

**MINUTES OF 23rd BIENNIAL CONVENTION
OF THE NEWFOUNDLAND AND LABRADOR ASSOCIATION OF
PUBLIC AND PRIVATE EMPLOYEES
HELD AT DELTA HOTEL, ST. JOHN'S
OCTOBER 24, 25 AND 26, 2019**

WORKERS UNITED

THURSDAY, OCTOBER 24, 2019

CALL TO ORDER

J. Earle (President) called the 23rd Biennial Convention of NAPE to order at 9:05 a.m.

LAND ACKNOWLEDGMENT

J. Miles (BofD) stated good morning. Opening with a Land Acknowledgement is an ongoing tradition that is recognized by Indigenous people across Canada. Perpetuating this practice demonstrates commitment to furthering a post-colonial environment. This Land Acknowledgment is offered to recognize Indigenous 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.

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.

HARASSMENT POLICY / SAFE SPACE PRESENTATION

A. Sedlickas (General Vice President) read NAPE's Harassment Policy. She stated at this Convention we are increasing our efforts to ensuring that everyone has a great Convention - where all delegates and attendees have a space that is comfortable, safe inclusive, respectful and free from harassment. At the end of the day - that is what solidarity is all about. I would like to introduce Stacey Hoffe and Dana Warren who will tell you a little bit about themselves and what their role is here at our Convention. Please join me in welcoming Stacey and Dana.

S. Hoffe stated good morning. I have to tell you I'm not typically a morning person but after that song I am feeling very energized and motivated and I am so happy to be here with you all today. We will start off with a quick introduction, and tell you a little bit about what we're up to while we're here with you. My name is Stacey Hoffe, I'm a counsellor in St. John's, and I've worked with Dana for a number of years, and I would ask Dana to introduce herself.

D. Warren stated good morning. I love that song and I especially love being a woman and being

able to say the things that we do about being women in unions. My name is Dana Warren and I've been working as a counsellor, a facilitator, a trainer, in various roles in my community for a very long time. I call this my third life in fact. I've been doing this for about ten years. I used to be a film maker so I spent 22 years in the film industry and I'm no stranger to unions. I was the chair of the Atlantic Regional Council Directors Guild of Canada for five years. A thing I am really proud of is many years ago in Newfoundland, in the mid-90s, I started a union - it was called FilmCan, and we fought for hours and money. I understand and appreciate the importance of unions.

NAPE has made a purposeful decision to prioritize the voices of all people and advance the cause of workers, in not only the workplaces, but in their communities. They're dedicated to providing an inclusive environment in which all participants, staff and volunteers of this event can feel comfortable and safe and free from harassment. They've created a Safe Space Statement which is in your kits and I encourage you to take that out and have a look at it over the next couple of days. We will be highlighting a couple of things that we want to share with you about what safety looks like and how we're all responsible for it. I'm responsible for mine and we're responsible for each other's. For that reason, they have hired us to provide safe and confidential support in the case something happens during the Conference. We're all here in the room, we showed up today, we all look whatever our best is for us, but remember that we're all carrying a load. Some of you are parents; some of you are parenting your parents. Stress in today's work environment, in today's living environment, social media, our pull in different directions to do different things. I'm one hundred percent sure that there's not one human in this room that hasn't experienced grief or loss. Can you see any of that on me? No. But when we think about how we are all carrying bits and pieces that make up us but we can't see it, and we're gentle and kind and considerate of the people across from us, that's how we start to create safe space.

Trevor and Wayde talked to us last night at the First Time Delegates Seminar; they talked to us about debate and how sometimes it gets hot and heated; sometimes things show up; sometimes differing opinions, and voices are raised in this room. But, guess what? That's important. Difference is critical to this work. However, sometimes with those differing opinions comes feelings, comes emotions, comes anger, comes frustration. And that can bring up stuff for us. We have emotions, we have feelings, sometimes we feel it physically, sometimes we feel like we want to blow our tops. We are infinitely resilient. What does that mean to me? It means that we have these bodies and minds that can actually take care of ourselves. We can come back to whatever our normal is. We can say what we say, we can feel what we feel, and in a little while we can usually settle. But when you cannot settle; when you feel on the edge of something; when that shows up in you, that's why we're here. We can provide for you in person support, debriefing. We will be here, we will be looking around the room, we will be available to you. I'm watching energy, I'm watching body language, that's what we are as professionals. We can provide mental health resources, and we can refer you if you have issues coming up. That's what we're here for. We're professionals; we have ethical standards and ways and means to support you in that role only. We are third party. We're not you; we're not members of your Union, and that's purposeful. NAPE has made a really big leap into creating safety for all of you and I am so proud of you as a Union because it's so important.

I'm going to hand it over to Stacey and she's going to talk to you a little more about how you can find us.

S. Hoffe stated before I get into how you can reach out and contact us, I do want to elaborate a little more about the confidentiality and the privacy that we can ensure you. If you need individual support, know that our conversations are going to be kept private, they're going to be kept confidential. We have a professional responsibility as counsellors, as social worker, to maintain that confidentiality and maintain your privacy. However, there are some exceptions that we want

you to be aware of. If there are any concerns around harm to self, harm to others, harm to a youth under the age of 18, or if a circumstance that we need to be subpoenaed by a court of law, then those would be an exception where we would have to break that confidentiality. Saying that, we value honesty and we value transparency, so if any concerns do arise we would always make sure to have a conversation with you first. If we have to take certain steps, if we have to report certain things, and it would always be because we want to keep you safe and the people around you safe as well. That's always what it comes down to, but never without a conversation first. You will be a part of that decision-making and part of the choices we make moving forward. If you have any questions about confidentiality and privacy, we would love to talk with you more one on one so please come say hi.

I want to direct your attention for a moment to the safe space info package that's in your delegate bag. If you would like to pull that out, we would like to take a moment to highlight a couple of things that NAPE has highlighted. On the second page, so while Dana and I can provide you a safe individual space, it's also important, as Dana has already mentioned, that we all create a safe space for each other. So we all have that responsibility throughout your time here to create a safe space. There are things you can do and things you can remember to do. There's a list on page 2 and we will take a minute to review that. First of all - respect people's physical, emotional and spiritual boundaries. Boundaries are not just physical; it's not about physical closeness. People have emotional boundaries and spiritual boundaries that might be different than ours and we need to be aware of that and we need to be considerate of that. Respect people's pronouns - what does that mean? That means we need to be aware that gender is on a spectrum and it's not for us to decide what someone's pronouns are. We can ask if we don't know, whether it's he/him, she/her, they/them. If you don't know - ask. Be aware that raising your voice or other aggressive body languages may be understood as abusive behaviour by others. That can be a trigger. Although, as Dana mentioned, things might get heated in certain debates, be mindful of your body language and recognize that it could impact others. Respect people's differing opinions, beliefs and viewpoints. I don't think I need to explain to you here that debate is important and differences are important; it's what makes the work you do valuable and it's what makes the work you do inclusive. So, that's important, but we need to be respectful of those different viewpoints. I am sure you all know Ellen Degeneres and she says be kind to one another, and that includes people who have opinions that are different than yours, so let's remember that moving forward today. Be responsible for your own actions. Be aware that your actions do have an affect on others despite what your intentions may be. It goes back to the old saying "impact not intent". You may not intend to hurt someone, but sometimes our actions have an impact. Be mindful and acknowledge that cultural differences exist. Identify what makes a safe space for you, listen to your mind, your heart, your body and know that you're not alone. Honour that safety looks different for everyone. So what our boundaries and our needs are might be different from the person next to you and that's important to remember.

