and talk to people like Bert and Jerry who basically played the ropes the same as I have been, they've been around for a long time. There are lots of people around who have a lot of detailed experience and they happen to be mostly centered in St. John's. If you listen to what has been said here today and the struggles that Andy and Randy have had, part of the reason why Andy and Randy have had struggles is because they are on the other side of the Island and all the people who have the intimate knowledge are on this side of the Island. Eventually that will get corrected. It will take time, but it will get corrected. I would suggest that somebody up there on their own is going to be like a fish out of water. I would advise you to vote against this resolution, not because you hold any ill will for the land of Labrador, I think Labrador is one of the best places I've ever visited, but the fact of the matter is one person on their own is going to be a fish out of water, and you're going to have to hire some super guy in order to do that job. Thank you.

QUESTION CALLED: DEFEATED.

MOTION: C. Henley (7001)/P. Dunne (7104) - to refer back with direction to come back with a recommendation of non-concurrence.  
CARRIED.

K. Rice stated the Committee has spoken about Resolution #3 in great detail over the lunch period, and now that the resolution has been defeated, we had already come up with a plan in case that happened, and we would now like to change it to non-concurrence.

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.

NON-CONCURRENCE.

G. Ryan (1402) stated for everybody in this room, I would like to know how many of you avail of your personal conduct with your ERO when you need it? How many of you prefer to have them on the ground when you need somebody, when you need that person or professional attitude, that knowledge? Having my ERO visit with me and somebody in tears brings me great comfort and confidence to continue on everyday as confidently as I do on the frontlines knowing that I have them there all of the time. I heard debate over the last little while that we can fly somebody in, it's difficult to fly somebody in until you training somebody, and then I heard we can fly them in as soon as they're needed. That's quite contradictory. I've heard both sides. Flights are good, flights are bad. I know having somebody on the ground is good. What I think

I hear from everybody in this room is that Labrador deserves to have an ERO representation on the ground. What I also hear, supporting my EROs as they've supported me endlessly, hour in and hour out, evening and morning, is that we're setting someone up for failure. I don't know if there's an amendment here but it sounds like everybody, including the EROs and the gentleman who spoke before me, that Labrador deserves to have somebody there. The system we used is broken and won't work if we send somebody there. Is there a compromise where we can come up with some way to train somebody, prepare somebody, in a coaching or mentoring way. Again, I can't believe we have to fly somebody in to help somebody in 2017 when you need coaching and mentoring. I teach every day in Lab City through Skype. I think there's another potential; I feel that we're going from one extreme. We all agree there should be someone on the ground and we agree the system we use now is probably broken for getting our EROs up to speed and running as fast as they have to. I think there's one more for Labrador.

K. Bixby (3101) stated my concern with all the conversations that are taking place is that we could be setting ourselves up for a slippery slope. I live out in Central. I've seen the centralization, decentralization, and with some of the arguments that I've heard concerns me because I'm hearing if we put someone up there, then we can't give them the training, so they're really not going to be prepared, and we can do it all from St. John's. How long before that applies to the people over in Corner Brook? We've already heard you say we did a dis-service because they didn't have proper training. When Elaine goes and someone is needed over there, what are you going to do? Well, you know, they'll be far better off if the mentoring is in St. John's. I'm a Social Worker. Sure, I can do it over the phone, but I tell you it works a lot better when you got someone face to face. I'm not up on where your new plan is going to go, I would just caution everybody to be very aware of what basis we're using to make these decisions because it can be very slippery.

A. Parsons (Staff) stated I would like permission to speak. I've been a staff member for the last two and one-half years, hired on in January 2015. I've serviced Labrador all of my time and still currently service them, and I think we do a good job. We are available 24-7, I've got this cell phone and members phone me every day and we've always been there for our members in Labrador. I've flown in numerous times; there hasn't been one month since I started that I haven't been on the ground in Labrador. So we do service them, and it's not the fact that as ERO that we couldn't service Labrador. I also service Western Newfoundland and the Northern Peninsula with almost 6,000 members between myself and Brother Avery. When we talk about that and cutting in down by 1,800, they're going to get better servicing with one ERO, it doesn't matter where the person is. The individual will be able to service them, and service them a lot better. We have been there. I flew into Makkovik to see one member, myself and Sister Pittman, in order to go in and service those members in Makkovik. So we do good servicing. NAPE services its members in Labrador very well. Yeah, it will be great if we could have the office in Labrador; I'm not saying it's not, but we have to look at it realistically. I thought I had to speak on this as it affects me. We do service them well; I do take the comments a little slight, but I know it's not malicious on anyone's part. We will service them forever. NAPE is committed to its membership; we always are. We're all members as well; as staff we're members. I sat on the Board of Directors and sat in this Convention as a member for many years, and we do think of the members and feel that we service Labrador well, and I will continue to service them to the best of my ability. Thank you.

C. Henley (7001/Staff) stated I'm speaking in favour of the Committee's recommendation. There is one other point I want to make, and I don't want to delabour the point to any great extent, I think the delegates in this room should think back, at least those who have a bit of history behind them, to what happened in Clarenville. When they opened up the Clarenville

Office, Allan Carter took over the office first, and when he moved back to St. John's and Phyllis Loder went there. And she left Clarenville as soon as there was a vacancy in St. John's, and then Mary Fleming went there. She left Clarenville as soon as there was a vacancy in St. John's, and then Ed Hogan went there. Ed Hogan left Clarenville as soon as there was a vacancy in St. John's, and then Chris Henley went there. I left Clarenville as soon as there was a vacancy in St. John's, and then Gerard Ward went there. He left Clarenville, partly because the Board of Directors decided it was a pain in the ass to keep training people to work in the office in Clarenville, and also because there was a vacancy available in Corner Brook. Really, Clarenville Office as a single person office became a recruiting office and they couldn't keep anybody there for any length of time. I would suggest to you that you'll run the same risk if you open a single person office in Labrador, that you will hire somebody for Labrador, you'll get the person trained and then as soon as a vacancy becomes available in St. John's, the history as it has been in the past will be that the person will leave Labrador and come back to St. John's and then you will have to hire somebody else to replace them in Labrador and train them and then Labrador will become the new Clarenville in NAPE's history. I caution you that possibly could happen if you open up a single person office. Over and above the fact that the person who is going to be there for the initial period of time is going through a living hell.

G. Bolger (2101) stated I don't know where to go here now. There's lots of professionals in Labrador - there are Nurses, Correctional Officers, Sheriffs, Transportation & Works. Life is not hell for the most part. You're making it sound like a scary place. We just want an ERO to represent the people where we can go and physically talk to before we have to get a flight to St. John's or Corner Brook. I've said it this morning, it has nothing to do with Randy or Andy; their service has been good. Just curious about the visit to Makkovik for one person - was that before this resolution was seen or not? This is not a common occurrence. Flights to the coast are not a common occurrence - it should be, but it's not. Here I am now debating with Chris, Trevor, Andy - 3 EROs - I think the feeling in this room is an ERO should be in every Region of the Province. We are a Region that should have an ERO stationed there. Central has one; Western; Eastern. We don't have an ERO. That's the crux of our argument. There are people in Labrador that need to be represented by NAPE and we feel at times we don't have it. Sure we can pick up the phone, I've called Chris and I've called Andy; I've spoken to Jerry. It's just not the same thing. Anybody can call anybody but sitting down with someone knowing that there is an office in Labrador with the way this Government has been treating the people that we work for over the last seven or eight years is just not acceptable. We want an ERO in Labrador; we're asking for that to happen. All I'm asking for is that you don't look at this in the context of Labrador - someone going up there and going scare crazy. It's not about that. We're there to support our ERO as well. We have Shop Stewards; Presidents of Locals. The door swings both ways. If an ERO is in Labrador where he is stationed and he wants to talk to somebody, call us, we'll drop over as well. It's a two way street. Thanks.

C. Farrant (2201) stated I am in Labrador but not originally from Labrador. I've been there six years now and in my job I work for CSSD, in one of the offices that has the highest turnover rates, so I know exactly what they are talking about, about having people come in and having them to leave again, over and over. I get that it doesn't provide good service, but what I'd like to see happen is somebody who is actually committed to Labrador, maybe take one of our Shop Stewards, one of our Local Presidents, who have been in Labrador, who live in Labrador, and actually give them an opportunity to become an ERO for Labrador. I have worked with Andy in the past. I think Andy is doing a wonderful job against extremely difficult odds. I don't think he is being treated fairly. In this particular motion, it's not a matter of us against the EROs. That's not what we're trying to do. We're trying to make sure that every single NAPE member is being serviced appropriately. I don't think it's too much to ask that we have an office on the ground where people can go because as easy as it is to get to Goose Bay or Labrador

City, and sometimes that not so easy, being able to get to the Coast, going to Makkovik or Nain, going down to the South coast, those trips are a lot harder to do from St. John's because you're going to have to come to Goose Bay most of the time in order to go to those places. It makes sense that this person start in Goose Bay. If you want to make it so that they're in Goose Bay, that's their home community, and they have to do a week in St. John's in order to have time with you, with their training, however that needs to be, that's an option. You said yourself that's what you did in the reverse. Why can't we have it?

W. Meadus (6901) stated I can see this is a really heated debate. I'm actually loving it a lot; it's pretty good. What I will say is this, I don't think this is something that we're going to have a quick resolution to. Having to vote on it now, to put down the resolution, it's just going to come back around. If it's possible, can we motion to defer this question for a later time at this Convention to give the opportunity for every party involved to actually get together and possibly come up with a resolution or a solution so that we can move forward. As of right now, it's going to be stagnant.

B. Blundon stated the Rules of Order certainly gives you the ability to defer a motion for a certain period of time, but you would need a mover and seconder.

T. Kelly (7104) stated with all due respect to Brother Henley about the idea that you could have transient staffing going on, I work as a Health Inspector with the Government of Newfoundland, and over the years a lot of our people end with going to St. Anthony, Labrador, who gravitate to St. John's. I'm telling you that's not always a bad thing because you get a chain of knowledge created. The chain that Chris alluded to where the EROs were in Clarenville and went to St. John's, that created a chain of knowledge that stayed intact; it's not like you lost them forever and then the new one that came, had six more before them that had information they could share and build on that. That's not a reason enough not to go ahead with something like this. I think we really need to look at this hard and if we can do this at this Convention, it would be a great service to the people of Labrador. I stand totally on their side. Thank you.

MOTION: E. McGrath (BofD)/W. Tremblett (4206) - to defer this motion until tomorrow.  
CARRIED.

