NAPE

The COMMUNICATOR

WINTER 2021

Table of Contents

I. Features

Message from the President
Financial Report for 2019-20
Social Workers Crushed by Workloads
2021 NAPE Election Update
Supporting Our Heroes
Working Short in Long-Term Care
Paramedics Protest Dangerous Staffing Levels
NAPE Shuts Down Furey's Suggestion "Everything is on the Table"
Health Accord NL Task Force Charged with Reimagining Health / Health Care
NAPE Surveys Political Parties to See Where They Stand on Major Issues
PERT Chair's Track Record Raises Red Flags
People's Recovery Initiative Launches as PERT Announces Delays
NAPE Advocates for Changes to Workers' Compensation System

II. Labour Relations

78% Vote to Accept Two-Year Extension to Public Sector Contracts
Over Four Thousand Members in Home Care and Youth Care Ratify New Agreement
2020 Busy for Negotiating Teams
NAPE Welcomes Garda World

III. Communications

We Called Them Heroes
Home Care Worker? There's a Facebook Page for You!
Under 35? There's a Facebook Page for You Too!
NAPE Launches Instagram Account
We Are Not Alone
It's What We Do. It's Who We Are.
NAPE Runs Buy Local Campaign During Holiday Season

IV. Education

NAPE Rolls Out Virtual Training for Activists
NAPE Awards 23 Scholarships
Child of NAPE Member Wins National Union Scholarship
New Bursary Program Helps Members with Education Cost

V. We Are Community

When NAPE Says "We Are Community," We Mean It
NAPE Steps Up to Address Increased Need During Pandemic

VI. Member Sevices

NAPE Advantage Program Saves you Money
NAPE Step-Up Awards Recognize the Volunteers Among Us

VII. Staff

Marking Gail Quinlan's 45 years of service
NAPE Welcomes Four New Staff Members
In Memoriam

I. Features

Message From The President

We live in challenging times. This is true for all of us, but it's particularly true for the people working on the front lines.

One year ago, the World Health Organization declared COVID-19 a pandemic. Days later, the virus breeched our shores. Few could have foreseen the dangers we would face or the ways our lives would change.

But NAPE members were ready.

The entire workforce of NAPE, some 25 thousand strong, rose to this immense challenge – with courage, conviction, and a resolute determination to do all you could to guide our province and the people we serve through the storm.

Every day, NAPE members are out there – supporting the most vulnerable members of our society, protecting our communities, and putting everyone else first as we work together in our collective fight to flatten the COVID curve.

Many thousands left their homes to tackle the fight head on. Members who worked from home did all they could to keep our province running. And our private sector workers dug in to produce essential goods and services.

You went above and beyond, stepping up in every way possible!

Was I surprised? No. I've worked with you on the frontlines. And for more than 30 years now, I've seen what you do every day.

But somehow this time it was different. This time you helped bring into full focus the true value of the work you do.

We have learned a lot from this pandemic. But one thing in particular has become crystal clear – the extent to which our lives depend on so many working people like you.

It is important that the public you serve are fully aware of just how many of the essential workers they rely on are NAPE members. It is equally important that they know about the broad range of essential services you provide. That's the key reason we developed and ran the 'We Called Them Heroes' campaign. It was some of the people you serve who were the first to call you heroes. No one disagreed.

Because you are.

NAPE members have established like never before that there is nothing ordinary about working people. Whether out on the front lines or behind the scenes, your work is essential.

You have done your union proud. You have done your province proud. And most importantly, you have done yourselves proud.

I want to acknowledge the stress and anxiety experienced by our members on the front lines. As you meet the needs of others, take a moment to assess your own health and mental well-being. Please don't hesitate to reach out for help should you need it. I see you all as heroes. But once in a while, even heroes need help.

Throughout the past year, you've shown the power of workers standing up for one another. We've accomplished so much to protect workers and the public. And we've shown the value of our collective labour. We've been able to do this because we've stood together.

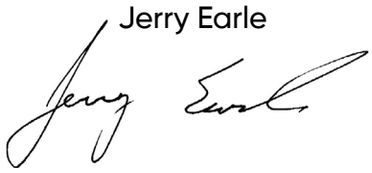
As we face the second wave of the pandemic and with a report looming from the Premier's Economic Recovery Team, I know it's that strength and solidarity that will carry us through the challenges that lie ahead.

Thank you for all that you have done – and all that you continue to do – as we work our way back to a safe environment once again.

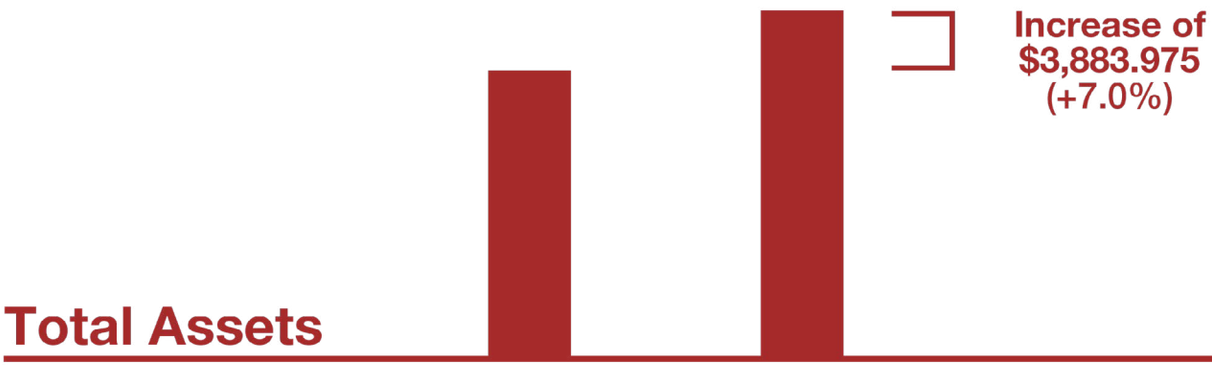
Never let it be forgotten that this province works because you do.

Be safe. Solidarity.

NAPE President
Jerry Earle



Annual Financial Report: 2019-20
Combined General Fund & Defense Fund



Total Assets

March 2019 $55,553,555

March 2020 $59,437,530

Liquid Assets

March 2019 $47,999,174

March 2020 $50,986,136

Investments

March 2019 $42,308,403

March 2020 $45,032,840

Retained Earnings

March 2019 $45,287,516

March 2020 $49,305,422

Deloitte LLP
5 Springdale Street
Suite 1000
St. John's NL A1E 0E4
Canada

Tel: 709-576-8480
Fax: 709-576-8460
www.deloitte.ca

Independent Auditor's Report

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

Opinion

We have audited the non-consolidated financial statements of Newfoundland and Labrador Association of Public and Private Employees (the "Union"), which comprise the General and Defense Funds non-consolidated statements of financial position as at March 31, 2020, and the statements of revenue and expenditures, members' surplus and cash flows for the year then ended, and notes to the non-consolidated financial statements, including a summary of significant accounting policies (collectively referred to as the "non-consolidated financial statements").

In our opinion, the accompanying non-consolidated financial statements present fairly, in all material respects, the financial position of the Union as at March 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards ("Canadian GAAS"). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the non-consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Non-Consolidated Financial Statements

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

In preparing the non-consolidated financial statements, management is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Non-Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the non-consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian GAAS will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these non-consolidated financial statements.