Finally, there are postcards in front of you on your tables. This postcard has the information of how you can reach out to us. First and foremost, we are going to be around so please come and say hi, but if you want to set up an individual meeting with us, we have a space on the second floor, it's Room 210. You can certainly pop up and if the door is open, feel free to step in. However, we also have a phone and the number is written on the back of the postcard, and you can call or text us at any point while events are happening throughout the day. If something shows up for you once the events are over during the night, know that there are still supports available to us. There is a list of resources including emergency services and 24/7 phone lines that you can call for support. These resources are important to know about, not only for yourself, but to bring back to your workplaces and to your communities. These are provincial resources that you can utilize. Ultimately, what we are saying is know that you're not alone; we are here if you need to talk. There are other organizations that are out there that can also support you and I know that we are going

to create a safe space and help each other out this weekend. Thank you so much for having us.

S. Hoffe stated so let's work safe and play safe. We're here all day and night.

T. King (Secretary/Treasurer) assumed the Chair.

ADOPTION OF THE AGENDA

MOTION: T. Kelly (BofD)/K. Oake (BofD) - to accept the Agenda as presented.
CARRIED.

ADOPTION OF THE RULES OF ORDER

MOTION: D. Hillier (3102)/A. Squires (6240) - to accept the Rules of Order as presented.
CARRIED.

ADOPTION OF CONVENTION COMMITTEES

Finance Committee

Wanda Flannigan (Local 7852) - Chairperson
Nicole Dixon (Local 6208)
Matthew Pike (Local 2701)
William Tremblett (4206)
Glenda Wall (Local 1104)
Ettie Bursey (Staff Advisor)

Constitution and Officers Reports Committee

Terry Carroll (Local 7004) - Chairperson
Dorothy Antle (Local 9210)
Michelle Maclsaac (Local 1857)
Jennifer Power (Local 5101)
Ed Smith (Local 6206)
Paula Schumph (Staff Advisor)

Resolutions and Committees Reports Committee

Meghan Wade (Local 6604) - Chairperson
Dwayne King (Local 3301)
Kimberley Noseworthy (Local 3802)
Marlene Parsons (Local 5205)
Tim Power (Local 7104)
Andy Parsons (Staff Advisor)

Credentials Committee

Daniel Quilty (BofD) - Chairperson
NAPE Clerical

MOTION: B. Eldridge (BofD)/A. Donahue (BofD) - to approve the Committees as listed.
CARRIED.

ACCEPTANCE OF LATE RESOLUTIONS

MOTION: K. Oake (BofD)/B. Eldridge (BofD) - that we accept Late Resolutions.
CARRIED.

ADOPTION OF THE MINUTES OF THE 22nd BIENNIAL CONVENTION

MOTION: L. King (BofD)/A. Squires (6240) - to adopt the Minutes of the 22nd Biennial Convention.
CARRIED.

T. King stated I now want to introduce, I guess you could say, the Keynote Speaker for the whole Convention. Jerry Earle was elected as your President in 2015. He was re-elected by acclamation in 2018, but Jerry's history goes back 20-25 years when he was involved in the Local at the Health Science Centre. He was a Paramedic, LPN, numerous professions, as Jerry would always tell you, within the HSS Local 6206 bargaining unit, or the mothership as some of the other hospitals used to call it. What's ironic is that I actually worked there as well but I was part of a different bargaining unit and we never really crossed paths at the hospital, he was a little bit ahead of me, and we never served on the Board of Directors together. But this Tuesday past was our first day together as the Board of Directors and I was completely honoured to be able to sit next to Jerry on the Board of Directors of NAPE. Jerry has done a number of things since being elected to office and I hope to work with Jerry on that but I look forward to some of the more initiatives and campaigns that Jerry is going to work on. Before Jerry says his speech we are going to show you a video of some of the work that's been done in the last little while.

VIDEO PRESENTATION - NAPE

PRESIDENT'S ADDRESS - JERRY EARLE

Sisters and brothers, it gives me great pleasure to stand before such an amazing group of union activists here today. Every single day, I am grateful for the opportunity you have given me to lead this great union. It is a great honour to be the President of your union and it is one that I pour myself into because I know what is at stake for you and your families. I want to assure you of my continued commitment to each and every one of you, the members of our great union. I'm as passionate about this job today as I was on the first day I took office. My commitment is to continue to advance the cause of workers in this province, to stand up for what is right and just, to push for good collective agreements, safer workplaces, and good pay and benefits. Every day I have one goal in mind – to make you proud – not of me, but of your union and what we can accomplish by being united. There are so many great days – days where we move the needle just a bit or push back an attack on workers, or when we can celebrate a big win. But there are many days, I am not going to lie, where it is a daunting task – days when the challenges before us seem so great, where there doesn't seem to be enough hours in a day to get it all done.

The good news is I am not alone in the fight – none of us are. That is what our movement is all about – looking past our differences in pursuit of the common good. Our province has a strong tradition of helping those in need – when the chips are down, when things are at their worst, when trouble comes to our shores, we come together to help those who need it most. It is what community is all about. That is the essence of solidarity – and that is what makes our union so strong. The union is not about one person – it never has been. It is about everyone working as one. I am thankful for a supportive, passionate, and engaged Board of Directors. I am thankful for every single one of you who gives so freely of your time and energy to stand up for your fellow workers. Local Officers and Shop Stewards are the backbone of our union. I know the task is not

easy – you certainly don't do it for the fame, praise, or fortune – you do it because it's important. You do it because, without the union, workers would have to fend for themselves. From the bottom of my heart – thank you for what you do. Also, make sure to take a moment in the hustle and bustle to be proud of what you do – the work you do each and every day for your union makes an enormous difference in people's lives.

If the Local Officers and Shop Stewards are the backbones of the union, then the staff are the sinew and the muscle. Our highly dedicated, trained, and passionate staff members work tirelessly every day for you. Many of them are in the room today. I would ask that they please stand. Many in the room do not know the trials and tribulations that our staff have encountered in the past two years – the illnesses, the loss, the setbacks – it has been incredibly difficult. Through it all, they have held each other together. They have covered for those who have had to take time away from the office. They have kept our union running through it all. Their resilience is amazing and the thing that keeps them going is their commitment to one another and the Union cause. On behalf of a grateful union – thank you for what you do for every single one of us, every single day in the face of such incredible hardships.

To my wife Pam – the President's President. There are no words I can express here today that can adequately express how much your love and unwavering support means to me. I promise when the convention is over that we will go out for a meal without me having to take a call while we're out!

I'm just starting the fifth year of my presidency – where does time go? I'm as proud today of our union as I've ever been. We continue to be a strong advocate for our members, workers in general, and the communities in which we live. Throughout the past five years, I have had the privilege of travelling our great province for training sessions, meetings, rallies, and to meet with front-line workers in their workplaces and in their home towns. I've been moved and inspired by the work you do, the services you provide, and products you produce, and the amazing volunteer time you put into your communities on top of your work and family commitments. Make no mistake - our province works because you do. So, thank you for everything that you do for our province and its people and thank you for the support you have given me and your union.

As we all sang in unison earlier today – They have taken untold millions, That they never toiled to earn, But without our brain and muscle, Not a single wheel can turn, We can break their haughty power, Gain our freedom when we learn, That the union makes us strong. Workers are the ones creating wealth and we deserve our fair share in the fruits of our labours. We know that where unions are strong income inequality and poverty is lower and the middle class grows. We know that when workers stand united, our workplaces and communities are fairer, more inclusive, and safer. We know that unions balance the power with corporations who have tremendous power over our lives and government. We know that the victories we achieve benefits all workers. We know this because we live it every day. It is the reason many of you are here today.

