

**RESOLUTIONS
TO THE 23RD BIENNIAL CONVENTION
OCTOBER 24, 25 & 26, 2019**

Resolution Number 1: (Board of Directors)

WHEREAS every worker has the right to enjoy a safe workplace, free of violence; and

WHEREAS some workers are put at risk of violence needlessly; and

WHEREAS assaults and violent acts injury rate per 10,000 employees in NL has increased by 291% from 2009 to 2018; and

WHEREAS seven of the top ten occupations by total claims for 2011 to 2018 are members of NAPE;

THEREFORE, BE IT RESOLVED NAPE will strive to improve provincial law protecting workers from workplace violence; and

BE IT FURTHER RESOLVED NAPE will engage in elevating the broader education of workers and the general population on issues related to violence in the workplace; and

BE IT FURTHER RESOLVED NAPE will work with bargaining committees to negotiate language within Collective Agreements to ensure appropriate risk assessments, procedures to deal with workplace violence, investigation procedures and reporting, and preventative measures for workplaces.

Resolution Number 2: (Board of Directors)

WHEREAS too often the stigma associated with mental health issues prevents workers from receiving the treatment they require; and

WHEREAS it is important that we work together to fight the stigma and better understand how to prevent and support workers experiencing mental injury;

THEREFORE, BE IT RESOLVED NAPE will continue efforts to win improvements in provincial health and safety legislation related to PTSD/PTSI and other mental health injuries; and

BE IT FURTHER RESOLVED NAPE will continue efforts to improve workplace safety and prevention policies, and lobby for workplace supports and training in the areas of mental health and mental health injury; and

BE IT FURTHER RESOLVED NAPE will work with collective bargaining committees to develop collective bargaining language that addresses the need to prevent workplace mental health injury, and support workers who suffer from workplace mental health injury; and

BE IT FURTHER RESOLVED NAPE will challenge the stigma around mental health issues by supporting efforts to educate members and the public about mental health injury, and the need to protect and support workers who are at risk.

Resolution Number 3: (Board of Directors)

WHEREAS NAPE moved to a full membership vote for the President and Secretary/ Treasurer following the Biennial Convention of 1999; and

WHEREAS this vote allows the entire membership to participate in the nomination and election process for the full time Officer positions; and

WHEREAS at the time of inception few options existed other than mail out/mail in; and

WHEREAS this original method has significant inefficiencies as to time, resources, cost, engagement, etc.;

THEREFORE, BE IT RESOLVED NAPE Executive will be directed to review the mail out/mail in election process engaging necessary resources while consulting with members and the Provincial Board of Directors; and

BE IT FURTHER RESOLVED the intent of the review will be to recommend to the Board of Directors and membership a timely, cost effective, inclusive process that maintains the election at large by the total membership for the President and Secretary/ Treasurer.

Resolution Number 4: (Board of Directors)

Accessible Child Care

WHEREAS Provincial Governments are still not fully funding a comprehensive child care program across Canada; and

WHEREAS in the last Federal election, Justin Trudeau promised to work with the Provinces to develop provincial child care strategies;

THEREFORE, BE IT RESOLVED that NAPE will continue to demand a nationally funded child care program that is universal and accessible, delivered by community based non-profit groups, and funded through transparent agreements;

BE IT FURTHER RESOLVED that NAPE continue to lobby the Provincial Government to develop accessible, publicly funded, affordable child care programs.

Resolution Number 5: (Board of Directors)

Affordable Housing

WHEREAS housing costs, both ownership and rental, are increasingly out of reach for many working people; and

WHEREAS the cost of housing is affecting the ability of workers to relocate or remain in the Province;

THEREFORE, BE IT RESOLVED that NAPE advocate for the creation of, and funding for, affordable housing.

Resolution Number 6: (Board of Directors)

Domestic Violence at Work

WHEREAS NAPE has been involved in Domestic Violence at Work initiative since its inception in 2012. Members of NAPE took part in the National Survey that was conducted in 2012; and

WHEREAS the CLC's facilitators training for the Union representatives on Domestic Violence at Work course is designed to train Stewards, health and safety representatives, and staff to be able to respond to members who are experiencing domestic violence. It is also designed to help Union representatives gain a deeper understanding of the dynamics of domestic violence at work and the role of the Union and employer in addressing it;

THEREFORE, BE IT RESOLVED that NAPE will assist with the co-ordination of training for Stewards, health and safety representatives, and staff on domestic violence and work to develop collective bargaining language for dedicated paid domestic violence leave, workplace supports and training, and workplace safety policies.