As part of an audit in accordance with Canadian GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the non-consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the non-consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the non-consolidated financial statements, including the disclosures, and whether the non-consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

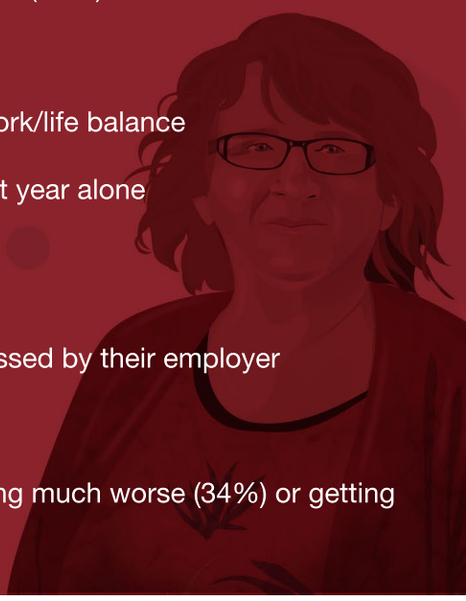
Deloitte LLP

Chartered Professional Accountants
January 8, 2021

SOCIAL WORKERS CRUSHED BY WORKLOADS

In a recent NAPE survey of social workers:

- 73% said that their workloads have increased by ‘a lot’ in the past five years.
- 71% said they find their jobs extremely (32%) or very stressful (39%)
- 77% said they do site or home visits alone
- 66% disagreed that their jobs allowed them to have good work/life balance
- 67% experienced or witnessed violence in the job in the past year alone (2/3 of those were the victims of that violence)
- 55% said they were concerned about their safety at work
- 79% said that their concerns were not being heard or addressed by their employer
- 66% reported their work environment as being toxic
- 79% said that the overall situation for social workers is getting much worse (34%) or getting worse (45%) in recent years



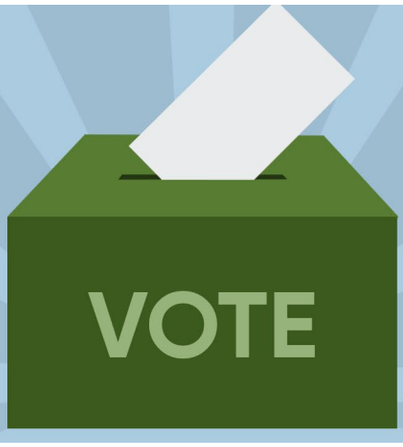
According to NAPE President, Jerry Earle, social workers across this province are struggling to deal with unbearable workloads, massive stress, and toxic workplace environments. The survey results quantify what NAPE has been hearing from social workers.

Earle says the situation is truly alarming and has called on government to address the concerns of these workers immediately. By late October 2020, NAPE and government had established a committee to deal with these concerns – particularly safety, and recruitment and retention. NAPE hopes the committee will have recommendations in place by this spring; however, the current situation with COVID may impact that timeline.

In its survey of the 3 political parties prior to the recent provincial election, NAPE asked each how they planned to address these issues. Both the PC Party and the NDP earned one green flag, although both parties’ responses were lacking in detail. The Liberal Party received two green flags and one yellow flag.

Although the Liberal response was more extensive, it seemed to rely too much on committees it had established while in government to address long-standing issues. You can find the full response from all three parties **here**.

2021 NAPE Election Update



At the close of nominations on March 1, Chief Returning Officer Reg Anstey and the Election Committee announced the following:

Jerry Earle had been acclaimed as President.

There is an election for the position of NAPE Secretary-Treasurer:

Candidates for the position of Secretary-Treasurer are:

Bartlett, Kim
King, Trevor

A summary of timelines, rules, and procedures for the NAPE Election can be found on the NAPE website **here**.

The candidates' campaign flyers (including their contact info) can be found at this link. The flyers will also be sent out as part of the voting package.

To ensure the election process is following public health guidelines, the vote itself will be run online / by phone. This will also ensure that all members, regardless of their situation, will have the ability to fully participate in this election.

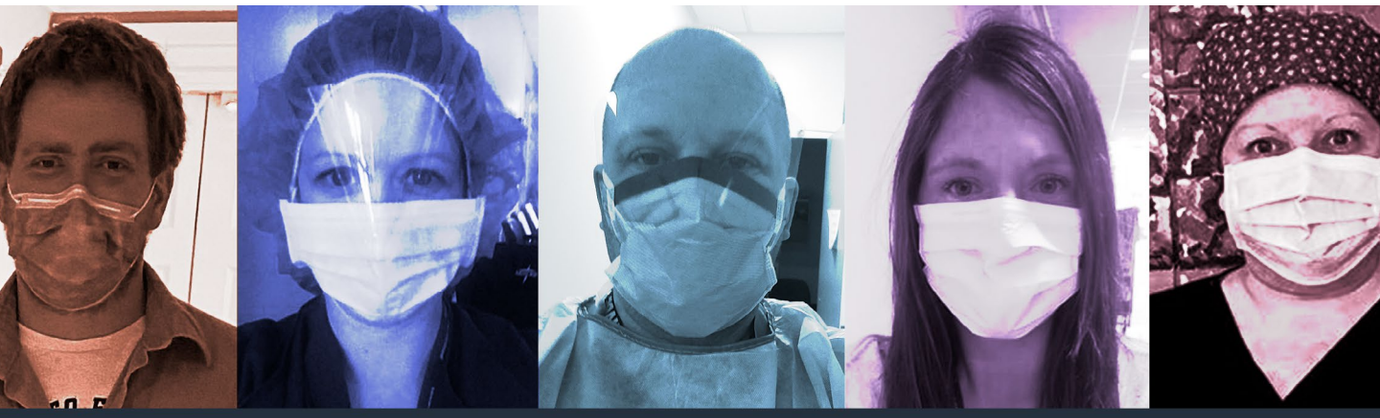
We are working with Intelivote Systems Inc. to conduct your vote safely and securely. This Canadian company conducts votes for many of our sister unions and is a leader in the field. As an added layer of oversight, the vote process will also be monitored by an independent third-party – Deloitte Canada.

NAPE will never know how you voted – the electronic and phone ballot is encrypted and secure and guarantees your ballot is secret.

Your PIN, candidate information, and other important voting information will be sent to you by March 19.

Please ensure the contact info we have on file for you is up to date by filling out our online form **here**.

Voting will begin at 8:00 am NDT on March 24 and close at 4:30 pm NDT on March 31.



SUPPORTING OUR HEROES

There's no doubt about it – NAPE members are heroes. Fresh off the heels of Snowmaggedon, where NAPE members worked tirelessly to keep our highway system open, came the pandemic.

Our members continued to deliver all the public services we rely on. They continued to produce the goods and deliver the services we depend on. While some could do that from the relative safety of their homes, working from home often brought its own frustrations as many lacked the space, tools, and access to information they needed to do their jobs properly. Still others had to juggle working at home with caring for their children. And then there were the members who had no choice but to leave their homes to deliver essential services.

Many NAPE members struggled to do their jobs safely because they lacked the supports they needed. It was up to your union to help ensure employers fixed each problem you faced.

NAPE lobbied to have child care made available for essential workers. NAPE knew it would need evidence to convince government this was a major issue, so we surveyed our members – and more than 3000 of you responded! That information was critical. It was because of you the provincial government decided to provide up to $200 per child per week to parents who had made their own, private child care arrangements, while parents whose children (aged 1-13) were in regulated child care paid no fees.

NAPE also lobbied to have restrictions on visitors to long-term care facilities put in place to protect the health of residents, our members, and other employees.

As a result of NAPE's efforts, the Regional Health Authorities agreed that employees who are exhibiting respiratory illness symptoms would not be required to provide a sick note for absences of less than fourteen days.