B. Blundon stated hopefully the Convention don't think I'm out of line, but I think everybody is struggling here with this question, would our delegates from Labrador, it would be helpful if myself and Jerry could meet with you afterwards and let's have a discussion to see if we can find a resolution that Convention is willing to endorse. We've already gone back the third time with the same question. It is a difficult issue for people; it's one about fairness and equity. Would the delegates from Labrador take me up on that situation? Are the delegates from Labrador okay with that suggestion? It doesn't change anything for the Convention floor for tomorrow, but let's have that discussion.

#### Resolution Number 5:

##### 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.

CONCURRENCE.

S. McAllister (7813) stated speaking in support of concurrence. Currently within the majority of the Provinces, if not all, workplace violence is determined to be worker to worker as well as from public. I don't understand how in the legislation here it's going other than a worker. Basically, what it's doing is worker to worker violence, employer's aren't held responsible for ensuring that they are putting controls in place to either eliminate or mitigate the chances of worker to worker violence. I know it's a hard thing to do; it's a hard thing to do with any type of violence, but if we don't effectively put it into the legislation that we need to consider worker to worker violence, employers are not going to be held responsible for it. We need to put some of that onus back on the employers to look at worker to worker violence, not just from the public.

QUESTION CALLED: CARRIED.

#### FIRST CALL FOR NOMINATIONS

Kelly Roche stated I would first like to thank Jerry for inviting to help out with your elections. As most of you know, I did come from NAPE, you are my parent Union and I am still a proud NAPE member, so thank you very much for inviting me to your Convention. I would like to open up the floor for nominations. This is the first call for nominations. You will have an opportunity to nominate tomorrow and Sunday as well.

#### **General Vice President**

Nominated: Arlene Sedlickas (7404)

#### **Eastern Vice President**

Nominated: Jimmy Lacey (6206)

#### **Eastern Area Board Member**

Nominated: Jackie Bursey (6206)

#### **Central Vice President**

Nominated: Kristal Rice (4206)  
Betty Goodyear (4851)

**Central Area Board Member**

Nominated: Sonya Hickey (3202)

**Western Vice President**

Nominated: Joanne Miles (1852)

**Western Area Board Member**

Nominated: Rhonda White (1857)  
Lisa King (1104)

**Region 5 Board Member**

Nominated: Steve Roach (5207)

**Region 6 Board Member**

Nominated: Jamie Meadus (6901)  
Scott Mercer (6207)

**Region 7 Board Member**

Nominated: Goldie Porter

**Region 3 Board Member**

Nominated: Kathy Oake (3102)  
Chris Janes (3211)

**Region 4 Board Member**

Nominated: Sheldon Rideout (4301)

**Region 9 Board Member**

Nominated: Wade Kelly (9302)

**Region 1 Board Member**

Nominated: Danny Quilty (1809)

**Region 2 Board Member**

Nominated: Gerald Asivak (2201)  
Viva Pittman (2201)  
Gary Bolger (2101)



**Region 8 Board Member**

Nominated: Trent Decker (8203)

K. Roche stated the nominations have now closed for today.

J. Earle assumed the Chair.

J. Lacey (BofD) stated - point of information - I would like to remind everyone that this is an official NAPE sanctioned event and Jerry alluded to earlier particularly about the services our members provide, particularly in your extra curricular activities that occur that events like this. What I'm referring is our brothers and sisters at Labatt's, NLC, Country Ribbon, Purity, the Hotels where some of you are saying like the Quality, and I'm sure I speak on behalf of our Executive and leadership team when I ask that if anyone is bringing in any form of beverage, it would be a Labatt's product or particularly products made via NLC and it's made right here, and I firmly believe we support our own. Thank you.

**CONCLUSION**

The Convention concluded at 4:25 p.m.

**SATURDAY, OCTOBER 21, 2017****CALL TO ORDER**

J. Earle called this session to order at 9:10 a.m.

J. Earle stated I would like to take this opportunity to welcome one of our keynote speakers to our convention. Stéphane Grenier is a former member of the Canadian Military who retired as a Lieutenant Colonel after serving for just over 29 years. He participated in several Canadian missions overseas. Faced with his own undiagnosed post-traumatic stress disorder (PTSD) upon return from Rwanda, he took a personal interest in the way the Canadian Forces was dealing with mental health issues. In 2001 he coined the term Operational Stress Injury (OSI) and conceived, developed, implemented and managed a government based national peer-support program for the Canadian military. In 2007 he was entrusted with the task of creating a Canadian Forces-wide workplace mental health education program. His work led to the launch of a second highly successful non clinical mental health program that now delivers "peer based" mental health education to over 20,000 military personnel per year. In 2009 he was awarded a national Champion of Mental Health Award by the Canadian Alliance on Mental Illness and Mental Health. In the spring of 2012, he retired from the military and created Mental Health Innovations Consulting (MHIC) in order to dedicate his full attention to developing non clinical mental health interventions as a complement to traditional clinical care.

Please join me in welcoming Stephane to our convention.

**KEYNOTE SPEAKER - STEPHANE GRENIER, MENTAL HEALTH ADVOCATE**

Stephane Grenier addressed the Convention.

CREDENTIALS REPORT

J. Wakeham (BofD) presented the Credentials Report:

Delegates	358
Observers	21
Board of Directors	31
Staff	7
Guests/Fraternalists	<u>9</u>
	432

MOTION: J. Burse (BofD)/G. Porter (BofD) - to accept the Report of the Credentials Committee.  
CARRIED.

BREAK

The Convention broke at 10:15 a.m. and reconvened at 10:35 a.m.

J. Vanta (7002) stated I would like to make a comment on the previous presentation. First of all, I would like to commend NAPE on its PTSD campaign and the awareness that it has raised around mental health issues. I am so proud of the efforts that my Union make around mental health issues and I ask you to continue it. I would also like to commend the other unions who participate in it, the Federation of Labour's efforts around mental health issues, and all of the work that has been done by the community mental health organization that brings about acceptance of mental health issues and not a stigma. The word stigma maybe an issue that we are trying to get away from, but we are opening the dialogue and the acceptance of mental health issues, particularly in the workplace. The efforts that are being made and the gains we have made through this Government, not an easy Government to deal with, have been tremendous but mostly because of the labour movement and the community mental health organization. Please keep up the efforts and if you ever have any ability to engage in your communities around this issue, please do so. Thank you.

J. Earle stated sisters and brothers, it is great pleasure that I get an opportunity to introduce somebody that you certainly know and I've had the pleasure to working with. I keep dating ourselves of how far back we go, but I've known the next person for many many years. I hate to use the word decades, but we've known each other that long. We got involved with this great Union around the same time. While we are going through difficult times now, when Bert first assumed the role of Secretary/Treasurer of NAPE, we were facing significant financial challenges. Under this stewardship, you will see the results, he will certainly talk about it in his speech, we'll do some financial reports after, where we have come from and where we are today. Our organization is on solid ground footing because of his efforts and what we have been able to do and employers and Government know that all too well. We have, what I refer to as a good relationship. Sometimes we have our differences, but we sit down as in any great relationship that we are personally involved with, we talk it out and then I get my own way anyway. It is my pleasure to introduce to you, your Secretary/Treasurer, a strong ally of yours and working people across this Province, Brother Bert Blundon.

SECRETARY/TREASURER'S ADDRESS - BERT BLUNDON

Thank you. Thanks Jerry for that kind introduction. It's ironic, for the first time since I've been

the Secretary/Treasurer I ended up doing what I call my budget speech with a new pair of shoes. I will tell you, I don't have a new pair of shoes to compare myself with the Federal Finance Minister who is now allegedly designing specific tax laws so he can avoid paying taxes on \$45 million worth of shares that he has in what is supposed to be blind trust that turned out to be numbered companies in Ontario. I have a new pair of shoes simply because my old ones were wore out and they just happened to be worn out the day I'm giving a speech in front of Convention. So, don't compare the two.

Sister and brothers, it gives me great pleasure after ten years as your Secretary/Treasurer, to address you the delegates of the 22<sup>nd</sup> Biennial Convention. Among all of the services that we provide, none is more important than having the financial ability to fight for better working conditions, higher wages and improved benefits at the bargaining table. Equally important is having the financial ability to fight back against governments and employers who attack your jobs, our communities, our public services, and our Collective Agreements. It is absolutely essential that we have the financial capacity to argue for and depend public health care, public education, public services and to fight for and protect the fundamental right to organize and to defend free collective bargaining. Having the financial resources to fund those critical mandates without increasing Union dues is my primary responsibility as your Secretary/Treasurer. During the past two years we have continued with our financial plan designed to ensure the financial stability of NAPE. Upon my election ten years ago, I proposed a budget and financial framework for the future, one specifically designed to ensure the sustained and financial health of your Union. Back then I knew that our ability to defend our members, our ability to bargaining for fair collective agreements, were at risk with our finances were not put in order. With a crippling debt burden of almost \$8 million and an exhausted Defense Fund of \$1.1 million, I expended much of my energy to ensure that we paid off all our debt and that we rebuilt our Defense Fund. Against this backdrop, I am extremely pleased to report to Convention that NAPE has 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 are prepared financially to fight what we have won, and fight for our fair share going forward. As I have stated many times and many of you have heard this, I believe our greatest deterrent to a strike is having the financial ability to have one. Without a strong Defense Fund we are weakened at the bargaining table inviting employers to take advantage of that weakness. Your Defense Fund has increased by \$6 million since our last Convention. During my terms of office as your Secretary/Treasurer, our Defense Fund has grown more than 3200% from \$1.1 million to \$32 million as of March 31, 2017. Our goal of rebuilding a sustainable Defense Fund has been achieved. Your Defense Fund stands ready to support current and future bargaining in the public sector, the private sector and in the home care sector. The daily operations of this Union has been, and continues to be, the focal point of my attention. With the assistance of your Finance Committee we have realized the tenth consecutive surplus budget for our General Fund.

Since my last report to Convention we have achieved a \$2.2 million surplus, including our cash assets. Excluding the Staff Benefits Account, our cash assets in the General Fund has grown from \$800,000, when first elected in 2007, to \$7.7 million at fiscal year end. I have continued to oversee and implement a financial plan resulting in a significant growth of assets in all operations. Our total assets have grown from \$40 million to \$47 million during the last two years with almost \$40 million of that assets in cash or cash equivalents. We have, brothers and sisters, made remarkable gains in our financial position without asking you to pay more and in fact Union dues, as a percentage of salary, has actually fallen for most of our members. We have rebuilt our finances and are now financially prepared to force our agenda at the bargaining table and to fight back against those who attack our members, your jobs, our public services, and those services that sustained our many communities. Our numbers demonstrate that our

collective work has paid off. Not only are we debt free with an impressive Defense Fund and General Fund balance sheet, NAPE members enjoy one of the lowest, if not the lowest, Union dues in all Newfoundland and Labrador, and probably in all of Canada. Unlike the Liberals and Tories before them, we have worked tirelessly to place NAPE in a strong financial position during the good years which carry us through financially through the current difficult years. I continue to believe, as I did when first elected as your Secretary/Treasurer, and used it in my campaign slogan - Elect Bert Blundon for a wage increase - not a dues increase - that asking members to pay more is not an option. For the tenth consecutive year, I am again announcing that Union dues will remain frozen at current and 2007 levels.