Your union is like few others. We unite and represent workers within the public sector, various agencies, boards and commissions, as well as the private sector. Nearly 30,000 of us in total. 30 thousand. We negotiate for over 108 separate bargaining groups. Apart from the public sector, we're continuously negotiating a variety of contracts for municipalities and private-sector workers. This past year alone we have successfully negotiated more than 25 collective agreements across the province for these groups. In every instance, your bargaining teams – your union - has done its utmost to protect and advance your rights, compensation, and benefits against a fiscally challenging environment.

As you have just seen in the video that came before my speech – we have been busy since the last convention. One thing our movement is not good at is celebrating our victories. We all work so hard to accomplish great things, but when we finally accomplish them we immediately set our sights on the next issues, the next campaign, the next fight. At the last convention, I made a commitment to fight hard for Workplace Mental Health Legislation. As we have done many times in our history – we united and committed to making change for all workers.

In 2018, your union learned government was looking at introducing presumptive legislation, which would put the burden of proof for a workplace mental health injury on Workplace NL, not the injured worker. It was government's intent, however, to cover just Post-Traumatic Stress Disorder (PTSD) and only for first responders. Many other occupations – correctional officers, licensed practical nurses, social workers, home care workers, and bank tellers to name just a few – experience mental health injuries as a result of their work. And many mental health injuries, like major depression and panic disorder, are every bit as debilitating as PTSD. Your union knew we had limited time to change the course of this legislation to ensure it helped as many workers as possible. We came up with a plan and we acted on it. NAPE engaged Dr. Rose Riccardelli and Dr. Alan Hall, both faculty members at Memorial University, to prepare a position paper. 'A Call for presumptive legislation: Post Traumatic Stress Disorder, Occupational Stress Injuries, and the Wellbeing of the Workforce' was released in June 2018 and presented to the provincial government and WorkplaceNL. The report used information from other parts of Canada to support recommendations for how the province should move forward with legislation. The paper's key recommendation was that the provincial government enact comprehensive presumptive legislation for all workers, not just first responders.

In October of 2018, NAPE followed up with a province-wide advertising campaign: Workplace Mental Health Legislation – Let's Get It Right. This powerful campaign featured workers from a wide array of professions and workplaces and presented the urgent need for presumptive workplace mental health legislation for all working people in the province. In November, representatives from your union met with government officials to press for comprehensive, presumptive workplace mental health legislation. We used our research as the backbone of these lobbying efforts. Early in December, government announced presumptive legislation. It will cover all workers for work-related PTSD. Government also committed to conducting a review in 2020 to look at the potential for covering all serious work-related psychological injuries, such as major depressive disorders, anxiety disorders, and panic disorders. Make no mistake, this was a massive victory for our Union, for the labour movement and for all workers. When workers are united, we can move mountains!

While we are speaking of victories - I am proud to welcome the following members to our great union. I would also like to take this opportunity to thank those organizers that were involved in coordinating the efforts on this front.

- Alt Hotel
- Young's Ambulance
- Collin's Ambulance
- Stephenville Gardens
- Grenfell College Student Union Staff

We will continue to grow as a union as more and more workers see the benefits of joining a strong and progressive union like ours.

Education and Training continue to be 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 are incredibly

important to the strength, vitality, and effectiveness of our union. Because of the amazing work of our Education Committee, we have made significant progress on this front. We have increased the number of Shop Steward Seminar Facilitators which has subsequently increased our ability to provide more seminars. As I have said, Shop Stewards and our front line activists are the backbones of our union, we must give them every opportunity to succeed in representing the needs of our members. We have also begun Advanced Shop Steward Training to give those with the first levels of training the ability to get more in-depth training on a wide range of issues related to their duties as Shop Stewards. I am pleased to report that we have held over 20 Shop Steward training sessions since the last convention which means we have trained over 400 Stewards! In addition to Shop Steward training, we have also held Labour Schools, Women's Conference's, and Local Officer Training Seminars. We have also created a new member presentation as well as a Local Officer Resource page on our website.

As part of our efforts to improve the services we provide to our members, be more environmentally friendly, and to generally make things a bit easier for members, we launched our Online NAPE Member Card Registration Form in July of 2019. From now on, members can fill out their registration form online to get their NAPE card or to update their contact information directly on our website. We will continue to grow and improve this aspect of our union. Knowledge is power and we are working hard to build our education capacity to give our front line activists the tools they need to better represent and advocate for our members.

When you elected me, I promised to improve communications within our union. I believe we have made tremendous progress on this front. NAPE has launched campaigns explaining the value of our members' work in both the public and private sectors – many of which were highlighted in the video we just saw. We have increased our capacity to connect with members. 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 8000 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. The NAPE Facebook page has become one of the pillars of our communications strategy. The following stats about our Facebook page in 2018 alone will give you some perspective on how important it has become in our communications plan:

FOLLOWERS:	over 8000
VIDEO VIEWS:	over 800,000
REACH:	9 MILLION
COMMENTS:	over 2500
MESSAGES:	over 2000

We have built our email list to a point where we can target and reach out to thousands of members with information and updates in a timely and effective manner. Our website continues to receive significant traffic with over 150,000 unique visits in 2018 alone. As the demographics of our union begins to shift and as more and more people use smartphones and apps in their everyday lives, we thought it was important to create an App for members. The app currently has over 2000 users. Media relations is a key component of our communications strategy. It is important for our members, the public, and government to know that NAPE is on top of issues, readily available to comment, and ready, willing, and able to generate media attention for either positive or negative effect.

We have filed numerous Access to Information requests and brought issues out into the public eye as a result – like ambulance red alerts, issues with the privatization of public services like Adult

Basic Education, shortages of conservation officers in Labrador, and dealings with corporations in our public services – to name but a few.

Over the past two years, we have had a strong and consistent presence in the media. I have conducted hundreds of interviews on a wide range of topics and issues that are of concern to our members. NAPE has pushed our agenda into the limelight and held employers and the government accountable for their actions via our media relations work. 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.