The battle to have home care workers properly equipped with personal protective equipment, training, and protocols was especially frustrating. NAPE President Jerry Earle told VOCM home care workers were the very last considered when it came to the supply of personal protective equipment despite their essential role. It is sad NAPE had to push so hard to get the powers that be to pay attention to home care workers and include them in the province's overall coordinated pandemic response.

NAPE also lobbied successfully to have as many of its members as possible work from home while continuing to receive full pay.

As we approached the fall of 2020, the new challenge was to protect our members who work in the province's K-12 school system. Our Education Team brought the concerns of our various School Board and Student Assistant members forward through

the Education Working Group set up with the School Board. NAPE succeeded in having student assistants' hours increased, the number of school custodians increased, in having students required to wear masks on school busses, and in obtaining enhanced personal protection for school secretaries.

And when the second wave hit St. John's Metro area this February, and the province's Chief Medical Officer asked all those who could work from home to do so, our President was quick to call out employers, including the provincial government. He pointed out that employers had an obligation to allow employees who worked from home during the first wave to do so again in an effort to reduce community spread.

And on a bright note, when front-line workers in this province struggled to access hand sanitizer, NAPE members at Rock Spirits stepped up to the plate to produce thousands of litres. As people rolled up their sleeves to receive the COVID-19 vaccine, the hand holding the needle often belongs to a NAPE member. And Conservation Enforcement Officers are working the point of entry checkpoints under the Special Measures Order in Labrador West and various other locations in the province.

We'd be remiss without a shout out to our members at Country Ribbon who kept the province supplied with chicken throughout the pandemic, contributing to food security in our province. Our members at production facilities like Browning Harvey, Purity, and Labatt also deserve recognition.

TABLE of CONTENTS

NAPE member looking out for other workers

Fred Patey, a member of NAPE Local 3301, is an Automotive Service Repairer at the Grand Falls-Windsor Transportation Depot.

Frank and a few of his friends organized fere sandwiches and drinks for truckers at the Bishop's Falls Irving. Truckers played a vital role in transporting food and goods to the people of our province.

Workers standing up for one another
– that's what solidarity is all about!

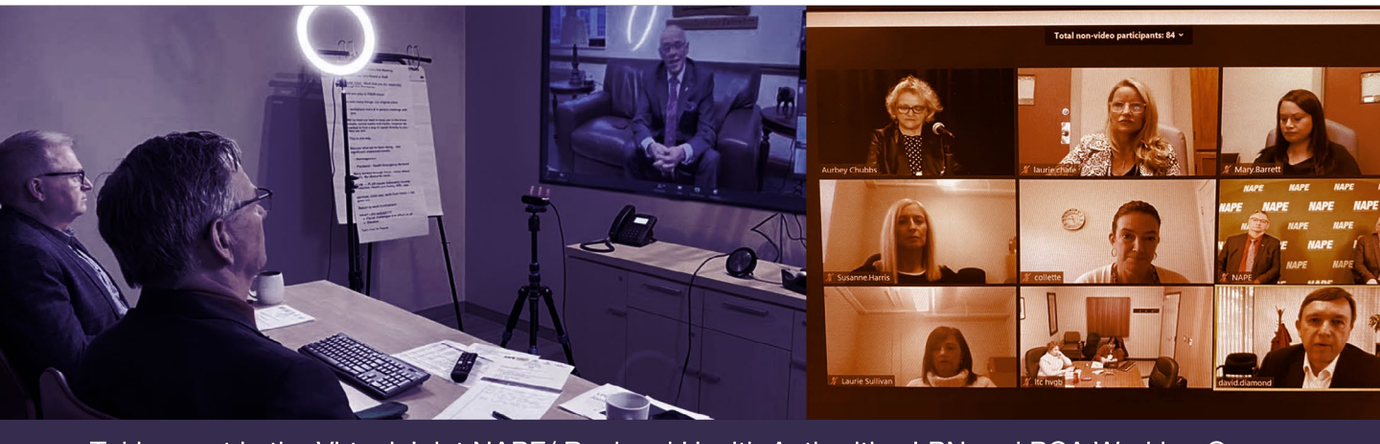
Working Short in Long-Term Care

Long before the pandemic, NAPE members who work in long-term care were struggling with the challenges of working short – of working extended shifts, double shifts, and being unable to access the leave they were entitled to. NAPE members at multiple sites across the province took part in protests.

And behind the scenes, NAPE lobbied government hard to take action. To give credit where credit is due, government has acted on one of our major recommendations, increasing the number of seats, offerings, programs, and locations at the College of the North Atlantic to educate LPNs, PCAs, and Advanced Care Paramedics. While this isn't a solution in the short-term, at least it's a step toward a long-term solution.

NAPE and the Regional Health Authorities have also established a Joint LPN and PCA Working Group. On October 30, the working group hosted a virtual mini-conference that brought together front-line LPNs and PCAs, NAPE Servicing Reps, and officials from the regional health authorities from across the province to discuss and come up with recommendations on how address the myriad of issues in our Long-Term Care Facilities, particularly recruitment, retention, and staffing levels.

On a positive note, a large number of LPN and PCA permanent, full-time float positions have been posted in Eastern Health – the majority of them NAPE positions.



Taking part in the Virtual Joint NAPE/ Regional Health Authorities LPN and PCA Working Group Mini-Conference.

Paramedics Protest Dangerous Staffing Levels

On January 25, 2021, CBC Investigates broke a story in which it released the contents of an Eastern Health briefing note to the provincial Department of Health which revealed that last fall the metro ambulance service was dangerously understaffed and unable to meet call volume demands for both emergency and non-emergency responses.

It also indicated that off-load delays in the metro hospitals were resulting in the effective loss of one 12-hour ambulance every day of the week. Off-load delays occur when an ambulance shows up at an ER and there's no bed for a patient, and the paramedics have to stay until a bed becomes available.

The health authority's data also showed that over a 12-month period there were 2,022 instances where there was no ambulance available to respond – a situation known as a red alert. 470 of those instances were the most serious form of red alert where there is no ambulance available to respond with at least one emergency 911 call waiting.

According to the briefing note, the number of ambulance transports is well above national operational standards. Studies show that services running crews at or above [that number] will see an increase in sick use, increased burnout and time loss due to mental health issues and higher than average injury claims. Those are NAPE members trying to compensate for the shortages in the system.

The briefing note also included recommendations for adjustments to ambulance resources, but this information was blacked out in the document obtained by CBC. Eastern Health declined to speak with CBC, saying the response should come from the Department of Health. The Department declined an interview, saying the appropriate spokesperson was the Minister, who was unavailable because of the provincial election.

Premier Furey told the reporters government has taken action to address the concerns raised in the briefing note, including hiring more paramedics.

NAPE President Jerry Earle, himself a former paramedic, told CBC he's hearing differently from front-line workers and that the issues raised in the briefing note have not been addressed. In fact, the briefing note vindicates the union and its members who have been raising concerns about these issues for years.

The 2015 Pomox report, which Earle says was ignored by the incoming administration, made recommendations to address the situation in a three-phased approach. Call volumes have increased steadily since that time according to Eastern Health. And according to Earle, this issue isn't limited to the eastern region. Earle also called on the Health Minister to release the list of recommendations contained in Eastern Health's briefing note.

On January 29, dozens of paramedics with Eastern Health held a protest, marching down the Parkway in St. John's. Earle warned government the union won't let this

NAPE President Jerry Earle Shuts Down Furey's Suggestion

"EVERYTHING IS ON THE TABLE"

When Premier Designate Andrew Furey told iPolitics that "attrition is not enough" and that "everything is on the table," NAPE President Jerry Earle immediately took to the media demanding clarification of comments Earle said raised "red flags." On July 25, Earle told CBC:

> **The answer can't be cutting essential services. We've just seen what got us through this pandemic was front-line workers, working diligently every day. Public sector workers have been vital to seeing Newfoundland and Labrador through the virus's first wave and will be crucial in the event of a second wave. The public service is more important than ever.**

Furey's office quickly released a statement promising no mass layoffs. While our President may have forced Furey to back down, NAPE is still watching closely.