Much of my time as your Secretary/Treasurer is occupied with investment matters. I continually consider and manage expectations with regard to interest rate changes, the need for accessible cash, and the duration and type of our investments. Consider for a moment that our revenue for the past fiscal year and for this year's budget is essentially the same as in 2012 keeping cost under control and operating without incurring deficits and remaining debt free speaks to the work of your Finance Committee and my determination as your Secretary/Treasurer. The work of creating a financial fortress over the last ten years will allow us to systematically allocated resources for longer term growth and return the increases in cost ensure that our Union dues will remain frozen for years to come.

In addition to managing the financial affairs of your Union, I have recently been appointed Chairperson of the Boards of Trustee for Provident10. Those of you in the public sector may recall that we negotiated joint trusteeship in 2005 removing the Public Service Pension Plan from the direct control of Government and the will of the Legislature. A historic accomplishment and I believe one of the greatest and successful negotiating efforts of our time. With only 55 cents in the plan for every dollar owed in accrued benefits, and with the St. John's Board of Trade and Chambers of Commerce acting as cheerleaders to dismantle your pension plan, it was no small feat to leverage a \$2.6 billion promissory note with a six percent interest rate payable by Government over 30 years. Not many people know the behind the scenes stories to get this deal done. Few, for example, know of a chance meeting with the Minister of Finance and Premier Tom Marshall that we arranged while waiting for a flight to Deer Lake. Before paying for the Premier's and his Executive Assistant's dinner, we had a commitment of \$1.6 billion covering the cost of the unfunded liability for current retirees. The final deal came much later but that chance meeting laid the foundation to have a total of \$6 billion paid into the Public Service Pension Plan for 30 years. I can say with confidence, it's the greatest return I've had on members money - I spent \$200 on the Premier and walked away with a \$6 billion commitment.

But of course with joint trusteeship comes huge responsibility, and particularly with me as your representative on the Board of Trustees. For me your pension plan security is the greatest challenge and represents the greatest responsibility that I have ever been asked to accept. Since negotiating joint trusteeship the Public Service Pension Plan has grown to almost \$9 billion in assets and over 90 cents for every dollar in accrued benefits. A turn-around story obviously we are highlighting here today.

I am also proud that we negotiated the transfer of employees to Provident10 and today they are NAPE members; their first collective agreement ratified by a hundred percent of the membership. Provident10 opened its doors on April 1<sup>st</sup> of this year and I suggest has also made major stride in advancing a better pension servicing model for all our members. For the nay sayers, for the doubtful, maybe they should revisit the former Mayor of St. John's comments when he was asked when retiring what his greatest accomplishment was while in office. His response, some of you may recall, was essentially getting rid of the defined benefit

pension plan saving millions and millions of dollars for taxpayers. Well, those millions and millions of dollars just happened to be the retirement money of employees, some of whom are NAPE members who work for the City of St. John's. Let me assure you of something, make no mistake about it, that if we didn't resolve the pension issue it would be the number one issue at collective bargaining table with government this round of bargaining.

Speaking of collective bargaining. Who amongst us honestly believes that government's intention wasn't prior to the resignation of Minister Bennett to move to the Legislature as they have done in Nova Scotia, and legislate a collective agreement. The bargaining stance displayed at every table could lead to no other conclusion. Well, I ask you, why did they change their mind? I would suggest it's because we have transformed NAPE into a powerful political powerhouse - one Union - one voice with massive financial resources to back it up. Over the last two years we budgeted almost \$1.7 million for PR campaigns and another \$850 million in this year's budget. But finances are but one tool that we must consider when challenged. There are other tools and we must not hesitate to use them, and none is more powerful than our political voices. When members take to the streets, to the airways, to social media, all supported with strong leadership and substantial financial resources for a year and a half we can certainly see a huge change in attitudes by this government.

I'd suggest to you sisters and brothers we are capable of shaking public confidence in any government and shake it we did. No other organization in this Province has the ability to influence change and no other organization has the financial resources to effectively campaign against government like NAPE does. We can sustain campaigns against government for the entire duration in office. Political parties, political leaders have taken notice and our power and influence should never be underestimated. Without the substantial resources that the collective might of our members speaking and working as one, I am certain that we would not have moved government off its position. Whether we arrive at collective agreements or not in the public sector remains to be seen.

But as we speak we cannot dismiss the forces around us. Forces that would dismantle what we have built. Forces that would move us back in time. Forces that are pushing to leave less for our children and grandchildren than what was left for us. Employers and governments across this great Country of ours continue a campaign of blaming everything on the debt and deficit arguing that public services need to be trimmed, defined benefits need to be eliminated, benefits have to be rolled back, wages have to be held in check, profits have to increase while all at the same time taking more for themselves and arguing for tax reductions for rich and big business, and that's a model that we absolutely have to reject. In contrast, if we are to continue to fight for better pensions, better benefits, higher wages and for workplace rights, we must become a dominant political force and social movement - the leading voice for a more progressive and inclusive society - fighting for gender equity and against sexual harassment and discrimination of all sorts. We need to be bold and we need to engage in the heart of the political process itself. We must influence public policy, employers and decision-makers in a more direct way. We cannot be afraid to argue for public health care, for better public education, for improved public services, for the fundamental right to organize and for freer collective bargaining and freer collective bargaining doesn't include intimidation and bullying tactics such as those used recently by the owner of Country Ribbon. I'm not speaking of partisan politics, but rather us supporting political leaders and community leaders, community groups, political groups, organizations and individuals that support our vision of a just and equitable society. And yes, entrenching ourselves in political parties bringing our values to their tables is an important part of that concept.

We have to align ourselves with those who oppose the privatization of health care; those who

oppose the contracting out of public service; those who oppose the privatization of crown corporations; and those who are prepared to stand up for and defend free collective bargaining; the right to organize without interference; those who are prepared to fight for gender equity; for seniors and retirees and for those who can't speak for themselves. Above all, we have to stand as one proud powerful united Union.

It is impossible for any of us in this room the past week or so to have read or listen to the news, to look at social media, or to talk with a sister and not be aware of the painful and difficult conversations that our sisters are having - #metoo - follows the campaign #being raped - never reported it. When women across our globe have revealed instances of sexual assault and harassment drawing attention to the overwhelming number who have, and continue to, suffer such abuse. As a Union we have to address the issues of sexual harassment and assault head on. We have to work together to eradicate this from our communities, homes and our workplaces. We know that women don't report harassment in the workplace for fear of repercussions, not being believed, victim blaming, losing their jobs or opportunities for promotions. With more than 65% of our members being women, we must join women and men together in solidarity to stomp out this evil. Workplaces have to endorse and enforce a zero tolerance for harassment. Our sisters, our members, and oftentimes our daughters, shouldn't be repeatedly and publicly be forced to open their wounds so we can understand their pain and they certainly shouldn't have to hide for fear of their jobs and reputation.

I suggest to you, in closing, we are stronger together, women and men, working in an environment of respect, free of all forms of harassment, fighting together to preserve and enhance the gains that we have made over the many years while striving to make this province a better place to live, to work, to raise families, with a better standard of living for all citizens, and not just ourselves. Solidarity brothers and sisters, enjoy the rest of Convention!

#### FINANCE COMMITTEE REPORT

T. Carroll (7004) stated good morning, my name is Terry Carroll and am Chair of the Finance Committee, the other members are Gerald Asivak (2201), Susanne Tilley (7104), Paula Brewer (6208), Clint Meade (1701) and Ettie Bursey (Staff Advisor). All motions will be made by Susanne Tilley and seconded by Gerald Asivak.

#### Report of the Finance Committee

CONCURRENCE. CARRIED.

#### Report of the Audit Committee

CONCURRENCE. CARRIED.

#### 2015/16 Auditor's Report - General Fund and Defense Fund

CONCURRENCE. CARRIED.

#### 2015/16 Audited General Fund Statements

CONCURRENCE. CARRIED.

2015/16 Audited Defense Fund Statements

CONCURRENCE. CARRIED.

2016/17 Auditor's Report/General Fund and Defense Fund

CONCURRENCE. CARRIED.

2016/17 Draft General Fund Statements

CONCURRENCE. CARRIED.

2016/17 Draft Defense Fund Statements

CONCURRENCE. CARRIED.

2015/16 Auditor's Report (J. V. (1983) Limited)

CONCURRENCE. CARRIED.

2015/16 Audited Statements on J. V. (1983) Limited

CONCURRENCE. CARRIED.

2016/17 Auditor's Report (J. V. (1983) Limited)

CONCURRENCE. CARRIED.

2016/17 Draft Statements on J. V. (1983) Limited

CONCURRENCE. CARRIED.

NAPE Proposed Budget - 2017/18

CONCURRENCE. CARRIED.

J. V. (1983) Limited Proposed Budget - 2017/18

CONCURRENCE. CARRIED.

J. Earle stated thank you for your work.

J. Reardon (7002) stated I would like to speak on behalf of the retirees and pensioners. Because so many people have come to me and requested applications for NAPE retirees and the Pensioners' Association, I would like to challenge every Local within NAPE that you are the ones who know when you have a member retiring. When a new member is hired in the workplace, you meet with that member, sign up their card, you give them their book of information, you give them the listing of what they are entitled to. Twenty or thirty years down the road when that person retires, they get their NAPE plaque and a thank you for their services and you're out the door. I am challenging every Local that you set up a package for your retiree who walks out that door. A lot of them signed for a pension, they have no idea what to expect, what they're going to get, or who they go to. I know there's technology at this day and age, but

a lot of people are still in the work force who have no idea how to use a computer. The other thing is I think the Local is falling down on their job if they are not providing this for the retired member. Because so many of you have requested the information, I'm going to leave it outside for both the retirees and the pensioners and you, as a younger person, as a Shop Steward in your Local, can look up the information on the computer, you can print it off and give it to your retiree before they leave. Thank you so much.