At our last convention, I promised you that our union would continue to shift and adapt to the changes in our world to better represent you. The number one role of our union is to service our members and negotiate good collective agreements. Two years ago, NAPE's service delivery model was outdated and hadn't been reviewed or modified for many, many years. In 2016, in consultation with our staff local, we looked at how our staffing model could be changed to better serve you – the members of NAPE. Change is not always easy, but it is necessary. Our union needed to adapt and evolve with the times. The model that we chose drastically improved our union's ability to better serve our members in a more effective, streamlined, and efficient manner. The first step in this process was hiring new staff. Over the past ten years, the size of our membership has grown fairly significantly, but our staffing complement remained the same. It was clear that we needed to hire new membership servicing staff to reflect the changing composition of our membership. To date, five Membership Servicing Officers (MSO) have been hired: Junior Bursey, Kim Bartlett, Jimmy Lacey, Earl Hann, and Rhonda White. Bernie Coffey-Sobol was hired as the Workers' Compensation Benefits & Accommodations Officer. The second step in this process was to take a step back, look at our current structure, and have a long hard look at what was working and what wasn't. We began by looking at many of our sister unions across the country for best practices to help inform our decisions on this front. After looking at several models and breaking down the current composition of our membership, we developed a model that we firmly believe will better address the needs of our members, particularly as it relates to member servicing – which is the core mandate of our union. Before our new model was implemented, we had EROs assigned to locals/worksites with a Senior Negotiator responsible for overseeing this group. For the most part, EROs would operate on their own within a much larger, singular team. Given the size and scope of our membership, this model was not as effective or efficient as it had been in the past when our membership was smaller and less diverse. It also meant that when an ERO was away or unavailable, gaps quickly began to appear in our union's servicing capacity. Servicing Reps are now organized into Teams under the guidance and supervision of a Labour Relations Specialist (LRS). The Labour Relations Specialists are Ed Hogan, Vina Gould, and Chris Henley. The Labour Relations Specialists are responsible for overseeing negotiations and presenting arbitrations. The Servicing Reps are focused primarily on day-to-day member servicing and collective bargaining. We formalized the position of Worker's Compensation Benefits & Accommodations Officer (WCAO). Prior to this, the position was an informal one covered off by an ERO with the appropriate skill set. Now members formally know that NAPE has a dedicated staff person responsible for workers compensation and workplace injury issues. They can provide expert advice and help guide injured workers through the compensation and appeals process. This system provides a more cohesive and team-driven approach as compared to our previous structure. Servicing Reps are better able to easily communicate, consult, and assist one another on issues relating to similar servicing areas. When one Servicing Rep is unavailable, the rest of the Teams is readily available to cover their workload. Also, more importantly, when a member contacts NAPE Headquarters with a question, issue, or concern, they have access to a team who is knowledgeable about their contract who can respond. The Regional Offices in Grand Falls-Windsor and Corner Brook continue to operate in the manner that they have as this best suits the

servicing needs of members in the Central and Western regions of the island portion of the province. The Servicing Reps in those offices report to the respective Labour Relations Specialist, depending on the bargaining unit involved. Overall, the response has been overwhelmingly positive from all groups involved and the results speak for themselves – we are now clearing our backlog of grievances reducing that number by over 50%. More work needs to be done on this front, but we are well on our way. We will continue to monitor to ensure that our Servicing Model best serves the interests of our union and our members. It is becoming clear, with the workload of our staff, the growing list of complex issues coming their way, and as our union grows and changes that we need to add additional resources to our staffing complement so that we are able to grow and change and adapt to best serve our members.

As you now know, the theme of our convention is Workers' United. It is more than just a catchphrase. It is a way of life for our movement. Standing up for other workers, for other unions, is a core principle of any union worth their salt. Over the past two years, we have put immense effort into doing community outreach, standing up for the rights of non-unionized workers, and standing shoulder to shoulder with workers when they took a stand. We support them financially. We support them with our words of encouragement. But most importantly, we support them by standing with them and letting them know that we are all in this together. Today it is them, tomorrow it could be us. I was proud to stand with workers at DJ Composites who stood the line for over a year. I was proud to stand with locked out workers in the Town of Placentia. I was proud to march with the fisher harvesters of our province in the streets. I was proud to fight for mental health coverage for all workers. I was proud to march with thousands of young activists who are fighting for climate action. I was proud to help the fight to raise the minimum wage for those of us in our province who make the least. And I was proud to march in support of our LBGTQ2S community. But I don't march alone. I don't protest alone. I don't lobby alone. I do it with so many of you here in this room. And that is the strength of our union. NAPE has a strong history of standing up for one another, for other workers, and for our communities. We are an ally for the disadvantaged, the oppressed, the downtrodden, and the vulnerable. We've earned that reputation over many years. We've lived up to that reputation. That won't change on my watch.

We also have a strong and proud tradition of putting our money where our mouth is in support of those in need and charitable causes. In the wake of a devastating fire, NAPE presented \$10,000 to the Community Food Sharing Association. The association's five staff, with the help of hundreds of caring volunteers and community-minded businesses, manage the collection and distribution of food through 54 food banks to 27,000 people. And, together, we have donated tens of thousands of dollars to the Kids Eat Smart Program and Daffodil Place. As much as I'd like to get into more detail here now, I will hold off as we have some amazing guests from both of those organizations coming up after my speech.

A significant portion of time in the past two years has been spent on addressing various concerns and issues in our healthcare system. Many of you here in this hall work in this crucial public service. You know all too well what I'm about to speak about because you live it every single day. This is crucial work not only because of our members but our healthcare system is important to every single one of us – we all depend on a strong and accessible healthcare system in our lives.

In February 2019, NAPE responded to a steady stream of reports about cuts to health care services, particularly in rural regions. NAPE voiced those concerns to the media, the health authorities, and the government. Members have told me they're concerned about the effect these cuts are having on service delivery and patient care. Members at Pleasantview Towers held a big protest in April. Family of residents spoke out on behalf of staff, saying they could see the negative effects of working short and forced overtime. This situation is just the tip of the iceberg as staff are constantly overworked and required to work significant overtime due to chronic understaffing. Staff are being denied time off for children's weddings and graduations, and leave requests as far out

as May 2020 have been denied. This is happening with every health authority. The problem could have been avoided by training more people. Instead, Eastern Health is recruiting as far away as the United Kingdom. Since the protest, government has committed to fast-tracking the training of additional LPNs and PCAs. I joined members in Carbonear in protesting deteriorating conditions at their facilities in terms of overtime and working short. A few short weeks ago, we held a demo in Lewsiporte. We will continue to hold demos and protests in all parts of the province if the situation is not addressed by our government and the health authorities. We are nearing a crisis point in healthcare, but it is not too late to save it if we all work together to make the changes necessary.

An over reliance on part-time and casual work in healthcare is causing stress and strain on workers, particularly Licensed Practical Nurses and Personal Care Attendants (PCAs). This is happening in many workplaces but workers are reaching a breaking point and wanted to exercise their rights to protest to publicly voice their concerns about this practice and the impact it is having on them and their ability to deliver care to the best of their ability. I will continue to stand with workers in every corner of this province who are standing up for better services, better care, and for fair and safe working conditions.

A recent survey conducted by your union showed that 60% of our members who work in health care believe their workloads have increased 'a lot' in the past five years. Approximately 30% find their jobs 'extremely' or 'very' stressful. Roughly 60% said they have taken on more responsibilities in their jobs in the past five years alone. This is what we talk about when we talk about death by a thousand cuts. When services are slowly degraded, defunded, centralized, and privatized – they rarely come back. NAPE is sounding the alarm in an effort to stop this trend before it's too late. These efforts, along with our media and government relations strategy have led to positive results on this front. Front-line health care providers are challenged every day to provide the care or services required of them. We know this puts immense pressure on you to perform to your fullest and provide the level of care you want to deliver to those in your care. Your Union has brought these issues to the forefront – in the media, on the streets, and directly with healthcare officials. We have also been pressing these issues hard with the provincial government and they have been listening.

In recent months, I, along with NAPE officials, have met with the Premier, Executive Officials from Health and Community Services, and with the CEO of Eastern Regional Health Authority on separate occasions to facilitate mechanisms to address short and long term solutions to several of the problems listed above. I am pleased to report that all parties have agreed that the issues must be addressed collaboratively, firmly, and immediately. The problems are significant but we must find solutions – for our healthcare system, for our patients, and for you. Credit where credit is due, I applaud the Provincial Government and Premier Ball directly for listening to our concerns and for their commitment to act to address the various issues in our healthcare system. We are hopeful that the process will lead to tangible and positive changes for our healthcare system – for everyone.