Health Accord NL Task Force Charged with Reimagining Health / Health Care

Last fall the Task Force on Health, called Health Accord NL, began its work to reimagine health and health care in Newfoundland and Labrador. Early in the process, NAPE was asked to participate in Health Accord NL, with our President, Jerry Earle, as our representative.

NAPE is committed to ensuring the voices, perspectives, and insights of front-line workers are heard throughout this process.

Jerry and Secretary-Treasurer Trevor King have met directly with the co-chairs of Health Accord NL, Dr. Patrick Parfrey and Sister Elizabeth Davis, to discuss the Task Force's goals. Based on those discussions, NAPE feels confident this process is a positive, constructive, and collaborative one.

We will also ensure that the various Task Force committees are engaging, consulting with, and listening to front-line workers from a broad range of NAPE components not only in direct healthcare but social work, education, home and youth care, group homes, and beyond.

In its quest to develop a strategy for better heal in this province, Health Accord NL has focused on two major ideas:

1. awareness of and intervention in the social factors that influence health (known as the social determinants of health)

2. balance of community-based (primary health care, elder care, social care) and hospital-based services

Recognizing the importance of engaging a wide variety of groups and individuals across the province, Health Accord NL has also held several virtual town halls.

NAPE Surveys Political Parties

TO SEE WHERE THEY STAND ON MAJOR ISSUES

Liberal

Conservative

NPD

Well in advance of the recent provincial election, NAPE sent each political party a questionnaire asking for its position on the following issues: public sector cuts, privatization, healthcare, home care, social worker concerns, labour laws, student assistants, and corrections.

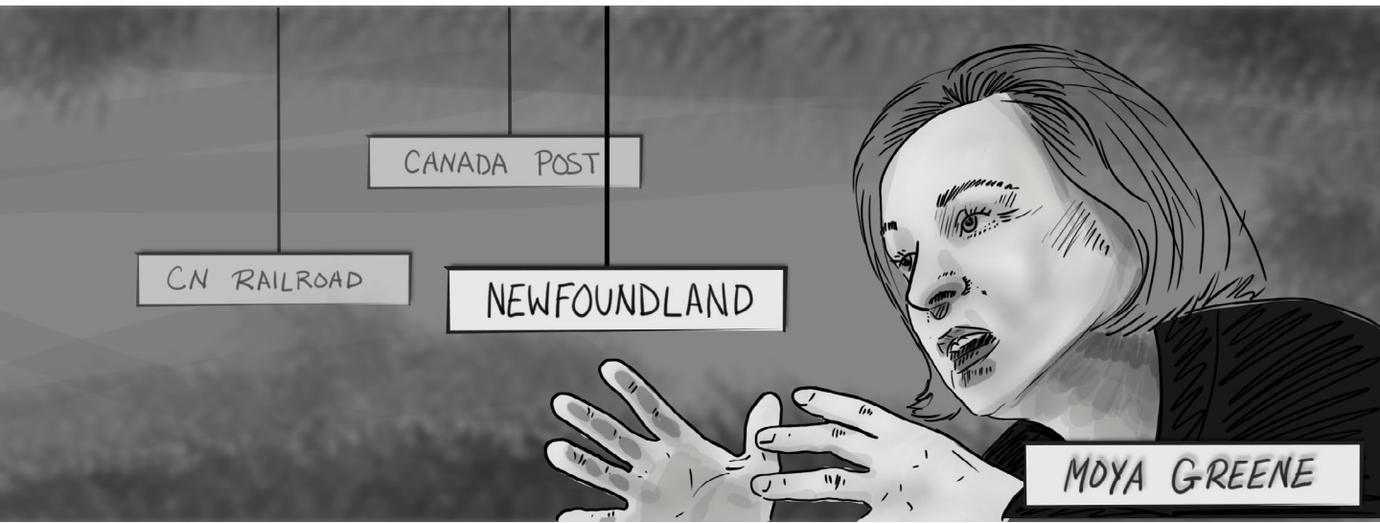
NAPE then provided a short, written analysis of the parties' responses, assigned green flags for positive responses, yellow for responses that raised concerns, and red for responses that represented a threat to our members.

The parties' full responses together with NAPE's analysis was posted on our Facebook page, website, emailed to the website sign up list, and distributed to local officers and shop stewards.

You can view the full document **here**.

TABLE of CONTENTS

PERT Chair's Track Record Raises Red Flags



Last fall Premier Andrew Furey appointed Moya Greene to chair his government's economic recovery team. Greene's history raises concerns for NAPE. She oversaw the privatization of CN Railroad and also deregulated Canada's airline industry and slashed Canada Post. Her primary claim to fame is converting the Royal Mail from a public service to a publicly traded company.

Nor does NAPE feel the few comments she's made in the media – hinting at cuts to rural health care, ferry services, and the public college system – bode well for public services or the people who deliver them.

On December 1, 2020, your president and secretary-treasurer met with Moya Greene. It quickly became clear that the meeting was going ahead so that she could check a box off her list. She had no interest in meaningful discussions with front-line workers and their union. We were asked to keep our discussions confidential. We made it clear that NAPE would NOT keep important information about our members' livelihoods secret.

Afterwards, we walked away with concerns about the process, rushed timeline, and lack of transparency. More importantly, we are gravely concerned about the recommendations that the PERT is going to present to the government and the impact those recommendations will have on our public services and the people who provide them.

Also alarming is the resignation of Mary Shortall, President of the Federation of Labour, from the team. Shortall, who is bound by a confidentiality agreement, could not go into details but mentioned lack of transparency, a top-down approach, a rushed timeline, lack of collaboration, and an overall feeling that not all perspectives were being considered or appreciated as some of the reasons behind her decision.

Since then, several employers' groups have spoken out saying they are pleased with Moya Greene's work – which in and of itself causes your union to be concerned.

Nor is NAPE comforted by recent statements from Premier Andrew Furey in which he denied that the Economic Recovery Team is looking at massive cuts to the public service. Any cuts to public services and the people that deliver them are of grave concern to your union.

Following criticism by the PC Party and the NDP about calling an election prior to the release of the Greene report, Furey tweeted:

> Dame Moya Greene is not the Premier. They [PERT] are charged with generating big ideas to reimagine government – with government making decisions. The recommendations Dame Moya Greene and her task force will put forward are just those – recommendations. They will receive thorough consultation here. Everyone will have the chance to have a say and we will table that final report in the House of Assembly.

On February 27, Greene announced that PERT's interim report, due February 28, would be delayed by up to six weeks.

One thing that is clear – Moya Greene is no friend of public services or working people.

People's Recovery Initiative Launches as PERT Announces Delays

A coalition of more than 60 individuals and organizations from around the province launched a People's Recovery initiative in early March as a response to the Premier's Economic Recovery Team (PERT) led by Dame Moya Greene. The PERT process has faced intense criticism since it was announced in 2020, including from NAPE President Jerry Earle.

Unlike the PERT, the People's Recovery is aiming to shift the public dialogue around the province's economic recovery to focus on progressive alternatives rather than on proposals to cut or privatize public services. The new coalition includes participation from the Newfoundland and Labrador Federation of Labour along with other community groups who felt they were not included or represented by the Premier's recovery team.