G. Ryan (1402) stated - point of information - before we begin discussion on the resolution bringing forward from yesterday, I would like clarification if possible on some of the new structure you spoke to yesterday

J. Earle stated I'll try to summarize it in a nutshell for the benefits of delegates. As I alluded to we have been looking at, the Board, Staff, Executive, what we were going to look at as a structure. I said when I ran for this position a couple of years ago I wasn't satisfied how we were doing some things. We've looked at, and again not re-inventing the wheel, have looked at Nova Scotia, Manitoba and Saskatchewan servicing model. The model that we are looking at setting up would be basically the Employee Relations Officers as they currently exist will not exist. There will be no more Employee Relations Officers other than those who are in the system now - like in your workplaces because of new method of operation, they become green circled in our world. What we will set up now for all of NAPE, for the 25,000 members, for the staff we have one Senior Negotiator. If anyone asks what does a Senior Negotiator do. Now technically that Senior Negotiator will become Labour Relations Specialist. Immediately following Convention we will put two in place. Because we are mid-budget when it comes to April 1<sup>st</sup>, one if not two more additional will go in place, and they will become responsible for a team of employees. Say it's Ed Hogan, who is Senior Negotiator now, he will become the Labour Relations Specialist for the health care focus team. Under him will be the new positions of Member Servicing Officers, or the green circled Employee Relations Officers. Right now in that team we have three people doing all of health care on the East coast of Newfoundland, close to 6,000 people. Immediately following this, they will have a Labour Relations Specialist, and they will have four Member Servicing Officers. They will go from three to five. In addition to that, the plan was to add an additional position that would service Labrador and the tip of the Northern Peninsula. That would have done two things - it would have helped out the two staff on the West coast. Their workload would lessen; they would go from 5,700 members down to a little over 4,000 members in the area and the geographical region would shrink for those two Member Servicing Officers - green circled EROs at the present. If one of them leaves, we would hire a Member Servicing Officer. General Service and all direct Government employees, another team would be set up. For example, if it's Chris Henley who would be leading that team, because it's a smaller number of total members, they would have two Member Servicing Officers beneath them and the person would be a Labour Relations Specialist. For the Private Sector/Home Care area, they would immediately have a Labour Relations Specialist and three Member Servicing Officers come under that team. That would be the structure from the St. John's point of view. The Labour Relations Specialist would be expected, as Ed really has to do now for the entire Province, now anything in health care, a technical challenging case, arbitration, the Labour Relations Specialist, whether you live in Labrador or Corner Brook or in Gander, that Labour Relations Specialist would also be available to all regions. Not only the Member Servicing Officer, the Labour Relations Specialist as well. They can go out and do all the arbitrations. We are also looking at our junior Legal Counsel, which right now does not do arbitrations, is going to start doing arbitrations. We will have 4 Labour Relations Specialists, a Legal Counsel, actually five people doing arbitrations. That will increase our ability to do much more in arbitration, because we're not getting enough done.

Under Central Newfoundland, I will use Elaine and Bernie, they will still be available as



Employee Relations Officer green circled. I will be able to say to Bernie now you are not expected to do arbitration. If you want to do them because you are green circled, you are more than welcomed, but to take that stress off Bernie, she can focus on the member servicing, phone calls, the complaints, the investigations, because right now she does that and everything else right now. The Labour Relations Specialist, if Bernie needs that person to come out, they would go out to Grand Falls office, Corner Brook office, and then do the major piece.

It's not re-inventing the wheel. The three previous Unions mentioned have a similar structure that have been in place for the past ten to fifteen years. We can look at them and ask has it worked, how is it working? And from what we hear, it has been working quite well. It's new for us, and assuming we're around until June, our intention would be, because it's a new introductory model, right after Convention we were going to communicate with every Local Officer saying here's what we're going to be doing moving forward. I'm not having something put in place and not review it in six months or nine months. If there is a problem with the system overall, we will scrap it. If there is a problem with the system in central Newfoundland we would readjust it. If there is a problem with the system on the West coast, we will readjust it. If there is a problem with the system in St. John's, we will re-adjust it. Another piece we have to deal with right now we have three EROs off and we have no mechanism to call someone in. We're working right now down three. That's the next piece we will have to work on. We have to find a system when someone is not available to bring somebody in. What would happen then if there was somebody off in the West coast office, under the current system to be implemented, we would have enough bodies, because what would happen now is that we would go from our current number in St. John's, we have deliberately put extra offices in NAPE building that we haven't had before. There's going to be warm breathing bodies in those offices. And this is how the Member Servicing Officers work, I'd better not see you in the office all of the time because that's not what these positions do. If you come into any of our offices, whether it be Central, West or St. John's, you will rarely find these people in the office; that's not what they do. They're out of the office 90 percent of the time. Even in St. John's with the extra offices, it's just some place to work from.

So that's the structure the best I can do. Right now instead of taking an ERO to look after five health care Locals and three General Service locals and two Home Care Locals and one Town Council Local, the health care team is going to do all of health care; the General Service direct Government is going to do all of that group; the Private Sector/Home Care is going to do all of that group. The only way there is going to be a cross-over is if someone is off for some reason, and someone will have to fill in for them. Other than that there should be enough on each team to fill in for each other. That's the best I can summarize at this point in time.

B. Blundon assumed the Chair.

#### RESOLUTIONS AND COMMITTEES REPORTS COMMITTEE (Continued)

K. Rice stated good morning brothers and sisters.

##### Report of the Constitution Committee

CONCURRENCE. CARRIED.

##### Report of the Education Committee

CONCURRENCE. CARRIED.

Report of the Health and Insurance Committee

Recommendations #1, #2 and #3 - Referred to the Board of Directors for consideration.

CONCURRENCE. CARRIED.

Report of the Legislation Committee

CONCURRENCE. CARRIED.

Report of the OHS and Environment Committee

CONCURRENCE. CARRIED.

Report of the Pensions Committee

CONCURRENCE.

R. Morris (7002) stated I rise in support of the Committee's recommendation of concurrence and I would like to thank the Board and the staff of NAPE for some of the improvements that we've seen over the last year in relation to what's happening with pensions in this great Province of ours and our NAPE members as a whole. I also had the pleasure of listening to Bert this morning talking about the new pension corporation which has been set up, our taking over of that fund from Government, and now having it in the hands of the stakeholders so that Government no more can start robbing our pension plan as they did years and years ago. There were two former Board Members, myself and Doug Laing, who sat in with Bert and them when that went on. It was certainly great to be a part of that and today both of us sit on different Boards of that Corporation. Myself - I'm sitting there with Jerry and Chris on the Stewardship Committee and Doug Laing sits with Bert and them on the financial aspect of it, on a committee there also.

There's one thing that's bothering me quite a bit, and it seems that an awful lot of our people today are considering taking the commuted value of their pension monies. We always had a few of those who were calling up and saying what should I do, how much do I get. But it's now come that members of our Local Executive continuously are fielding calls from people, today's employees, saying I want to do this, where do I go, how do I do it. There's a real danger in this. First of all, it takes money out of our pension investment fund that's there, last year there was in excess of \$50 million paid out in those commuted values. What I'm seeing coming from the employer seems to be the worse, and the worse Employer is Eastern Health, because that employer today seems to have the most of those people who are looking for commuted value aspect of this pension plan. Now I thought it was only Eastern Health and maybe a few elsewhere, but since I came here to this Convention and I talked to the people from Central, Western Health Boards, they tell me that it's going on in their institutions still. It seems that the payroll departments and the personnel departments at those institutions are promoting this commuted value. For Eastern Health, we've had a number of people who called and said we've talked to a payroll officer and they said it's a great idea to take your commuted value. Well I'm going to tell you that nothing is going to match the defined benefit plan that you presently have today for income security for years of your retirement. No commuted value can - the defined benefits pension plan is the plan of the future and if you look at it, it's giving you the most security that you're ever going to have.

I begin to wonder why this is that those Health Boards are doing this. It seems that when they

talk to their personnel or their payroll departments, they almost immediately get a call from a group of private investors in this Province who look after the financial aspect of putting those in place. My opinion of them is still the same, hasn't changed, they've looked for an apology and have waited six years now. I'm beginning to wonder, and I'm always a skeptic, is this a way that those health care boards have of reducing staff and getting rid of positions. We've all heard it said they'll go through attrition. Okay, if you have forty of those employees leave a health care board during the year with the commuted value of their pension, they're out of there and no more responsibility to the board and more than likely they're not going to fill those positions. Is this a way that they're getting around this and saying we're not laying people off, no we're not doing away with jobs, but they are actually doing away with positions that are in that particular area. In wonder if that's what is happening.

The other part is what's happening that when you talk to your payroll, some of those private investors call you within 48 hours - how are they finding out. If that's being passed on to those financial investors, then I think we should call in the Privacy Commissioner and say I think we have a very serious situation.

I talked with Brother Earle yesterday morning on this and him and I are going to sit and have a chat about it over the next few weeks. He told me he has sat with a small group, almost half of what was there wanted to take the commuted value of their pensions and they really think that's the way out. My advice, you can take that for what it's worth, no, it's not the way out. There's real danger in this for single parents, single women in particular. If they are in the work force, they are probably barely making ends meet. Now they have a couple of kids to go to University, and they are saying well how in the hell am I ever going to put them through. What they do is they'll take the commuted value, they'll try to forge through and pay for University education for their children, and lo and behold when they get into their golden years, they have nothing to lean back on in the way of retirement income. They'll have OAS, GIS, and probably a small Canada Pension and that's it. Their pension is gone, their investment money is gone, and they are now living well below the poverty line. So brothers and sisters, I think this is something we should take very seriously. I think we should investigate it to its fullest, see what's going on. What's happening now as I see it, they're getting some guy who will take the commuted value and they'll tell him oh you worth \$650,000, he might be worth that but that's not what he's going to get. Then they start dangling that in front of the other employees and hoping they are going to do the same, and it's a way for them to eliminate positions and it's a way for them to get out of the financial burden of having people on the defined benefit plan. Thank you very much brothers and sisters.

A. Squires (6240) stated I have to speak to some of the comments that were made by the previous speaker. Eastern Health itself, the payroll clerks, are actually bargaining unit members, I am one, and I can speak for Eastern Health, that my co-workers, who are bargaining unit members of NAPE, we do not, do not, condone people taking commuted value for their pension. We have told people, I can speak personally myself, I have told members who are looking at doing that, please look at your finances because this is a limited amount of money. If you take your pension, you're going to leave yourself short potentially. I just want to let the members know that Eastern Health, we are bargaining unit members in payroll. It's probably Human Resources, it's not the payroll clerks under Eastern Health.

QUESTION CALLED: CARRIED.

Report of the Women's Committee

CONCURRENCE. CARRIED.

K. Rice stated the Committee would like to thank the Committees for all the work that has been done on behalf of the membership as outlined in their Reports.

Late Resolution Number 1: (Local 6222)

WHEREAS the Department of Children, Seniors and Social Development (CSSD) through the *Children and Youth Care Protection Act* will investigate Child and Youth Care Workers when a maltreatment or quality of care complaint is levied on them, often by a client or parent of a client; and

WHEREAS these investigations require the employee to be suspended for up to 60 days or until the investigation is completed.