To be clear - We will continue to push for positive change and on your behalf outside of these committees and for all classifications; every single person, every single classification is a vital part of our healthcare system. We have identified these problem areas to address first at the committee level due to acute stressors for these classifications. Every single one of you is a key part of the team and when any one group is suffering due to being overworked, stressed, working short, and taking on too much – the system as a whole is weaker. I know full well that this is phenomenon is not unique to healthcare. I have heard it from you in my many travels to your worksites and communities. People are expected to do more with less – and it is taking a toll on you, physically and mentally. Positions are not being posted, people are on call 24 hours a day seven days a

week, the phone is constantly ringing when you're off, you're being pressured or mandated to stay to work, the list goes on and on. We hear you and we are pushing for change. We will push forcefully if changes are not made. We will stand up for you and the vital goods and services you provide to the people of this province. On that, you have my absolute word. We need to push back in our workplaces – by enforcing the collective agreements, by ensuring our locals are strong, by engaging our members, and by continuing to build the strength of our union in our workplaces and in our communities. Because that is where our power lies. It's not me on NTV or Openline, or your Board – it is with you because YOU are the union. The challenges ahead are great, but our resolve is strong and our cause is just. We can only win when we stand together as one.

I would like to turn our attention now to bargaining. First – the good news. It has been an incredibly busy couple of years on the bargaining front. I am proud to say that, since the last Biennial, NAPE has successfully negotiated 51 contracts since our last convention. Altogether, that covers over 23,000 workers. This is an amazing accomplishment. Thank you to the bargaining teams who put in the time, effort, and energy to reach good deals for your members. While we have negotiated many good agreements without the need for job action. However, sometimes we are forced into a corner. After negotiating for months, approximately 125 NAPE members employed with the Town of Paradise gave the union a strike mandate on October 15, 2018. NAPE then requested conciliation to keep talks going. But on October 23, the Town of Paradise locked out its unionized employees. The resolve, energy, and solidarity shown by our members with the Town of Paradise embodied what it means to be a union. After five days on the picket line, NAPE reached an acceptable agreement on October 27.

50 successful collective agreements - one job action (and that one was initiated by the employer, not the union). Don't let them tell you we are always spoiling for a fight. The message here to government and employers is that we are willing to bargain fairly at the table. However, if we are pushed, treated unfairly, or given ultimatums that we don't think is in the interests of our members – we will stand together, we will fight, and we will win!

For those in the public sector, the agencies, boards, and commissions, NAPE has already begun preparatory work in anticipation of the next round of collective bargaining. We have established a senior Bargaining Oversight Committee, an Essential Services Advisory Committee, and have held the necessary Component Conventions to address issues for bargaining and to elect the members of the 15 negotiating teams – which, put together, represent more than half our entire union membership. I fully realize the challenges many of our members face, from staffing shortages, working short, mandated overtime, increasing workloads, to violence and harassment in the workplace. These are but a few of the many issues we must continue to work toward resolving in the next round of bargaining. I can assure you that we are not headed into the next round of public sector bargaining lightly. We have played our part in helping the province get through the current fiscal situation it faces. We have a message for this minority government – the status quo will not be acceptable! We will negotiate fairly. We will be tough. We fully understand the financial situation of the province but we will not allow the burden of the problem – a problem we did not create – to be balanced on the back of our members. We believe and are hopeful that an agreement can be reached at the table. We are not looking for a fight, but we are ready, willing and able should we get pushed into a corner. Stay tuned for more updates on negotiations as things progress.

Over the past number of years, NAPE has been co-ordinating Home Care negotiations to have home care collective agreements expire at the same time to increase our bargaining strength for you. Currently, NAPE represents over 4,000 Home Care workers across Newfoundland and Labrador. When we first started organizing this group, home care workers were making approximately seven dollars an hour. By working together through several rounds of successful

negotiations, we have been able to move home care workers pay to almost \$17 dollars an hour – a 143% increase. We have been able to get good language and protections and workers now have union representation. Home care gives those who need support the ability to stay in their own homes, in their own communities. It allows people to get better, grow, and be independent; and that's good for their physical and mental health. In many cases, home care is the best choice – for families, for loved ones, for our seniors, for those with special needs, for troubled youth, for our health care system, and for our province's bottom line. The Home Care bargaining teams, with the help of our dedicated and experienced staff negotiators David Healey and Chris Henley – have been working hard to reach fair collective agreements for home care workers. This process has been long and difficult. The process has been frustrating in terms of the pace and the lack of commitment to reach a fair deal for home care workers. In an effort to move things along we applied for the assistance of a conciliator. At the time of writing this speech, those efforts have been fruitless to date. We are hopeful we can reach an agreement that recognizes the vital role that home and youth care workers provide to the people of this province, but we will not be pushed off indefinitely. I was hopeful that I would have a positive update on this front here today – unfortunately, I do not. It is not due to a lack of effort, but here we are nonetheless. We are rapidly reaching a point where we will have to make a decision about where we go next. We are hoping to avoid massive job action that would negatively impact thousands of people across this province who depend on home and youth care, but we are being pushed to the breaking point and our patience is running thin. I thank home care workers for their resolve, patience, understanding, and solidarity throughout this frustrating process. Together – one way or another – we will win an agreement that is acceptable to home and youth care workers across the province.

In conclusion, I am proud to report that our union is strong, our cause is just, and by working together – we have achieved many great things together for our members, for their families, for our communities and for our province. This is who we are, this is what we do. We owe it to one another, we owe it to the workers that came before us who sacrificed so much to achieve the victories we enjoy today, and we owe it to the next generation – to our children, to our youth. We have no choice but to take on all comers in the fight to leave things better than what we inherited. That is the challenge before us. Make no mistake, the road will be difficult. But nothing has ever been handed to us from those who hold the levers of power - workers have had to fight to gain every inch. But one thing is for sure – and as the great protest chant goes – the workers' united will never be defeated!

Thank you! Solidarity! Let's have a great convention!

DAFFODIL PLACE

T. King stated in 2015 NAPE was approached by a close friend of the labour movement, former Newfoundland and Labrador Federation of Labour President Reg Anstey, about a potential charitable opportunity. Shortly thereafter, Brother Anstey gave a presentation to the Board of Directors about becoming a high level donor for a cause near and dear to his heart - Daffodil Place. The Board was in unanimous agreement - NAPE would step up to the plate and help support this worthwhile cause. For those who aren't aware, Daffodil Place is a 24 room facility operated by the Canadian Cancer Society of Newfoundland and Labrador Division for cancer patients and caregivers who must travel to St. John's to receive cancer treatment. I don't think there is a person in this room, in our entire Union, in our Province, or beyond who hasn't been touched by cancer in some way. We are hopeful that our donation will assist the Canadian Cancer Society and Daffodil Place in helping ease the burden for those visiting St. John's fighting to beat cancer. It is a small gesture, but every bit counts. Since 2015 we have contributed almost \$50,000 to this worthwhile cause. We will be fundraising at this Convention for Daffodil Place. Today, I would like to welcome Al Pelley, Vice President of Philanthropy for the provincial division of the Canadian Cancer Society.