The People's Recovery will be releasing fact sheets and a report that highlights the need for the province to protect workers and support strong public services. You can learn more about the coalition by visiting peoplesrecoverynl.ca.

TABLE of CONTENTS

NAPE Advocates for Changes to Workers' Compensation System

The province's workers' compensation system is undergoing a statutory review. On behalf of our members, NAPE has prepared and presented a submission.

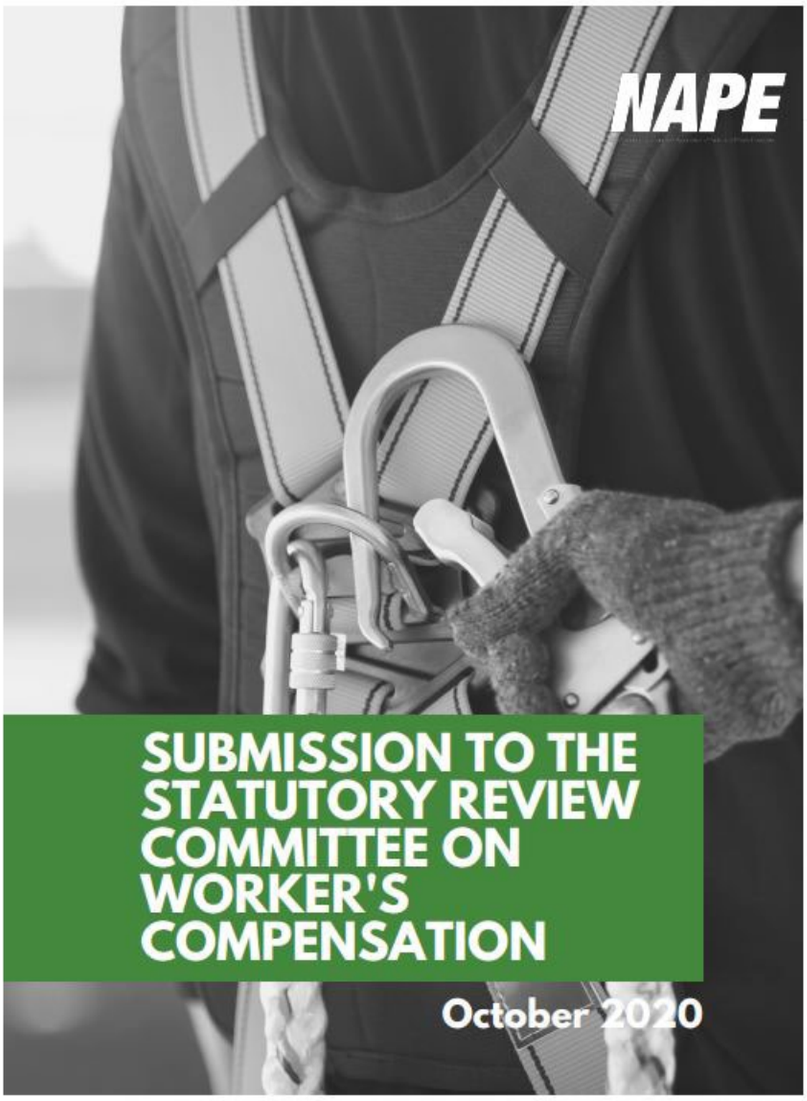
In the last decade alone, 3 NAPE members lost their lives in workplace accidents. All too often, victims of workplace accidents and those injured by unsafe working conditions suffer physically, mentally, and financially. Many of our members work in areas where the risk of injury is very high. They experience higher-than-average instances of musculoskeletal injuries, sprains, strains, repetitive motion, and mental health injuries.

Injured members often end up confused, mentally drained, frustrated, and extremely stressed. Some lose their families and homes and are forced to file for bankruptcy.

Many injured members who depend on workers' compensation for medical aid support to help them recover have those benefits reduced or discontinued. Injured members who go back to work and whose injuries recur are finding it very difficult to have their claims for recurrences accepted.

NAPE expressed concern that government has yet to act on many of the recommendations of the 2013 statutory review.

NAPE's submission called for the following.



1. The Commission should base wage loss benefits on 100% of net pay and remove the cap on wages.

2. There must be changes to the offset of CP Disability Benefits for injured workers. Workers pay for CP disability benefits, and the Commission shouldn't use them to reduce its costs.

3. The legislation must be changed to improve the present process for identifying what earnings an injured worker is deemed capable of making (capable earnings) as currently these are often based on "ghost" jobs – jobs that only exist on paper. As a result, often workers lose their benefits or see them drastically reduced without having jobs to go to.

4. Change the approach to retraining injured workers so that low-income earners aren't barred from retraining for higher-paid jobs simply because retraining would cost the Commission more than paying benefits based on low wages.

5. The Commission must provide employers with more education in the area of rehabilitation and accommodation so that employers understand their duty to accommodate injured workers.

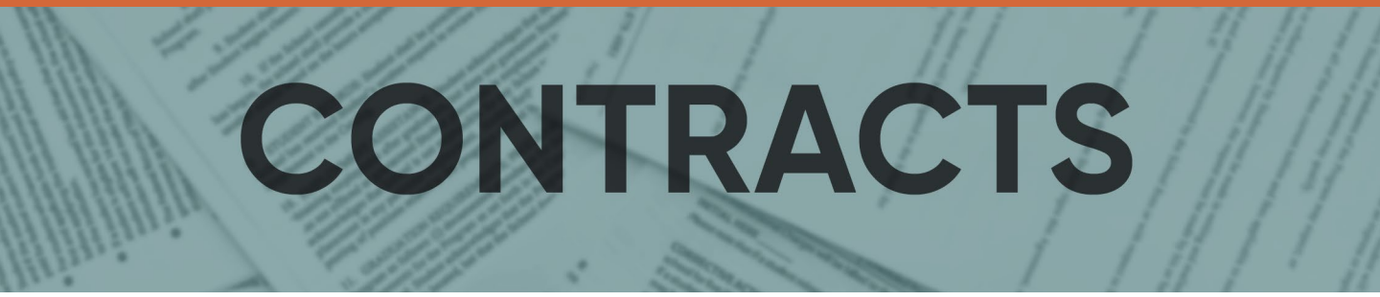
6. Broaden the definition of mental stress to include forms of mental stress beyond PTSD.

7. Stop restricting cumulative trauma injuries and repetitive strain injuries to specific events as such injuries can be related to repetitive work. This practice is discriminatory and unacceptable.

NAPE urged the review committee to reject any cost-cutting measures at the expense of injured workers. Workers' compensation is a right, not a privilege.

NAPE also recommended that the principles on which workers' compensation was established be restored. This is essential if we are to return justice and dignity to injured workers who have no choice but to depend on a system that no longer adequately protects their rights or provides the benefits to which they are entitled.

78% Vote to Accept Two-Year Extension to Public Sector Contracts



Between January 27 to February 4, 2020, members of 16 public sector bargaining units were eligible to vote online and by phone on a two-year extension to their contracts. 8936 members voted, representing a 31% increase in the number of votes cast compared to the last ratification vote two years ago.

An independent third-party, Deloitte Canada, monitored the ratification vote process and confirmed the results.

All sixteen bargaining units have ratified the contract extension, which included a 4% raise over 18 months and an extension of the “no mass layoff” language.

Over Four Thousand Members in Home Care and Youth Care Ratify New Agreement

In February of last year, NAPE home care and youth care members with 24 agencies – over 4000 members – ratified a new collective agreement with 89% voting to accept. The new contracts, which will expire in 2024, include wage increases and improvements in contract language.