Resolution Number 7: (Board of Directors)

Pharmacare

WHEREAS many Canadians are not getting access to the prescription medications that they need. One in ten Canadians report not filling prescriptions due to cost, and Canada pays the world's third highest cost per capita for prescription drugs; and

WHEREAS Canada is the only Organization for Economic Co-operation and Development (OECD) Country that does not have a national pharmacare plan;

THEREFORE, BE IT RESOLVED that NAPE continue to strongly advocate for the implementation of a national public pharmanet plan and work collaboratively with like-minded organizations seeking a similar goal.

BE IT FURTHER RESOLVED that NAPE demand that the plan that is adopted is equitable for all in Canada and is directly linked to the principles and guidelines in the Canada Health Act: Publicly Administered, Comprehensive, Universal, Portable and

Accessible.

Resolution Number 8: (Board of Directors)

Access to Menstrual Products

WHEREAS period poverty places financial stress on individuals who cannot afford menstrual products and affects personal dignity and health; and

WHEREAS one in seven Canadian girls or women aged 16-24 have missed school because they do not have access to menstrual products or can't afford it;

THEREFORE, BE IT RESOLVED that NAPE lobby the Provincial Government to ensure feminine hygiene products be made available free of charge in all schools across the Province.

Resolution Number 9: (Board of Directors)

Pay Equity

WHEREAS on March 8, 2017, NDP MHA Gerry Rogers introduced a Private Member's Bill asking the Government to develop legislation on pay equity and it was approved unanimously; and

WHEREAS the wage gap in NL is currently the highest in Canada at sixty-six cents (66¢); and

WHEREAS women's jobs continue to be undervalued and the majority of minimum wage earners are women. This has an impact on women throughout their careers and into retirement as women make up the poorest of seniors;

THEREFORE, BE IT RESOLVED that NAPE continue to lobby the Provincial Government to follow through on its commitment to enact Pay Equity Legislation for both public and private sector workers in NL and engage citizens and stakeholders in their consultation to establish proactive pay equity legislation and regulations requiring provincially regulated employers in both the public and private sectors to examine their compensation to ensure that women and men receive equal pay for work of equal value.

Resolution Number 10: (Local 1402)

WHEREAS NAPE bargaining teams currently inform members of contract changes within the same meeting that the members are required to vote; and

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

WHEREAS geographical challenges result in members 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 prior to requiring a vote; and

WHEREAS some members feel rushed, sandbagged or bullied into voting blindly;

THEREFORE, BE IT RESOLVED NAPE will develop a new procedure that will provide members with the new contractual changes, verbatim, a full seven (7) days before requiring a vote.

Resolution Number 11: (Local 2201)

BE IT RESOLVED that office space be provided in the Labrador Region for the use of NAPE members to use as needed.

BE IT FURTHER RESOLVED that this office space employ administrative clerical support for the members.

Resolution Number 12: (Local 2201)

BE IT RESOLVED that Labrador Region get its own Member Servicing Officer to attend the ongoing concerns throughout Labrador.

BE IT FURTHER RESOLVED this position will be located in Labrador with office space. The competition should state the successful application must be willing to live in Labrador

Resolution Number 13: (Local 7104)

WHEREAS NAPE's Union dues formula isn't equitable to all members;

THEREFORE, BE IT RESOLVED that the Union dues cap be removed and that all members pay the same percentage of all their regular annual salary for dues to NAPE.

Resolution Number 14: (Local 7104)

WHEREAS NAPE Union members, when asking for NAPE Board of Directors' Minutes from NAPE Staff, are being directed to their Local Presidents to seek a copy of these Minutes; and

WHEREAS NAPE Staff have the NAPE resources to immediately provide the requested NAPE Board of Directors' Minutes;

THEREFORE, BE IT RESOLVED that NAPE confirm that Board of Directors' Minutes are to be provided to NAPE members by NAPE Staff and that NAPE Staff not send members on a chase to their NAPE Local to seek these Minutes.