WHEREAS the employer is not compensated by the provincial government and does not have the ability to pay employees during suspensions. CSSD refuses to do so; and

WHEREAS these quality of care complaints are often falsified, and employees are then returned to work without discipline and without compensation for work lost; and

WHEREAS CSSD is not required to tell employees the reason for investigation and often exercises that choice:

WHEREAS CSSD's policies may cause undue financial and psychological harm on employees;

THEREFORE, BE IT RESOLVED that NAPE will explore options for those affected, represent employees during investigatory meetings with CSSD, lobby the provincial government to compensate those affected by unpaid suspension and later returned to work without discipline, and advocate that workers being investigated are entitled to being given a reason why.

CONCURRENCE.

A. Sooley-Welsh (6222) stated I rise in support of this. I work for this company, right now we have ten employees off under investigation. These investigations go up to sixty days and we have employees off for up to sixty days and sometimes longer without pay. It can be very stressful and very difficult on our employees. I would like for our members to support us so that we could advocate to try to get some pay and support for our employees when this is happening. A lot of times you're taken off shift for a complaint. You're not told what the complaint is. You could be off for a month and you still don't know what the accusation is. We need to know what CSSD is complaining about so that we can try to work together so that we could resolve it. I rise in support and I hope for your support.

QUESTION CALLED: CARRIED.

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.

#### NON-CONCURRENCE.

G. Bolger (2101) stated the resolution, obviously, is trying to keep alive an ERO for Labrador. One of the comments that stands out for me from yesterday was the comment made by an ERO saying it was the worse three years of his life. I ask that individual, if you weren't there how miserable would the lives of the people you helped be in that area? If Government took the position that we're taking now of flying people in to a certain region to help out, Police, Nursing, Social Workers, the very first thing that NAPE would do will be to have a campaign. We would demonstrate. We would light up the lines on OpenLine. We would not be in favour of something like that. At this point in time I feel a little let down, but I think if NAPE looked at it, and I don't understand this new model because it was only dropped on us yesterday. Jerry tried to explain it in ten minutes this morning. It's a lot to absorb, but if an ERO was placed in Happy Valley/Goose Bay or Labrador City, somewhere in Labrador, the next Biennial we would be sharing a success story and NAPE has gone on to do something that hasn't been done before and change the way we think and operate. I ask every person in this room, if it comes down to it, to vote yes, to have this happen. If somebody applies on a position anywhere in this Province, they know where they're going. They know the job description. They know what's involved. If they're not qualified, they will probably be screened out in the initial round. There's 1500 plus people working and living in Labrador; 99% of these people applied on those jobs. The odd thirteen weeker that's been there for years might still exist somewhere along the way. We have to give the option of putting it out there. From Nain in the north to L'anse au Clair in the south, Labrador City/Wabush in the west, there are people who feel they are not being represented. The model that we are looking at now, sure, I don't know how long that's going to take to put in place; it's brand new - green circles EROs and hiring new staff. The comment was made yesterday we don't know where to look for these super EROs. Are we looking six months down the road; are we looking at a year; are we looking at two years before this falls in place. Will we take people that's located now in Western and Central, place everybody in St. John's and have one super station in St. John's. Right now it's not clear. I think we should ask the people in this room to vote yes. Give us the ERO for Labrador and move in a positive way.

K. Bixby (3101) stated some of the things that were said yesterday really bothered me. If you're going to make a decision based on people going out and people going into St. John's - welcome to recruitment in rural Newfoundland; that's the way it goes. When I went to Springdale in 1993 the position I took had nine different Social Workers in the previous eighteen months because people would come out, get their foot in the door and then go to St. John's. I was there for eighteen years after. Believe it or not, not all of us want to come to St. John's. Some of us choose to stay where we are. With regard to the fact that working outside St. John's is hellish, well let me tell you, when you got a worker there whose sole purpose is to get into St. John's, they're not much fun to work with either. It seems like we're using emotion inappropriately to make a decision. The resolution, as I read it, and correct me if I'm wrong, is basically that Labrador is a region, all the other regions have their own EROs, and we want our own too. I personally know it's difficult to recruit in Labrador. I've been covering a Social Worker caseload up there for the last year, because we haven't yet got someone who is willing to go and stay, but we will; it just takes a bit of time. When we vote concurrence / non-concurrence, please everybody do it on the merits of the actual resolution. With regard to your new handy/dandy way of doing things, I understand that completely because that's what the Department I work for did a few years back. They took people who were in every office, who

could address everybody's concerns in that area, and they put them in little teams. So you got your payment authorization unit in one place, you've got others in another place; it ain't that great. It's wonderful for the organization, so for NAPE's perspective it will be great. It's not so great for the people being covered; I see it all the time with the clients coming in. You come in and can't get hold of anybody because the person they have to deal with for this issue is over in Marystown, they have another issue with someone somewhere else. You keep saying that we're going to have this Labour Specialist and then we're going to have these teams. Are you going to have the teams separated? You only got two people in Grand Falls and two people in Corner Brook and neither one of those is enough for a team, so I see that slippery slope I was talking about yesterday turning into Mount Everest because you're going to want all of your little teams together, and where are they going to be?

C. Butler (4206) stated I have to speak to concurrence. I believe we are Newfoundland and Labrador. When we stood here yesterday and sang the Ode to Newfoundland, every time we said God bless Newfoundland, I included Labrador. I believe they need to come inside the door and be a part to have their own ERO.

J. Earle (President) stated I just want to make a couple of comments. First of all, coming from rural Newfoundland, because that's where I moved to some years back, I want to correct a couple of things. To imply, because that's what is being implied by a couple of individuals, and I want to correct it while I'm in this position, while we're in these positions, if you think the intention is to move any services to St. John's, that is absolutely not true - not true. There is no intention, it has never been discussed, it's not going to be discussed while I'm in this office, that we will take existing offices in other parts of Newfoundland and Labrador, it's just not happening while I'm here. I've been across this Province enough to realize that we have servicing issues; that's why we are changing things. I said it in my speech yesterday, I am not acceptable of status quo. The difference here is just where we put a physical office. We had already determined that we were have an ERO, or in this case, a Member Servicing Officer, specifically assigned to a region. The sister referenced regions, we have nine regions in this Province. We only have three offices in geographical locations right now. We don't have an office in every region; we cannot have an office in every region because we are divided into nine sections. The structure was set up historically; I recognize the first day I took this office, even before I took this office, that Corner Brook could not service Labrador with the workload that they have out there. It was not humanly possible. I hate to refer to myself as an employer, and I'm not going to, it's one of the parts of this job that I absolutely despise. I don't like being called an employer; I'm not one, and I'm certainly not going to treat members of this Union like your employer would treat you. That's not going to happen while I'm here. You've got to trust your leadership that you elected, myself and Bert Blundon and the other leaders that you elected, we have five or six decades of experience between us. Don't you think we understand labour relations? This is not a case where each can't do the others work. We want a system where everyone can fill in for the other. Right now they all work independent. In the team that Chris may lead with General Service, if one of the Member Servicing Officers is off, there would be another person to immediately fill in. You don't know what happens in Corner Brook right now. When we've had people off for months, we've had nobody to fill in. Absolutely nobody. We've been operating in Corner Brook at times for three to six months with one person, for the entire West coast and Labrador. I've spent deliberate time in Labrador at least twice because I want to see how things were being done. That's one of the reasons why we are moving in this direction. If the Convention decides they want a physical office, but as I explained to people yesterday, if there's a Member Servicing Officer or an Employee Relations Officer that I find sitting in an office for five days, I hate to say it, but I will be an employer, because that's not their job. Their job, if you come into any of our offices right now, Corner Brook, Central or St. John's, you will rarely find an Employee Relations Officer in the office. That's not what they do.

They should be outside the office. They should be out meeting with members. They should be out servicing members. If you want an office where someone can physically walk in, that's not a Member Servicing Officer, that's not an Employee Relations Officer, because they should not be in an office for long periods of time. I just wanted to correct those couple of points. We are not, and I'm going on record here saying, we are not moving our existing offices to St. John's for one central hub - over my dead body would that happen.

C. Henley (7001/Staff) stated I'm not going to belabour any of the points very much, but I felt I had to get up and correct some of the misunderstand, I guess, people got from what I had to say yesterday. I said that the three years that I spent in Clarenville were probably the worse three years of my career. And they were, but it wasn't because of the fact that I was in Clarenville, it was because I was in Clarenville alone. That was the issue. The issue is anyone to understand what we do for a living should know that we make pretty serious decisions on a continuous basis in representing our members. A lot of times they are very difficult decisions. Most of the time they aren't difficult because you are relying on somebody else's experience in terms of dealing with problems. I have worked for this organization for 25 years and in those 25 years I have never backed in for a pay cheque. I've worked hard and diligently for the members. I have enjoyed working for the members in Clarenville when I was in Clarenville and since I came back to St. John's for people in the Clarenville area. I work for people all over this Province on a pretty well continuous basis as a result of people not being available, or being away doing other work, and you fill in for them. I have enjoyed all of that work. The point I was making was working in that office by yourself, I had a lot of sleepless nights because you weren't sure whether the decision you made the day before was the right decision or that the meeting you were going to the next day you weren't going to get sidelined by something that you never dealt with before. There hasn't been a day in my life in this job when I haven't learned something from somebody. You don't know all the answers; you never know all the answers and you get all of your experience and knowledge from dealing with the other people who are in the same situation as you are. I've mentor people on a continuous basis and I still feed off other people from the point of view of information. I resent the fact that anybody believes that I have preference over one part of this Province versus another part. Yes, I'm a townie but the reality is I was born in Gander and lived there until I was ten or twelve years old and I still love to go back to Gander. And I love to go to Corner Brook; and I've been to Labrador many times and every time I've been up there, I loved being there. For anybody to take inference to what I had to say yesterday and mean that we were getting into the "overpass" syndrome, it's not true.

J. Lacey (BofD) stated I rise in support of the Committee's recommendation. I need to remind everyone here, it is vital, because to hear that inside the overpass, outside the overpass, and making analogies, you know my employer did this and now we're going to take roots and do this. We are a house of labour, we are a house of solidarity. There is no one in this room who acts - I as an individual, as a volunteer, comes here not for me and my two girls, I'm here to represent each and every one's best interest. We'd never undermine anyone and I'm sure I speak for my leadership. Each and every one in this house had an ability the last time around to vote for those who would best represent you. Those who you voted to best represent you are standing in front of you now. For years we've come to this Convention, we've come to our voice and we've made a point to say we need change. Your leadership team that I'm proudly a part of and will seek re-election so I can continue the fight with them. They saw that. They've tried to create change. Give them an opportunity. If it don't work, they stated here for the minutes, they will change that decision and we will see where we can go in the future. Thank you.