2020 Busy for Negotiating Teams

In 2020-21 despite being in the midst of a pandemic, work at the bargaining table continued. NAPE was successful in signing the following agreements:

- ALT Hotel
- Angels Touch Home Care
- Caring Hands
- DoubleTree by Hilton, St. John's, NL
- Garda Canada (Long Harbour)
- Grand Bank Town Council
- Grenfell Student Union
- Home Sweet Home Care Agency
- Karwood Retirement Retreat
- Labatt Brewery
- Marine Institute – Faculty
- Marine Institute - Support
- Petty Harbour / Maddox Cove Town Council
- Portugal Cove - St. Philips Town Council
- Registered Nurses Union NL
- South Coast Home Care
- Springdale Town Council
- Stephenville Gardens (Dome)
- Tender Loving Care
- Tiffany Village
- Young's Ambulance

NAPE has also reached tentative agreements with the City of St. John's (Water Treatment Plant), Grand Bank Recreation Commission, Nain Inuit Community Government, Country Ribbon Inc. (Processing Plant), and Port Saunders Town Council.

NAPE Welcomes New Groups

In May 2020, NAPE was certified by the Labour Relations Board to represent 22 new members who work with Garda World. They provide security services at the gate of the Vale Long Harbour Processing Plant. These workers voted overwhelmingly to join NAPE, and we are delighted to welcome them to our union family.

In November 2020, NAPE was certified to represent the workers at Choices for Youth (The Lilly).

Last fall, NAPE conducted a certification vote with Hoyles Ambulance, which is located in Wesleyville. We are waiting for the Labour Relations Board to count the votes

Every worker deserves to have a voice in their pay, benefits, and working conditions – every worker deserves a union! NAPE will continue to organize workers into the future. If you know someone who is looking to start a union in their workplace, tell them to reach out to us. **We're stronger together!**

TABLE of CONTENTS

III. COMMUNICATIONS

We Called Them Heroes

During Snowmaggedon and the early days of the pandemic, NAPE members were among those celebrated as heroes. People banged pots and barmped horns. Churches rang their bells, and ships blew their horns. Politicians praised them. Artists painted them.

Fast forward a few months, and the provincial government has established an Economic Recovery Team. The person at its helm, best known for her work in privatizing public services, is talking about cuts. Labour's representative on the team quits because the non-disclosed agreement she was forced to sign prohibits her for speaking publicly about her concerns. And the new premier is promising that any cuts won't be "massive."

In a bid to increase public awareness of NAPE heroes, the union launched a campaign with ads voiced by one of our province's most famous sons, Gordon Pinsent. The ads show many of the essential services delivered by NAPE members, talk about the risks members take to their own and their families' health working during COVID, and close by saying "When we needed them the most, NAPE members were there for us. Now we must be there for them."

You can watch the ads **here**.

TABLE of CONTENTS

Like us @NAPEYoungWorkers.

TABLE of CONTENTS

NAPE Launches Instagram Account

NAPE now has an Instagram account. Search @napenl on the Instagram app or visit **https://www.instagram.com/napenl** to find your union on Instagram!

We Are Not Alone

In January 2021, NAPE launched its ‘We Are Not Alone’ campaign online. Using footage recorded at NAPE’s Biennial Convention in October 2019, these five videos show NAPE activists from throughout the province talking about why they volunteer, what being in a union means to them, and their feelings about their union. You can check them out **here**.

It’s What We Do. It’s Who We Are.

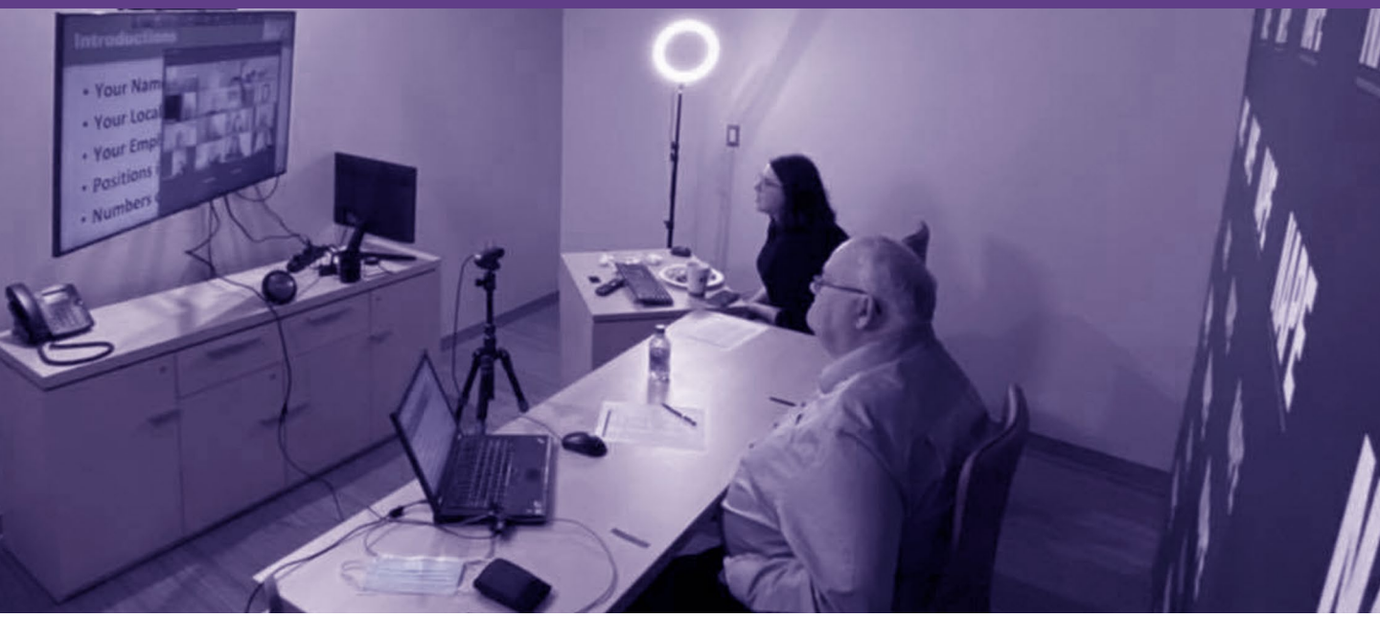
This campaign showed public sector NAPE members from HVGB, Corner Brook, Stephenville, Grand Falls-Windsor, Gander, and St. John’s working in HS, GS, HP, Air Services, LX, MOS, Student Assistants, Marine Services, School Board, MUN, Corrections, CNA, Workplace NL, and NLC. It showed the most faces of NAPE members ever in a NAPE advertising campaign all while explaining the important roles NAPE members play throughout our province. You can watch them **here**.

NAPE Runs Buy Local Campaign During Holiday Season

For the second year running, NAPE ran a holiday “buy local” campaign in support of our members in the private sector. Ads celebrated the products produced by Browning Harvey, Country Ribbon, Labatt, Purity, and Rock Spirits encouraging the public to buy local throughout the holidays.

IV. EDUCATION

NAPE Rolls Out Virtual Training for Activists



On December 1-2, 2020, NAPE rolled out its first two virtual training sessions. In total some 50 NAPE members received Shop Steward 1 training.

TABLE of CONTENTS

NAPE Awards 22 Scholarships

Last year, NAPE awarded 23 scholarships totaling $13,500 to students pursuing post-secondary education.

“We are delighted to offer these scholarships each year to recognize the outstanding talent of the youth of our province and our union,” said NAPE President Jerry Earle. “I congratulate each of the scholarship recipients and wish them the very best as they move forward with their educational pursuits.”