A. Pelley stated good morning. It is so great to be here and I want to thank all of the members of NAPE for your kind invitation to be here with you this morning. When you receive a cancer diagnosis, one of the biggest stresses that you face with that diagnosis is financial stress. The biggest part of that financial stress would be having to come to St. John's for cancer treatment and accommodations - where am I going to stay, how am I going to feed myself, how am I going to get around, and in many cases, it's not just one person, it's also a caregiver. So you can imagine, if you had to come to St. John's and you had to stay in a hotel and had to pay for your meals for three/four/five weeks, sometimes longer, that financial burden can be very stressful and very cumbersome. Prior to Daffodil Place people were missing cancer related appointments because they simply could not afford the cost to travel to St. John's and stay here for three/four weeks and having to pay for accommodations and meals. In 2007 the Canadian Cancer Society launched a campaign to build Daffodil Place, and thanks to the generosity of wonderful people like you and organizations and companies and individuals across the Province, Daffodil Place became a reality and opened its doors in July 2009. Since we opened in July 2009, 6,026 people have stayed at Daffodil Place, from 427 communities throughout Newfoundland and Labrador, and they have spent 79,524 nights at our facility. I am sure many of these people were NAPE members or family members of members of this great Union and we were very happy to be able to provide a facility that first of all, offers affordable accommodations. We charge a nominal fee of \$50 a night for two people to stay at Daffodil Place and what they receive for that is they get driven to and from their medical appointments at the Cancer Centre by our volunteer drivers, we have a practical support program (wigs, turbans, prosthesis) that we provide at no cost to people who require these items, they receive an absolutely beautiful room, as Jerry and Trevor can attest to, there is always nightly entertainment, volunteers come in and play for them, we have magicians, we have dog therapy program, and the list goes on. We have a beautiful healing garden that has a fish pond, vegetable bins, flower beds where people can enjoy. They receive three cooked meals a day in a beautiful cafeteria. They receive emotional support when they need it and cancer information. By the way, if people can't afford the \$50 a day to stay at Daffodil Place, we don't turn them away. We always find a way to cover those costs.

One thing I always tell people is that the nominal fee that we charge people to stay at Daffodil Place only covers about one-quarter of what it actually costs to stay there. We charge \$50 a night but it's costing the Canadian Cancer Society about \$120-\$130 a night, but our priority is to maintain affordability. We can't have people missing appointments because they can't afford to come to St. John's for their care. Much to the surprise of many, we do not receive any Government funding to operate Daffodil Place. There is a huge gap in what we charge and what it's actually costing us. We bridge that gap through our fundraising initiatives and through wonderful partnerships like the one we have with NAPE. Thanks to you we are able to provide and maintain affordability for people who have to stay at Daffodil Place. It's really important that we maintain affordability. I want to say, on behalf of all of the people living with cancer who stay with us, a huge thank you to each and every one of you and your members who aren't here, for this amazing support that you provide. Trevor said that you've given close to \$50,000 over the last number of years. Well, you know what, that equates to over 500 nights for people to stay at our facility. I also want to thank you for the wonderful work that you do through your various occupations in this Province. You make our Province a better place to live. You make our Province a better place in general through the hard work that each and everyone of you do on a daily basis on behalf of your fellow Newfoundlanders and Labradorians - thank you so much.

I was a proud member of Local 6205 for ten years in my early working days, and am still very proud. Thank you all again, and I wish you a very successful Convention. Enjoy and thank you again for this wonderful gift today.

KIDS EAT SMART

T. King stated when the idea of creating a foundation that would support the nutrition of school aged children in Newfoundland and Labrador was conceived over twenty years ago, all involved felt it would be a costly venture to undertake. Fortunately, NAPE stepped up with a \$100,000 donation to provide the seed money needed to start this school based nutrition program and establish what is now known as the Kids Eat Smart Foundation Newfoundland and Labrador. NAPE was there at the beginning and is still here now. NAPE and its members have continued their support as the Foundation has grown. Since our last Convention, we have donated almost \$50,000 to the Foundation alone. To add perspective, that amount provided 50,000 breakfasts to children across Newfoundland and Labrador. Being a part of this program and the positive impact that it has on children and communities across this Province is something that we are incredibly proud of. I would now like to introduce Celina Stoyles from the Kids Eat Smart Foundation to say a few words.

C. Stoyles stated good morning everyone. It is my absolute pleasure to be here this morning and to share with you all the incredible things that are happening at our Kids Eat Smart clubs in Newfoundland and Labrador and our breakfast clubs. But before I get started, I'm going to show you a short video - and we always say - children tell it best.

VIDEO PRESENTATION.

C. Stoyles stated we love showing this video, because these are real children who go to their breakfast clubs, this is their words telling us why they love their breakfast clubs. So we love showing that because these are real. Our breakfast clubs happen every day in NL because of you. For those of you who don't know, actually it was shared, it was your commitment. It was your commitment that the first gift to our Foundation of \$100,000 and that money was used to fund many schools that were in high needs areas and NAPE had the courage. You actually had the courage to say every child should have access to food at school. This was at a time when children were coming to school hungry; they were brought into a principal's office and food was in the drawer and they were shamed into having that food because they were known as the poor kids; they were hungry kids. NAPE knew that every child should have access to food and I will tell you that you have started one of the most impactful programs in our schools in NL, so thank you.

The wonderful news today is that every child is welcome. We have 255 Kids Eat Smart clubs serving over 31,000 meals. Last school year we served 5.3 million meals in NL and now we're in over 94% of all schools. People say why? Why do children come to school hungry? There are many reasons. We live in NL where children are bussed to school, some of them over an hour; we have busy households; we have children and youth who don't feel like eating first thing in the morning. Sadly we do have children in this Province who do not have food at home and that is no fault to that child or their family. It is up to us to ensure that every child who comes to school can have food in a warm welcoming environment at no cost to the child or their family. I will tell you at those breakfast clubs, in your communities, cities and towns where you live, when those children come and have a meal together, something magical happens. We all know even as adults when you share a meal with someone and have that conversation, it changes your whole relationship. Principals and teachers tell us all the time that when there's a Kids Eat Smart club in their school, it changes the entire environment. We're really proud of that. I want to show you this map because in every city, community and town where you are, there is a breakfast club, and it's in the schools. Sometimes it's not called Kids Eat Smart clubs, it's called a Breakfast Club or the Lobby Breakfast, there are all kinds of names, but it is the Breakfast Club.

It costs \$1 a breakfast and I will tell you that you should be so proud because NAPE, as of last school year, contributed to this organization, not just the first \$100,000, which started us, but has

contributed over \$272,000. That is a wow! That is over 300,000 breakfasts, but the reality is, it's because of you. We say all of the time, it was your financial support that started us and now it's your time. There are many members here we know are in schools and donating their time to serve breakfasts to the children. We know a lot of you who have nieces, nephews and grandchildren, and your own children in those schools. You're dropping off boxes of cereals and bags of apples - thank you. Thank you, for not just your gift of money, but your gift of time to volunteer and those gifts of food that you bring into the schools where we have those breakfast clubs.

I will end by saying we live in a very challenging time. All of you know that. We are hearing from our School administration, whether it's principals, teachers, assistants, that sometimes school is the only constant in our children and youth lives in NL. That's difficult to hear. What we do know is those Kids Eat Smart clubs are so important to our children and to the entire community. It was your commitment that made that happen. Remember, every dollar counts, every breakfast counts, but every child counts, and you count. I get the privilege this morning to be the voice of those children who today had breakfast because of you and every child in NL has breakfast, we want to say thank you to you and thank you to NAPE for having the courage in the beginning for giving us that first gift and ensuring now today we are serving over five million meals. So thank you.

J. Earle stated Celina, thank you and your staff for what you do to make this organization work. It's been tremendous. Thank you so very much.