C. Hogan (5602) stated I've been to a couple of Conventions but this is the first time at the mic

so bear with me. I feel like I've been listening to both sides of the debate yesterday and today. I feel we have heard from members who have made some valid points and we've heard from staff who have made valid points. I get the issue around loneliness and isolation and how hard that is. We see that in our line of work all the time in the Department of Child and Youth. We have Social Workers who work in very isolated communities, one or two, and it's hard. It's no doubt it's hard, but there's ways around it. For me, I'm a Local President and I hear from our members so much that the employer doesn't listen, and I've heard from the members that they feel alone, they feel like they're not being supported, and this is what they need to feel supported. Isn't it time that we listen to our members; isn't that what we want. Isn't that what we fight for in NAPE - for Government and employers to listen to their employees. Now I stand up in support of this resolution because I think it's time that we listen to our members and we support our members. There's a way around this. I get what the staff are saying but there's got to be a way around helping an ERO feel supported when working in Labrador. Thank you.

E. Byrne (BofD) stated one of the things you have to remember, Trevor King is not my ERO, Trevor King is our ERO. Whatever why they decide, you have to remember, all of the EROs are ours. You just call them. I don't see my EROs. I see our EROs at events like this, but if I need them, they're a phone call away. If a need them to come somewhere, they're just going to come on. It doesn't matter where you are, they will be there. Remember, they are our EROs, not NAPE's - ours.

J. Vanta (7002) stated I debated whether I should get up here or not because as a member of the Retirees Local who are we to be dictating or talking to the regions about what they need or don't need. The first thing I would like to do is commend the Labrador delegates for their passion. They always bring it! I have been a member of NAPE since 1980 and they continually come to this Convention and bring their perspective and dedication to inclusion of Labrador. I would like to say and ask everybody at this Convention, did you elect the Executive and did you elect a Board to govern this Union to run it in its possible fashion? The complexity of an ERO job or a service rep is not as simple as being a Shop Steward or Chief Shop Steward or a Local President. We had those positions. There are those of us who have experienced so much of it, but when you listen to the staff implore you and say I was good at what I did as Local President, Chief Shop Steward, and I still needed this resource. I am asking you would you please allow your Union to make decisions that are in the best interests of all of its members. Give them a chance to implement what they believe is the solution. When we come to this Floor we've all wanted things; we have all gotten up and spoken about what we need and what we want in our specific areas, but we cannot negotiate it on this Floor or tomorrow we are going to have some other region or some other Local standing here running the Union from here. We have to trust that those who we elected do what's in the best interest of all of its members. Yes, we need to work with them through that solution to reach it so that it meets what you need in your region. I'm asking the delegation to please give our leadership the right to do what they've been elected to do and work with them for a resolve. Thank you.

P. Tibbo (6238) stated this is one of many Conventions I've been to but the first time I've spoken at one, but I feel compelled to. I'm in favour with the Labrador crowd because EROs are great, they've been great with my own Local, and they're definitely accessible, but I've also been in situations where your timed and you have that day to respond. When you're an employee in that situation, it's nice to have the ERO there to back you up and come and help out in a situation with an employer. I've been there so I think they should have their own ERO.

L. Budden (BofD) stated in looking at the whereas in the resolution, the reasons for their request are because of a high number of outstanding grievances and access. The previous speaker said it's nice if you're on a time limit and you have something to deal with that day to



have an ERO. I guarantee it, except in extreme rare cases, that's not going to happen. I'm in Stephenville. I'm an hour away from Corner Brook and that's driving the speed limit. I can't call Andy or Randy and say I need you here at 3:00 today and expect them to be there. It's not going to happen. Chances are, they're not in the office because they're out dealing with something else. Proximity is not the same thing as being properly serviced. The issue here is being properly serviced. I think the model that NAPE Executive is proposing has a chance to deal with that issue for everybody. Everybody has a problem at times with being properly serviced. On the West coast, we actually had a birthday party for it last August for being two years old. It's that issue that needs to be addressed - the servicing issue, and I think that what Jerry and Bert are proposing will address that. Let's give them a chance to do it.

G. Bolger (2101) stated I think the ask was to have an ERO placed in Labrador it kind of derailed to insinuating everything was going to be transferred to St. John's. That was not the intent. The examples I used for people moving to Clarendville, working out of Clarendville, was not meant to be malicious in any way. We've asked for an ERO for several years. Over several occasions we had 1500 plus people who live and work in Labrador. Will we fix it by this new model? I don't know. Time will only tell. What we were asking was to have somebody placed in the interim. I'm sure this person that you hire would roll over into the new model if it happens. At this time our Local put this resolution in, Local 2101, and at this time I will withdraw this resolution. We will work with Jerry and Bert. We will give it some time and hopefully this new model falls in place. I am a staunch Union supporter, a supporter of Jerry. This is us trying to get a service to represent everybody that lives and works in Labrador; it's nothing more and nothing less.

B. Blundon stated I'm in a bit of delirium here trying to decide whether the Brother has a right to withdraw the motion or all. With that said, this is the first time that we've had a great exercise in democracy. That yes, from time to time, our emotions run away from us and what people say will get misinterpreted or what they meant to say wasn't actually what they said. I think you should, as delegates, and particularly those from Labrador who are great debaters, to give yourselves a great round of applause. Let me commit on behalf of this Convention our Executive, whoever that happens to be after tomorrow, and our entire Board of Directors, that if Labrador don't see a better servicing model, come back to this Convention in two years time and I will be the first one on the floor supporting what you asked for today. That goes for every Region of the Province of Newfoundland and Labrador. We've been told that you want better servicing, you wanted a better servicing model, and the two leaders here at the front, me and Jerry, we will deliver, assuming we're elected again. And we will work tirelessly to provide that support, not only to one region of the Province or two regions of the Province, but to 25,000 members of NAPE that make up this great and strong proud Union. I would simply ask the Convention, are you in favour of the Brother withdrawing the motion?

Resolution Number 3:           WITHDRAWN.

K. Rice stated I would like to thank the members of this Committee for their participation and input and would also like to thank whoever nominated me to be Chair of this Committee. It has been an exceptional experience, and thank you so much.

B. Blundon stated thank you Sister for all the work of the Committee.

## LUNCH

The Convention broke at 12:15 p.m. and reconvened at 1:50 p.m.

B. Blundon stated I would like to take this opportunity to welcome one of our keynote speakers to our convention: Larry Brown – the President of our National Union. With degrees in political science and law, Larry Brown, President of one of Canada's largest unions - the National Union of Public and General Employees. Larry has spent over three decades honing skills in government, public administration, labour relations, teaching and legal issues. Born in southern Saskatchewan and raised on a farm there, Brown began his interest in social issues while at the University of Saskatchewan. While articling with a Saskatchewan law firm, Brown was hired by the provincial Department of Labour. While working with the government, he drafted precedent-setting Canadian legislation protecting workers against imminent danger — the right to refuse dangerous work. The Saskatchewan Federation of Labour was his next stop. He later became the chief executive officer of the Saskatchewan Government Employees Union. In 1986, he was elected as Secretary-Treasurer of NUPGE. In 2016, Brown was elected as President of the National Union. Brown is also the President of the Canadian Centre for Policy Alternatives, Canada's leading progressive research and policy organization. Please join me in welcoming Brother Brown to our convention.

#### KEYNOTE SPEAKER - LARRY BROWN, NUPGE PRESIDENT

Brother Larry Brown addressed the Convention.

J. Earle assumed the Chair.

J. Earle stated thank you Larry for taking the time to spent with us and our delegates and Convention. We greatly appreciate it and we certainly recognize it. I want to recognize another small group, there's a lot of work goes into bringing almost 400 people together. There is a committee behind the scene that is put together - the Biennial Convention Committee. I want to recognize the individuals who put a lot of time into making sure this Convention happened - Sister Jackie Bursey, Brother Grant Horan, Gail Quinlan, Ettie Bursey, who you've met in the back, and certainly Keith Dunne.

P. Fleming (6222) stated our Local has already donated \$500 to the Kids Eat Smart Program. After speaking to our employer which is Caregivers, Momentum and Blue Sky, our employer has agreed to actually match our donation.

#### SECOND CALL FOR NOMINATIONS

K. Roche stated thank you Brother Earle. I'm going to open up the floor the second time for nominations for your various Board positions.

##### **General Vice President**

Nominated: Nil

##### **Eastern Vice President**

Nominated: Nil

##### **Eastern Area Board Member**

Nominated: Jackie Mullaly (6233)

**Central Vice President**

Nominated: Nil

**Central Area Board Member**

Nominated: Nil

**Western Vice President**

Nominated: Gary Bolger (2101)

**Western Area Board Member**

Nominated: Karen Bennett (1857)

**Region 5 Board Member**

Nominated: Nil

**Region 6 Board Member**

Nominated: Nil

**Region 7 Board Member**

Nominated: Nil

**Region 3 Board Member**

Nominated: Peter McLean (3208)

**Region 4 Board Member**

Nominated: Kristal Rice (4206)

**Region 9 Board Member**

Nominated: Nil

**Region 1 Board Member**

Nominated: Nil

**Region 2 Board Member**

Nominated: Nil

**Region 8 Board Member**

Nominated: Nil

K. Roche stated you have one more opportunity tomorrow morning for nominations and that will be your last time.

J. Earle stated we have a video presentation to give you an overview of the last years.

#### VIDEO PRESENTATION - OVERVIEW SINCE LAST BIENNIAL

J. Earle stated a couple of other things. People don't realize what we try to do, we are community, Kids Eat Smart has been an invaluable thing that we've supported for 25 years and will continue to do. But there is so much more that we do our community right here in Newfoundland and Labrador, whether inside or out, and Bert alluded to it yesterday for example, Fort McMurray when Newfoundlanders and Labradorians were in trouble in Fort Mac, we stepped up and made a donation on behalf of our members. Daffodil Place as well about three years ago the Convention, the Board of Directors, made a commitment to support Daffodil Place. At that time we said \$25,000 for a three year commitment and that commitment is about to come to an end. Again, it's important, such invaluable community services that service people from Nain and Goose Bay and Port aux Basques and outside the overpass, that's who uses the facilities. We have made a commitment on behalf of our membership for the next two year term, that the Board of Directors on behalf of you, the members, we have now told Daffodil Place that we will contribute \$20,000 for the next two years, which is basically \$10,000 per year, a slight increase of what we've done before. Again, for that invaluable service for cancer patients across the Island.

Another thing, just a few weeks back, Al Antle, came and met with myself and Bert, and we talked to some people within our organization. I remember going way back, the services the Public Counselling Service provide at no charge to our members. They charge us nothing. I remember being involved with the EAP program which I was a Local President at the Health Sciences in the early 90s we would have members that we would refer there at no cost to them and they would give them guidance. They are having a large session here in St. John's. Brother Dan Reid, a retired NAPE member, is involved with their board, so as this is a session for Newfoundlanders and Labradorians to come in and understand and be given tools to help those who are in financial difficulty, we've made a \$3,000 donation to that group on your behalf to put off this very invaluable conference.