Recipients of the 2020 scholarships are:

Scholarship	Recipient	Parent(s)	Local
Emmanuel Strickland	Erica Evely	Clara Lynn Burke	5104
Max Dyke	Zoey Dwyer	Paul Dwyer	1104
William Browne	Luke Brockerville	Michelle Gardiner	6601
Paul Foley	Abigail Bessey	Stephanie Bessey	1221
Region 1	Adam Kendall	Misty Greene	1851
Region 2	Zoe Stevens	Allison Normore	2204
Region 3	Brady Buffett	Peggy Coombs	3859
Region 4	Drake Parsons	Donna Granter	4206
Region 5	Devon Dove	Cynthia Dove	5216
Region 6	Hayley Butler	Fraser Butler	6236
Region 7	Kristen Blundon	Lisa Blundon	7026
Region 8	Celista Tatchell	Tracey Tatchell	8203
Region 9	Lauren MacLean	James MacLean	9205
At-Large	Laura Quigley	Gene Quigley	6234
At-Large	Michael Butt	Anne Marie Fagan	7104
At-Large	Liam Earle	Jeremy Earle	7104
At-Large	Nicole Haring	Darlene Sellars	7104
At-Large	Amanda Pearcey	Karen Pearcey	7104
At-Large	Cameron Pelley	Paula Pelley	7104
At-Large	Abrianna Guest	Charmaine Owens	9201
At-Large	Simone Hodder	Tracy Hodder	9201
At-Large	Emily Philpott	Wanda Philpott	9601
At-Large	Shawna Biles	Vickie Biles	8601

You can get information about applying for the 2021 scholarships here.

The deadline for applications is July 15, 2021.

Child of NAPE Member Wins National Union Scholarship

Jessica Casey, child of Sean Casey, a member of NAPE Local 7104, has won the National Union of Public and General Employees (NUPGE) Scholarship for Indigenous students valued at $2,500. NUPGE is NAPE's national union. Jessica self-identifies as Inuit.

In her winning essay, she had this to say about how trade unions are a significant resource for their Indigenous members.

> It is incredibly clear that workplaces across Canada are not exempt from our pervasive issue of anti-Indigenous racism. Trade unions matter to Indigenous employees and can be a vital lifeline when experiencing discrimination or exclusion in the workplace by empowering workers to protect themselves from abuse, including unfair dismissal and discrimination, both things that people in the Indigenous community are affected by.

NUPGE's scholarship program is currently undergoing an update. If you're interested, keep an eye on their website - **nupge.ca.** We will also post the updated information on NAPE's Facebook page as soon as it's released.

TABLE of CONTENTS

Get Your NAPE Mask!

NAPE has received a second order of Canadian-made, union-made masks. Our supply of these NAPE- branded non-medical cloth masks is limited. If you would like to receive a FREE mask, just fill out this **form**.

Masks will be distributed, one mask per member, on a first-come, first-served basis while quantities last.

New Bursary Program Helps Members with Education Cost

Your union now offers bursaries to help NAPE members upgrade while on the job, upgrade to retain a job, or to train to move from one position to another within NAPE bargaining units.

More information, eligibility requirements, and an online application form can be found **here**.

Deadlines for receipt of applications are June 30 and December 31.

Members who submitted applications in December and whose applications are approved will be notified in the coming weeks.

TABLE of CONTENTS

V. WE ARE COMMUNITY

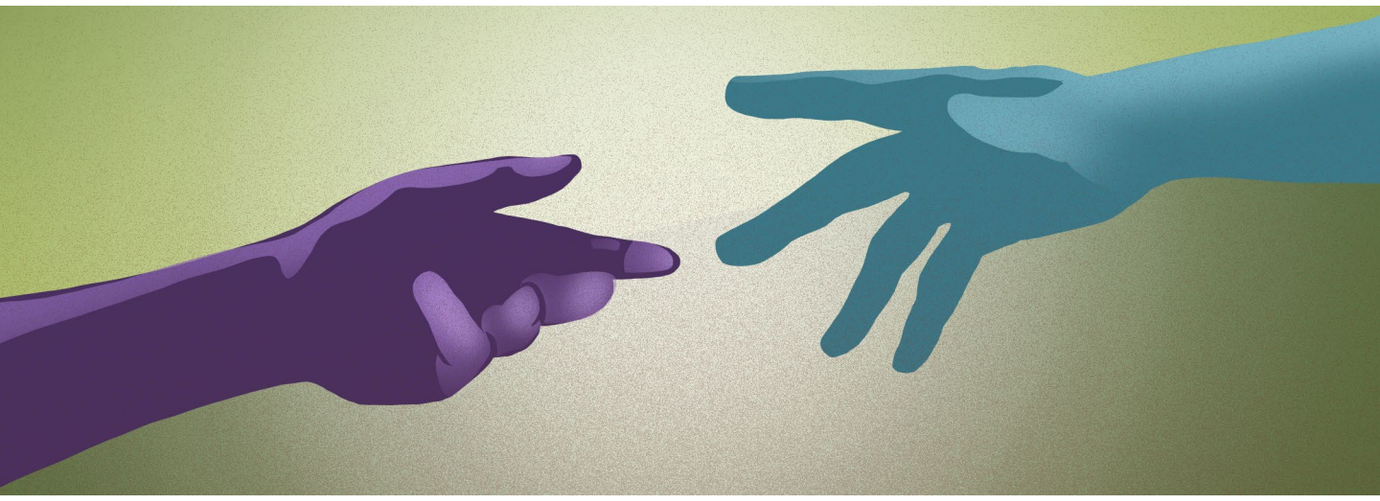
When NAPE Says ‘We Are Community,’ We Mean It.

NAPE President, Jerry Earle, and Secretary-Treasurer, Trevor King, present $15,000 cheque to Daffodil Place on behalf of NAPE members.

NAPE presents $25,000 to Kids Eat Smart.

NUPGE Secretary-Treasurer Bert Blundon, NAPE President Jerry Earle, and NAPE Secretary-Treasurer Trevor King present a $25,000 cheque to Community Food Sharing Association on behalf of NAPE members.

NAPE Steps Up to Address Increased Need During Pandemic



At the height of the first wave of the pandemic, NAPE made the following donations to help the organizations that serve the most vulnerable members of our society:

- Salvation Army of NL Food Bank - $5000
- Community Food Sharing Association - $5000
- The Gathering Place - $5000
- Kids Help Line - $5000

TABLE of CONTENTS

VI. MEMBER SERVICES

NAPE Advantage Program Saves You Money!

EAST COAST
MORTGAGE BROKERS
Expect the most when you deal with East Coast

NAPE is pleased to welcome East Coast Mortgage Brokers to the Advantage Program. Participating members will receive their choice of cash back or a gift card (up to $500 value) on closing.

You can find more details **here**.

Check out https://www.nape.ca/member-services/advantage/ to find all Advantage savings!

NAPE Step-Up Awards Recognize the Volunteers Among Us

Each year, NAPE recognizes five exceptional members for their volunteer contributions to their union or their community.

The winners for 2020 are:

- Jamie Meadus (St. John's Region)
- Shirley Coady (Eastern Region)
- Trina Mercer (Central Region)
- Ted White (Western Region)
- Denise Delaney (Labrador)

In addition to receiving the award itself, NAPE makes a donation to an organization or charity of each winner's choosing.