The following members presented cheques for the Daffodil Place and/or Kids Eat Smart:

E. Smith	6206	\$500 to each
M. Wade	6604	\$700 to both
C. Stacey	6901	\$200 to both
L. King	1104	\$250 to each
W. Payne	2851	\$100 to Daffodil Place
A. Carter	7801	\$150 to each
K. Gliddon	7813	\$250 to each
D. Organ	3211	\$250 to each
D. French	7026	\$300 to both
W. Tremblett	4206	\$250 to both
R. Bradbury	6234	\$100 to each
P. Newman	6208	\$250 to each
S. Collins	6201	\$100 to each

MOTION: J. Goulding (6206)/K. Oake (BofD) - that NAPE match whatever monies is raised on the Floor.

J. Earle stated I'm going to put the Secretary/Treasurer on the spot and say I don't think that will be a problem.

C. Osmond	1855	\$100 to Kids Eat Smart
D. Murdoch	3603	\$100 to Kids Eat Smart
J. Planke	9602	\$50 to Kids Eat Smart
D. Hemeon	3203	\$150 to each
D. Goodwin	3210	\$100 to each
J. Pittman	9102	\$100 to Kids Eat Smart
N. Smith	9205	\$250 to each
R. Morris	7002	\$1,000 for both
S. Mercer	6207	\$250 to each

L. Wiseman	4601	\$800 both
A. Squires	6240	\$100 to each
D. Lambert	2103	\$100 to Kids Eat Smart
G. Lake	9201	\$100 to each
L. Mercer	3209	\$250 to Daffodil Place
P. Wheaton	2203	\$100 to Daffodil Place
M. Reid	6202	\$100 to each
M. Kendell	7003	\$200 to both
M. Ford	4311	\$100 to each
P. Parrell	5216	\$250 to each
I. Baker	9211	\$200 to each
D. Baker	2853	\$100 to Daffodil Place
C. Godin	1852	\$50 to Kids Eat Smart
D. McGrath	5210	\$100 to each
L. Budden	1603	\$100 to each
L. Williams	7104	\$500 to each
D. Hillier	4102	\$250 to each
C. McDonald	1213	\$200 to each
M. Parsons	5205	\$100 to each
S. Roach	5207	\$100 to each
T. Carroll	7004	\$200 to each
M. Mclsaac	1857	\$100 to each
M. Park	1204	\$500 for both
J. Kavanagh	2201	\$100 to each
V. Hancock	2204	\$100 to Kids Eat Smart

FIRST CREDENTIALS REPORT

D. Quilty (BofD) presented the First Credentials Report:

Voting Delegates	402
Non-voting Delegates	<u>48</u>
Total Delegates	450

BREAK

The Convention broke at 11:05 a.m. and reconvened at 11:30 a.m.

E. Byrde (BofD) stated myself, Joanne and Neil are on the Charities Committee. I just want to say how proud I am to be a NAPE member today watching everyone give deep and still going to give deep on the 50/50 because these are two well worth organizations. Thank you.

J. Earle stated I want to welcome some people here to our 23rd Biennial Convention. We have many great friends across this great Country and across the labour movement. I want to acknowledge and welcome a couple of individuals who have joined us from our sister unions across the Country that make up our great National Union NUPGE. First of all, Kevin Gotell from PEI UPSE; the President of PEI, our Sister Component, Karen Jackson; Brother Jason McLean from Nova Scotia NSGEU; Al Mullin from NBU; Susie Proulx-Daigle from NBU. It gives me pleasure also, it's been a while and I was like you a delegate for a long time, I used to sit in the back of the Convention Hall for a period of time, and it gives me great pleasure to introduce the next fraternal, Brother Fraser March. I'll date myself a bit because we kind of exchanged seats Fraser because I used to sit where you are and you were here where I am. I said to a late sister back when you

were at the podium, that some day I would like to be where he is. Fraser was someone I looked up to when I was a Local activist, and was part of many of the leaders who mentored me over the years. It's a pleasure to see you here brother, and you are welcome to our House of Labour anytime. I will also recognize the former Secretary/Treasurer, Brother Bert Blundon, here as a fraternal from NUPGE.

J. Earle stated it is now my pleasure to introduce to you someone who I will call as friend, someone who has been an ally of NAPE, has been an ally of workers in NL in general, and when called upon she has been available. It's my pleasure to welcome Sister Mary Shortall to address our Convention and bring greetings on behalf of the NL Federation of Labour. Mary Shortall was elected as President of the NL 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 2011. 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 - MARY SHORTALL, PRESIDENT OF THE NLFL

M. Shortall stated good morning NAPE delegates, guests and NUPGE leaders from across the Country. I am so honoured to be here to bring you greetings from the 70,000 members of the Newfoundland and Labrador Federation of Labour. Jerry tells me that this is the biggest delegation ever. I feel like I'm at a Great Big Sea concert - it's huge. And he also said there are a lot of first time delegates. This is the change that we want to see in the world and it's new delegates and new activists who are going to do that so that's great. This is where union democracy happens. Every single delegate in this room has a voice and every single delegate in this room can exercise it. Here's where resolutions are passed, issues are debated that give your leadership its mandate for the next two years, and I know from past experiences from being at lots of your Conventions, that you deal with all of those issues with the same passion and determination, commitment and solidarity that you have always shown. Whatever way this Federation of Labour can help you with that, we will always be there for you. I also want to acknowledge the traditional custodians of this land as well, and we pay respect to their elders, both past and present, and I want to extend that respect to any indigenous people whom may be among us today because you have been the leaders on our lands for thousands and thousands of years, and you continue to enrich and make significant contributions to our world today. I want to thank you, and I also want to say, that our movement believes that we must take every single opportunity to commit to the struggle against the systems of oppression that have dispossessed indigenous people of their lands and that have denied their rights to self determination.

Your work in NAPE and your Union makes a real difference for your members, their families and ultimately all workers. You have met the past challenges head on with a commitment to equality and fairness. You are passionate about ensuring that your members are engaged, informed, trained and educated. Your members should be very proud of you and their Union. Just like the ads have shown, you have to celebrate what your members do and you do that so well. Every time I see those ads, I still tear up, I get goosebumps, and my heart swells with pride, and I'm not even a NAPE member, so I know the public is seeing that commitment in what you do. Anybody who lives in this Province deals with NAPE members at some point in their life, and every single person in this Province meets a NAPE member at some point in their life, and probably at some point,

every single day. You touch the lives, you actually save the lives of people, every single day in so many ways. You really do make our Province strong, whether it's in the public services that you deliver so well, the care you give to others, the products that you make that we all consume, and use every single day.

I'm so very proud that NAPE is part of our Federation of Labour and like I said, you're a huge part of our Federation. It's essential to have your voice at our table and within our House of Labour. You, and our Federation, have a strong relationship and a long relationship. NAPE has been supportive of our Federation in so many ways, I can't even name them all. You have never ever not been there for us. Without your commitment and support, it would be impossible to do most of the things that we do. Of course, your President Jerry sits on our Executive Council as the Vice President representing NAPE and that's very important because we hear what matters to your members through Jerry's participation on our Executive Council. We share information about what each of us is doing. Thank you Jerry for your support and for never saying no.