J. Miles (BofD) stated I just want to thank everybody for their donations for the Kids Eat Smart, and all the Locals. I know some Locals didn't bring their money, but you can still send in your donations. Thank you very much.

J. Earle stated on that note as Joanne mentioned, we've had a number of Locals approach myself and Bert asking about who to make the cheque out to - you make it out to NAPE. Right up to next Friday you will have an opportunity to add to that. At their Radio-thon we will have NAPE people on the phones for an hour and we will be making that donation proudly on behalf of 25,000 NAPE members who we represent and we will be doing some media and social media recognizing what you've done here collectively, just to show what you can do and what Locals across Newfoundland and Labrador have contributed. We will have a cut-off of next Friday, Oct 27<sup>th</sup>.

D. Reid (7002) stated I sit on the Board of the Credit Counsel Services of Newfoundland and Labrador. As Brother Earle just said, NAPE has donated \$3,000 towards our conference on November 30<sup>th</sup> and that's going to go a long ways with the Conference. If anybody hasn't gone to the table outside, there's a contest for anybody in Grade 12 which is entitled "The dumbest Thing I've ever done with my money". There's going to be three scholarships given out on this -

a first, second and third place winner; \$1,500, \$1,000 and \$500. If anyone has anyone in Grade 12 or knows of anyone in Grade 12, I would encourage them to get that done and into the Credit Counsel Services by November 10<sup>th</sup>. The other thing, as Brother Earle said, a lot of our members avail of these services. At any given year between 50 and 60 percent of the people availing of the Credit Counsel Services of Newfoundland and Labrador are union members. I think it's really sad when we have brothers and sisters, we have the general public figuring because you're a union member you're making a fortune, but yet we can't live day to day without availing of the service because we get into debt. One of the things that the Credit Counsel Services does is they would go to your creditors and do up a payment schedule, sometimes without interest, to help alleviate your financial stress and also help not have to go through bankruptcy. The conference on the 30<sup>th</sup>, right now there are ten dedicated seats for NAPE, but there are going to be more if anybody wants to apply. The applications are outside, or if anybody wants to apply, you can go to their website and pull down their application. I would encourage the leadership of the Locals to really consider applying for this. As leaders of the Locals quite often you're the place that the members come to looking for advice if they're having problems or wanting to know where to go. It's a good knowledge to have. Hopefully we'll get people out from NAPE. Again, thanks to the Board, Executive and all the members for the great donation of \$3,000. Thank you.

A. Squires (6240) stated we would like to make a donation to the Kids Eat Smart and add up that running total.

W. Thompson (BofD) stated we would like to make a donation of \$100 on behalf of our Local. Another thing - point of information - for those who know me know that every year when we come to conferences that I usually bring some Christmas ornaments on behalf of Muscular Dystrophy. I have them with me this year, they are \$15 each, and for those who are collectors because every year there's a different ornament. I have some available if anyone is interested.

G. Horan (BofD) stated I stand on a point of information. Yesterday our Eastern Vice President, Jimmy Lacey, announced the importance of supporting local. I personally work with NLC and I realize a lot of people don't realize the products that we make. For information purposes, Rock Spirits is a manufacturing division of the NLC. We employ 50 people and run four product lines with an annual production volume of 400,000 cases. We package 25 different brands of spirits and over 160 skews; 16 of those brands are owned by NLC and they include: Screech, Screech Honey, Screech Spiced 100 proof, Old Sam, Old Sam 5, Cabot Tower, White Star, London Dock, Ragged Rock, Newfoundlanders Rum, George Street Spice, Shiver Vodka and Shiver Gin. Nine of those brands are co-packed for other customers and they include: Iceberg Vodka, Iceberg Gin, Iceberg Gold and Silver Rums, Crystal Head Vodka, Crystal Head Ora, Wheat Vodka, Golden Wedding, Liquorman's Whiskey and Smugglers Cove Rum. So when you guys are picking up your booze tonight for your hospitality suites, please keep us in mind. Thank you very much.

## CONCLUSION

The Convention concluded at 2:55 p.m.

## SUNDAY, OCTOBER 22, 2017

### CALL TO ORDER

The Convention was called to order by J. Earle.

CREDENTIALS COMMITTEE REPORT

J. Wakeham (BofD) presented the Credentials Report:

Delegates	358
Observers	21
Board of Directors	31
Staff	<u>7</u>
	417

MOTION: J. Burse (BofD)/G. Porter (BofD) - to accept the Report of the Credentials Committee.  
CARRIED.

J. Earle stated we were advised at 12:30 this morning that the Town of Paradise will be locking out their employees at of 6:00 a.m. tomorrow. We will make efforts throughout the day and if we can still avert it, then we certainly would. Unfortunately, that's part of how labour relations works. We can take strike actions and the employers can take action to lock people out. We will make every effort to work with these members, our members, to see what we can come up with. We started our Convention on a very positive note, and now end with 126 women and men working for the Town of Paradise being locked out. I just wanted to make everyone aware of that. If there is anything you can do, I would certainly encourage you over the coming days, if you could pop by. There's nothing anymore powerful than having people from other areas dropping by and letting you know you're part of a Union, you're bigger than a single Local and NAPE is much bigger than any single group. I would encourage you to support them if at all possible.

J. Miles (BofD) stated I want to give a total on what we've earned for the Kids Eat Smart:

Donations	\$ 8,410
Auction	\$ 4,447
50/50 Tickets	<u>\$ 2,045.50</u>
TOTAL	\$14,902.50

J. Earle stated this just demonstrates what a small group of workers, working women and men, from every part of this Province who came here just a few days ago in this Hall, can accomplish in just a couple of days. That's the power of a Union and shows we really are a community.

T. Carroll (7004) stated solidarity with the Paradise workers. I'll be keeping a close eye on that one. I rise on a point of information, there's a campaign that's on the go and I want to send out my appreciation as well for all the support for buy local products. There's a campaign on the go right now by the Teamsters out of Quebec and we're a part of that campaign, and it's "Beer is better in a brown bottle". There are a couple of reasons for that. One is it's more environment friendly in a brown bottle which can be reused up to twenty times. Cans get a single use and 30% of those end up in the garbage, in our landfills. The other piece that the companies don't let people know is that can production used 50 percent less workers, and that's a direct impact on the breweries right across the Country. I understand when you're out and about and people do your recreational activities, it make sense to buy cans, but I respectfully ask that where you can, buy bottles and keep your members working. Thank you.

J. Earle stated thank you brother for sharing that information and encourage the members to bring it back to your Locals.

D. Byrne (7002) stated it gives me great pleasure to round off the donation to the Kids Eat Smart to \$15,000 even.

R. Taaffe (7302) stated our Local is going to donate \$100.

M. Penney (5209) stated good morning brothers and sisters. It's hard for me to get up here in front of you guys, but in the very short time that I've been here, I've never felt more welcomed in a place. I came here as a brand new delegate and a newly elected Shop Steward. I have learned so much that I can take back to help move forward and to keep my brothers and sisters safe. I didn't know how a Union could be a family but now I am happy to call myself a family member of NAPE. I'm going to donate \$100 from Local 5209.

J. Earle stated to echo those comments, many have approached me from this Convention, people who have been here almost as long as myself and Bert, and this is their first Convention, and the comments I've heard, thank you so much for those comments. It's rewarding for us, nobody realizes the amount of effort that goes in behind the Union. I can assure you, I can attest to it, this is not 9:00 to 5:00; this is not Monday to Friday; it's far from it. On that note there is one group, in my speech I talked about workers behind the curtain, well we have workers, our own employees of NAPE, that work behind the curtain as well. At the back of the Hall standing and at my left, and certainly my right hand, Gail. The staff of NAPE do more for us, and we have a relatively small staff, that do all the work for you. I want to acknowledge them and thank them very much for everything they do.

#### LAST CALL FOR NOMINATIONS

K. Roche stated good morning sisters and brothers. I am going to open up the Floor for your last call for nominations for your election to the Board of Directors. After that we will start the election process and I will explain the rules once the nominations are over.

#### **General Vice President**

Nominated: Agnes Squires (6240)

#### **Eastern Vice President**

Nominated: Nil

#### **Eastern Area Board Member**

Nominated: Nil

#### **Central Vice President**

Nominated: Nil

#### **Central Area Board Member**

Nominated: Nil

#### **Western Vice President**

Nominated: Tom Davis (2201)  
Greg Ryan (1402)

**Western Area Board Member**

Nominated: Nil

**Region 5 Board Member**

Nominated: Nil

**Region 6 Board Member**

Nominated: Nil

**Region 7 Board Member**

Nominated: Nil

**Region 3 Board Member**

Nominated: Nil

**Region 4 Board Member**

Nominated: Nil

**Region 9 Board Member**

Nominated: Nil

**Region 1 Board Member**

Nominated: Nil

**Region 2 Board Member**

Nominated: Nil

**Region 8 Board Member**

Nominated: Nil

ELECTIONS

K. Roche stated your nominations for all of your Board of Directors positions are now closed. I'm going to explain a little bit about how the balloting procedure works for those who aren't familiar with it. In your Convention books, around Page 8, there are Convention Election Procedures written out for you to have a look at. I'm going to ask the Balloting Committee to come forward please. In a few minutes, you're going to get a balloting book and it's going to look like this. Each of your ballots are numbered and they are color coded. These balloting



books are your responsibility once you get them. If you lose them, we cannot issue you a new one. Don't mark on any of the pages as I will be calling them out of order and you will have to take them to your respective balloting rooms when you break off into your Central and Western area. When we actually start the election process, I'm going to be asking the Sergeant-At-Arms to tile the doors. What that means is that the doors will be closed and no one will be allowed once I start the balloting process and tile the doors. You can get out but when you go out, you cannot get back in until the doors are untiled. Once I untile the doors in between votes, you can go out, but I caution you to stay close because once we call the Convention back to order and tile the doors, you will not be allowed back in if you're outside. Does everybody understand that? Your tags, so you'll see my tag has a green bar, that means I'm not eligible to vote; I'm a guest and I don't have any voting privileges. Once we start, I'll be asking the people with these tags to move to the back of the room and the people with white tags, you guys are voting delegates. Everyone is entitled to a scrutineer who runs for any positions. Each person will have five minutes to speak, except the people who run for the Elections Committee, they will have one minute to speak. If a person decides to drop back, you still only get to speak that one time; you don't get to speak a second time. I think that's it for how the elections work. We have two elections that we need to do here in this room and that's the General Vice President and the Elections Committee. I'm going to ask the Balloting Committee to give out the ballot books please..