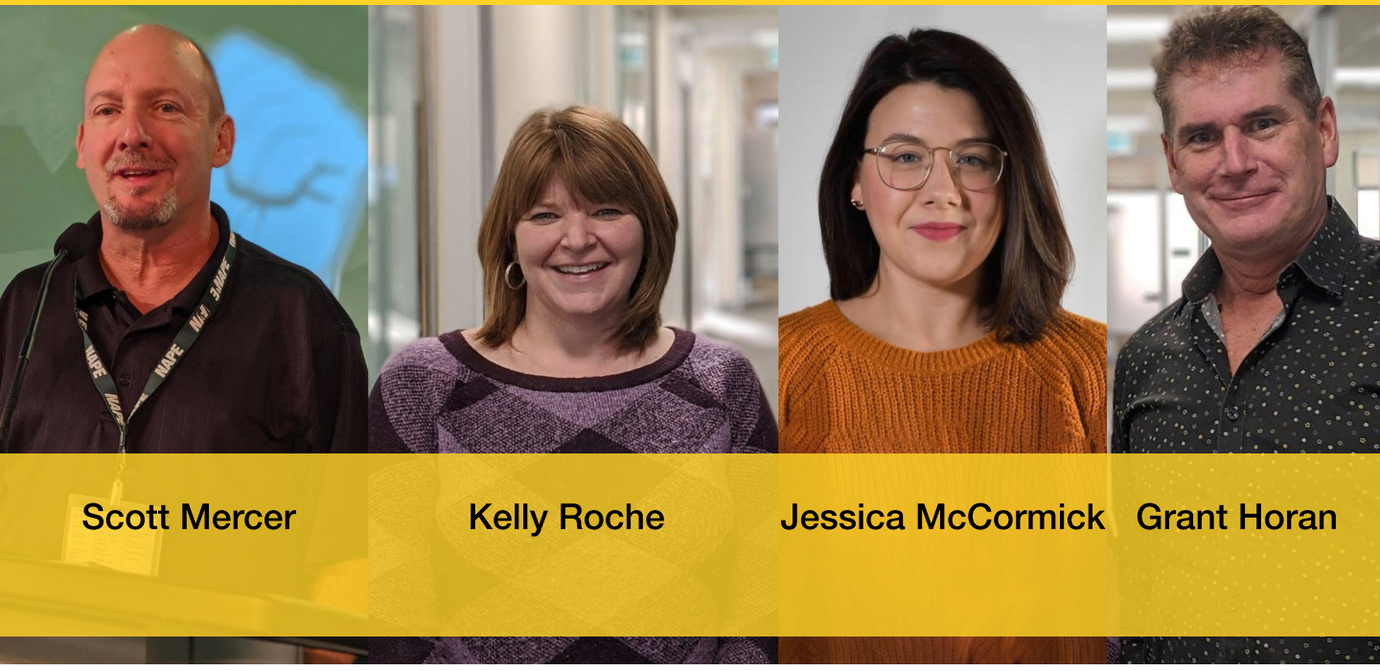
Watch for notification that nominations have opened for the 2021 Step-Up Awards **here**.

VII. STAFF

Marking Gail Quinlan's 45 years of service

45 years ago, a very young Gail Quinlan came to work for NAPE. Over the years she has risen to become our union's Executive Secretary. Capable. Dependable. Loyal. These are just three of the positive words we could use to describe this remarkable woman. Thank you so much for what you do for NAPE's board, our staff, and our members.

NAPE Welcomes Four New Staff Members



NAPE has added three new Member Servicing Officers (MSOs) and a Communications and Research Officer. Welcome aboard Kelly Roche, Grant Horan, Scott Mercer, and Jessica McCormick!

In Memoriam

ED HOGAN began his union life as an LX Shop Steward at St. Clare's. He joined NAPE staff 1989 as an Employee Relations Officer, going on to serve as NAPE's Senior Negotiator and as a Labour Relations Specialist.

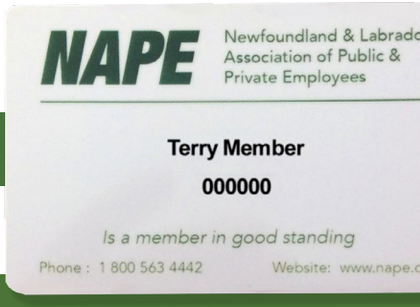
Ed was a fierce defender of NAPE members and worker's rights. He had a sharp tongue, a sharper mind, and he was famously stubborn. Ed loved a good racket - especially because he knew his cause was just. He loved standing up for workers and their families. Ed took every call and meeting that came his way - no matter how big or small the issue. He was a mentor to many. In the middle of the fight of his life, he offered to lend a hand at work because he knew the workload and challenges his union was facing dealing with COVID-19. The only thing Ed loved more than his union was his family.

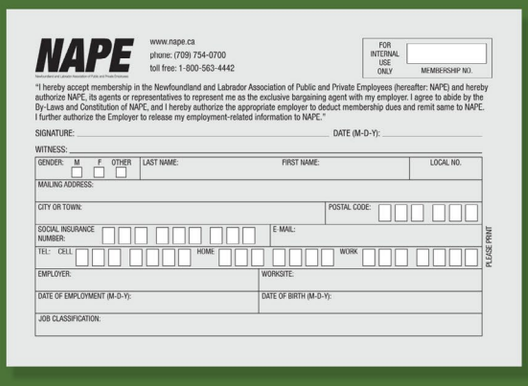
PAUL FOLEY was a fierce advocate for his fellow correctional officers at HMP who went on to serve on NAPE's provincial board of directors. He worked tirelessly to organize hundreds upon hundreds of home and youth care workers. Paul was hired as a NAPE ERO in 2013.

Paul died following a courageous battle with cancer. He will always be remembered as fiercely loyal, remarkably upbeat, and a proud, loving husband and father.

CLARENCE RICE was a strong union advocate who was active in the union before joining NAPE staff as an Employee Relations Officer. Clarence worked out of our Corner Brook office serving NAPE's members on the west coast until his retirement following thirty-one years of service.

Sign or Update
Your Membership Card Online!





NAPE

www.nape.ca
phone: (709) 754-0700
toll free: 1-800-563-4442

FOR INTERNAL USE ONLY — MEMBERSHIP NO.

"I hereby accept membership in the Newfoundland and Labrador Association of Public and Private Employees (hereafter: NAPE) and hereby authorize NAPE, its agents or representatives to represent me as the exclusive bargaining agent with my employer. I agree to abide by the By-Laws and Constitution of NAPE, and I hereby authorize the appropriate employer to deduct membership dues and remit same to NAPE. I further authorize the Employer to release my employment-related information to NAPE."

SIGNATURE: ..... DATE (M-D-Y): .....

WITNESS: .....

GENDER: M ☐ F ☐ OTHER ☐ | LAST NAME: | FIRST NAME: | LOCAL NO.

MAILING ADDRESS:

CITY OR TOWN: | POSTAL CODE:

SOCIAL INSURANCE NUMBER: | E-MAIL:

TEL.: CELL | HOME | WORK

EMPLOYER: | WORKSITE:

DATE OF EMPLOYMENT (M-D-Y): | DATE OF BIRTH (M-D-Y):

JOB CLASSIFICATION:

PLEASE PRINT

You can now do the following on NAPE's website:

- Register for your NAPE member card
- Change or update your address / contact info
- Change your last / family / married name

Filling out this online form will improve communication from your union and help ensure you get the information, news, and updates you need when you need them.

Head Office

330 Portugal Cove Place
P.O. Box 8100
St. John's, NL
A1B 3M9

Phone: 709-754-0700
Toll Free 1-800-563-4442

Central Office

15 Hardy Avenue
Grand Falls-Windsor, NL
A2A 2J4

Phone: 709-489-6619
Toll Free: 1-800-563-1050

Western Office

10 Main Street
P.O. Box 864
Corner Brook, NL
A2H 6H6

Phone: 709-639-8483
Toll Free: 1-800-563-9343