R. White (BofD) stated - point of information - can you explain what a spoiled ballot would be. Once in the past if a name was spelled wrong, it was considered a spoiled ballot.

K. Roche stated first I'm going to ask the people with the green tags to move to the back of room so that the Balloting Committee does not give you a ballot book. A spoiled ballot would be if I called for the General Vice President to happen on No. 3 ballot and someone used No. 5, that's an example of a spoiled ballot. Another example would be if the person can't make out the handwriting, that would be a spoiled ballot. Those are a couple of examples. I hope that answers your question.

R. White (BofD) stated what about a name that is spelled wrong?

K. Roche stated yes, same thing, if they can't make it out. If the spell Kelly as Kellie - that would count.

R. White (BofD) stated well it was considered spoiled the last time - if the name was spelled wrong.

K. Roche stated if the scrutineers have any questions, that's what the scrutineer is there for, and the people on the Balloting Committee can make that decision at that time. It's a little hard to answer a specific question; that's the job of the scrutineer. I will now ask if people will accept their nominations.

### **General Vice President**

Nominated:	Arlene Sedlickas	Accepted
	Agnes Squires	Accepted

### **Eastern Vice President**

Nominated:	Jimmy Lacey	Accepted
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**Eastern Area Board Member**

Nominated:	Jackie Mullaly	Accepted
	Jackie Bursey	Accepted

**Central Vice President**

Nominated:	Betty Goodyear	Accepted (in writing)
	Kristal Rice	Accepted

**Central Area Board Member**

Nominated:	Sonya Hickey	Accepted
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**Western Vice President**

Nominated:	Greg Ryan	Accepted
	Tom Davis	Accepted
	Gary Bolger	Withdrawn
	Joanne Miles	Accepted

**Western Area Board Member**

Nominated:	Karen Bennett	Accepted
	Lisa King	Accepted
	Rhonda White	Accepted

**Region 5 Board Member**

Nominated:	Steve Roach	Accepted
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**Region 6 Board Member**

Nominated:	Scott Mercer	Accepted
	Jamie Meadus	Accepted

**Region 7 Board Member**

Nominated:	Goldie Porter	Accepted
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**Region 3 Board Member**

Nominated:	Peter McLean	Accepted
	Chris Janes	Accepted
	Kathy Oake	Accepted

**Region 4 Board Member**

Nominated:	Kristal Rice	Declined
	Sheldon Rideout	Accepted

**Region 9 Board Member**

Nominated: Wade Kelly Accepted

**Region 1 Board Member**

Nominated: Daniel Quilty Accepted

**Region 2 Board Member**

Nominated: Gary Bolger Withdrawn  
Viva Pittman Accepted  
Gerald Asivak Accepted

**Region 8 Board Member**

Nominated: Trent Decker Accepted

All voting took place by secret ballots.

**General Vice President**

Nominated: Arlene Sedlickas  
Agnes Squires

RESULTS: Arlene Sedlickas elected as General Vice President

**Alternate - General Vice President**

Nominated: Jackie Bursey (6206) Declined  
Agnes Squires (6240) Accepted

RESULTS: Agnes Squires elected by acclamation

**Election Committee**

Nominated: Coretta Fowler (2204) Accepted  
Glenda Wall (1104) Accepted  
Steve McAllister (7813) Accepted  
Ray Clarke (6901) Accepted  
Walter Meadus (6901) Accepted  
Matthew Walsh (6240) Accepted  
Susanne Tilley (7104) Accepted  
Chelsea Farrant (2201) Accepted  
Patricia Woodrow (1857) Accepted  
Vicki Laing (5216) Accepted  
David Hillier (3102) Accepted

RESULTS: Ray Clarke  
Walter Meadus  
Chelsea Farrent

**Alternates - Election Committee**

MOTION: A. Squires (6240)/D. Reid (7002) - that the next three top to be alternates for the Election Committee.  
CARRIED.

RESULTS: 1<sup>st</sup> Alternate David Hillier  
2<sup>nd</sup> Alternate Vicki Laing  
3<sup>rd</sup> Alternate Susanne Tilley

The Convention broke out into Regional voting rooms.

**EASTERN REGION****Eastern Vice President**

Nominated: Jimmy Lacey

RESULTS: Jimmy Lacey elected by acclamation

**Eastern Area Board Member**

Nominated: Jackie Bursey  
Jackie Mullaly

RESULTS: Jackie Bursey elected as Eastern Area Board Member

**Region 5 Board Member**

Nominated: Steve Roach

RESULTS: Steve Roach elected by acclamation

**Region 6 Board Member**

Nominated: Jamie Meadus  
Scott Mercer  
Agnes Squires  
Jackie Mullaly

RESULTS: Scott Mercer elected as Region 6 Board Member

**Region 7 Board Member**

Nominated: Goldie Porter

RESULTS: Goldie Porter elected by acclamation

**Alternate - Eastern Vice President**

Nominated:	Tony Kelly (7104)	Accepted
	Earl Hann (7104)	Accepted
	Eleanor Byrde (6207)	Accepted

RESULTS: Eleanor Byrde

**Alternate - Eastern Area Board Member**

Nominated:	Paula Brewer (6208)	Accepted
	Jackie Mullaly (6233)	Accepted

RESULTS: Jackie Mullaly

**Alternate - Region 5 Board Member**

Nominated:	Paul Parrell (5216)	Accepted
	Blair Houlihan (5207)	Declined

RESULTS: Paul Parrell

**Alternate - Region 6 Board Member**

Nominated:	Jamie Meadus (6206)	Accepted
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RESULTS: Jamie Meadus

**Alternate - Region 7 Board Member**

Nominated:	Lisa Williams (7104)	Accepted
	Kathy Gliddon (7813)	Accepted
	Rod Taaffe (7302)	Accepted

RESULTS: Lisa Williams

The delegates from Central and Western Regions returned from their break-out rooms and the results were announced.

**CENTRAL REGION****Central Vice President**

Nominated:	Kristal Rice
	Betty Goodyear

RESULTS: Kristal Rice elected as Central Vice President

**Central Area Board Member**

Nominated:	Sonya Hickey
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RESULTS: Sonya Hickey elected by acclamation

**Region 3 Board Member**

Nominated: Chris Janes  
Peter McLean  
Kathy Oake

RESULTS: Kathy Oake elected as Region 3 Board Member

**Region 4 Board Member**

Nominated: Sheldon Rideout

RESULTS: Sheldon Rideout elected by acclamation

**Region 9 Board Member**

Nominated: Wade Kelly

RESULTS: Wade Kelly elected by acclamation

**Alternate - Central Vice President**

Nominated:	Sonya Hickey (3202)	Accepted
	Paul Lewis (3802)	Declined

RESULTS: Sonya Hickey elected by acclamation

**Alternate - Central Area Board Member**

Nominated:	Diane Murdoch (3603)	Accepted
	Ellen Barnes (3852)	Accepted

RESULTS: Diane Murdoch

**Alternate - Region 3 Board Member**

Nominated:	David Hillier (3102)	Accepted
	Peter McLean (3208)	Accepted
	Chris Janes (3211)	Accepted

RESULTS: David Hillier

**Alternate - Region 4 Board Member**

Nominated:	Neil Fleming (4210)	Declined
	Darren Durdle (4205)	Accepted
	Laura Fisher (4201)	Declined

RESULTS: Darren Durdle

**Alternate - Region 9 Board Member**

Nominated:	Ella Warren (9852)	Accepted
	Dorothy Antle (9210)	Declined
	Alex Ford (9101)	Accepted

RESULTS: Ella Warren

**WESTERN REGION****Western Vice President**

Nominated:	Joanne Miles
	Tom Davis

RESULTS: Joanne Miles elected as Western Vice President

**Western Area Board Member**

Nominated:	Rhonda White
	Lisa King
	Karen Bennett

RESULTS: Rhonda White elected as Western Area Board Member

**Region 1 Board Member**

Nominated:	Daniel Quilty
	Lisa King
	Karen Bennett

RESULTS: Daniel Quilty elected as Region 1 Board Member

**Region 2 Board Member**

Nominated:	Viva Pittman
	Gerald Asivak
	Tom Davis

RESULTS: Viva Pittman elected as Region 2 Board Member

**Region 8 Board Member**

Nominated:	Trent Decker
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RESULTS: Trent Decker elected by acclamation

**Alternate - Western Vice President**

Nominated:	Daniel Quilty (1809)	Accepted
	Tom Davis (2201)	Accepted

RESULTS: Daniel Quilty

**Alternate - Western Area Board Member**

Nominated: Lisa King (1104) Accepted  
Rhonda Roberts (8207) Accepted

RESULTS: Lisa King

**Alternate - Region 1 Board Member**

Nominated: Debbie Hovanak (1603) Accepted

RESULTS: Debbie Hovanak

**Alternate - Region 2 Board Member**

Nominated: Coretta Fowler (2204) Declined  
Trina Reynolds (2102) Accepted  
Tom Davis (2201) Accepted

RESULTS: Trina Reynolds

**Alternate - Region 8 Board Member**

Nominated: Patricia Fitzpatrick (8203) Declined  
Rhonda Roberts (8207) Accepted

RESULTS: Rhonda Roberts

MOTION: E. Byrde (BofD)/A. Squires (6240) - that all the ballots be destroyed.  
CARRIED.

Kelly Roche swore in the new and re-elected Board of Directors.

J. Earle resumed the Chair.

J. Earle stated I would like to thank all delegates who put their names forward to seek a position in NAPE. I think it truly reflects the interest in our Union, and demonstrates that we are indeed one. Our Union is in good hands; democracy is a great thing. We have seen a number of people come forward and express interest. It probably speaks volumes to the level of interest that's in our Union when people are stepping up, especially during such challenging times, and who want to be a part of the leadership of this great Union. Thank you to all who run. Thank you to all who were successful. It was a tremendous show of support. Thank you all very much. Many of who I know are going to be travelling our roads. I don't have to give you a reminder of the difficulties families had to face over recent months, please be safe. That extra five or ten kilometers that you're going to exceed will get you nowhere so please be safe on the roads going back home. One thing that myself and Bert have already talked about, at the next Convention, especially in this large hall, we are certainly going to look at an option that we can do to actually move the election process along a little quicker. We've seen some things done at other conventions; we'll certainly explore that to see if we can speed up the election process



from what we currently use. We will now close the Convention with the Ode to Labrador.

ODE TO LABRADOR

The delegates joined in signing the "Ode to Labrador".

ADJOURNMENT

MOTION: P. Lewis (BofD)/P. Dunne (7104) - that the Convention adjourn.  
CARRIED.

The Convention adjourned at 12:40 p.m.

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Jerry Earle  
PRESIDENT

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Gail Quinlan  
EXECUTIVE SECRETARY