Arlene Sedlickas has served as our General Vice President for a long time, but she has recently taken the position of Secretary/Treasurer. That position, which is one of the four Executive Officers, always has a lot of extra work built into it and Arlene has risen to that role and accepted that without question. She has always been available to help out on the many aspects of our work at the Fed. People think we are big because we represent a lot of people but you know that our office is small so we rely on the members of our Executive Council to help us. Thank you Arlene for your support and for your expertise. And just like you, we lost Brother Bert to the Mainland. Bert was involved at the Executive level of our Federation of Labour for 22 years and the last 16 of them as Secretary/Treasurer. So needless to say, he is very much missed at our Fed and has significantly contributed to so much of what our Federation is all about today. Because there was a time our Federation didn't have a lot of legitimacy as a voice for working people in this Province, neither from the media, the public nor the Government, but we do today, and Bert can take a lot of credit for that. Thank you Brother. I'm still a little bit mad at you for leaving us, but I'm even more happy to see you in a position that seems perfect for you and one that will bring positive change to so many more Union members and their families because of your work.

Besides all of those affiliate VPs, we have positions on our Board representing young workers and Brother Mark Hancock has been in that role for the past three years and we have really advanced the work of young workers in our Fed because of that Committee's role. Danny Quilty and Patrick Dunne sit on our Board as Presidents of their respective Labour Councils, and I want to thank those brothers for their important input at our table as well. NAPE members sit on all of our committees, every single one of them, so thank you Wayde Thompson, Vina Gould, Barry Robbins, Kristal Rice and Mary Myles, for carrying out a lot of the development and execution of our political work and campaigns through the standing committees. We even have our own choir, and there are several NAPE members who sing on it, some of them I heard this morning, and we even have our own very first CD, but we're looking for more members. You don't really need to know how to sing very well, you just need to love singing, and we are called "Labour Notes" and we are going to be singing at Conventions, on picket lines, doing guest appearances whenever we're asked because we sing about the joy in the struggle. You heard it from Jerry this morning, there is joy in the struggle.

I'm so proud of the work we do together every day on behalf of workers in this Province. They say that it takes a community to make change happen, well it sure does. It takes all of us working together in our own ways to bring about that change, and your theme of "Workers United" is very appropriate because that's what it takes. Your Union, as always, is leading the way in that challenge. Our Federation is strong because you are very active and a committed part of it. Your Union is strong because you have hard working and devoted leadership and a dedicated and

talented staff, and great members who you represent. You continue to grow in strength through education and organizing, which are the two bookends of building union solidarity. You take on the tough issues, we heard about them this morning, and you make tough decisions. They're not always popular ones, but they are in the best interests of NAPE members as a whole. You have always been willing to have the tough debates, it's one of your greatest strengths as a Union.

I also want to congratulate your new Secretary/Treasurer, Brother Trevor King - congratulations! I look forward to working with you. The one thing about being old in this movement is that you get to see those who are a little younger than you when they start their activism, when they cut their teeth. I was there when Trevor started his and even though he came to his activism honestly, because his dad was a great leader and activist as most of you know, there is still a process. I've watched Trevor grow over the years as a trade unionist, a union leader, an ERO and now to occupy a senior labour role in the biggest Union in NL. That's quite a journey and quite an accomplishment, and from the look on his face when I walked in the office the other day, it's quite an eye opener for him as well. There is no doubt in my mind, you're up for the task. I also think Sister Judy Vanta is keeping an eye on you too.

Your members are the highest authority in your Union. The more engaged and the more educated your members are, the stronger and the more solid they become. With all the challenges facing workers in unions today, union engagement and education is more important than ever, and the best way for our members to feel connected to each other is through a shared vision of the labour movement. Labour education takes many forms and you have shown a true commitment by hosting Labour Schools, Young Workers, and Women's Conferences, well done, because that's really important. You have led the way in many things that create space for all your members. That doesn't always happen in the labour movement, so thank you for the courage and the passion to just put yourselves out there.

Well, we certainly live in interesting times, don't we? Whoever said the labour movement wasn't exciting. Two elections back to back. Two minority Liberal Governments with the NDP holding the balance of power. I'm really glad, by the way, that Jack Harris is back in St. John's East because we need someone in this region to hold Government accountable, and Jack has a solid reputation for doing just that. He says a little pebble doesn't mean much until it's stuck in your shoe, and then you know what it's all about. Workers and their unions have always fared better in minority Governments, so there's hope. Federally it was a minority Government that we got Old Age Security, CPP, Medi-Care, same sex spousal benefits, student loan programs, and on issues that impact public services and public spending, with the NDP in the balance of power, because we know the Liberals would lean more towards the NDP than the other parties. We know the NDP supports our issues because we have been asking them during the campaign. We can stop the Conservatives from advancing their agenda which federally, for sure, is based on fear and division, anti-worker and anti-union policies, and it protects the very rich on our backs. In minority Governments politicians actually have to listen to all of us, not just big business and the rich, if they want to stay in power. We can now hold all parties to account and assert our role as workers in driving the change we want and know that it's needed. With a universally funded pharmacare program, more affordable housing, child care, investment in public services, everybody wins, and so will Provincial Governments who can then turn their attention to ensuring that their employees never have to pay the price for their poor decisions ever again. Interesting to note - if the Federal Government would deal with the issue of big corporate tax havens and loopholes, it would pump between \$10 and \$15 billion a year back into the economy where it belongs. That would pay for a whole lot of things that we need, like pharmacare.

We also have to talk about climate change. We have to deal with the emerging climate crisis - it is real. There is an ancient indigenous saying that says "we don't inherit the earth from our

ancestors, we borrow it from our children". Well, the children are pissed off at us, and we have let them down. We can't give it back to them like this. We need to include a plan to move into a greener economy but workers' rights must also be maintained and protected so that means we have to find the right balance between both. We know we can do that. Our role at the Federation is to address those broader political issues that impact our members, their families, and the communities where they live. We spend time understanding what's happening in our economy and being a strong voice for workers on economic and social issues that make a difference to all workers. We make regular presentations and submissions to the Newfoundland Government and sometimes the Federal and Municipal Governments too. They don't always listen to us, but we never stop talking to them. Then sometimes they are forced to listen to us.

Our vision is one where there is good jobs for all, fair taxation based on a person's ability to pay, quality public services, a safe and vibrant community where our members can live, love, work and play, and sustain environment so that our children and grandchildren don't have to pay a price. At the end of the work day when our members go home they need safe communities, good laws and services, to protect them and their families. We've been working together on many issues over the past year or so and have celebrated our victories with legislative changes impacting all workers, some of what you've talked about because your Union has led the way - an increase to the income replacement rate for injured workers from 80% to 85%, presumptive legislation for PTSD, improved policies on mental health injuries led by your Union, and expanded and improved definition and worker protection with violence in the workplace; legislative changes to address domestic violence work with paid leave and an expanded definition of family violence and other protections for victims of domestic violence in the workplace. We did our homework. We worked together. We presented solid options and Government listened. Also very important to our movement was a commitment from the RNC to enforce the amendments to the Criminal Code of Canada, which you may know as the Westray Act. They have trained their investigators to look at workplace serious injuries and fatalities as a crime scene first, even before occupational health and safety investigates, in order to rule out criminal negligence. And if criminal negligence is found, then they have stated very clearly, the employer will go to jail. This is huge and it will make a big difference, especially to the families who have experienced the loss of a loved one due to a workplace fatality. On Monday morning myself and Bill from our office are going to meet with the Assistant Commissioner of the RCMP in Newfoundland and Labrador, and hopefully we will have the whole Province covered before too long.

We continue to push for stronger occupational health and safety and workers compensation laws and will be very active during next year's statutory review. We are also fighting for the higher minimum wage because it's unconscionable that 70,000 workers in this Province earn less than \$15 an hour. We will participate in the upcoming minimum wage review and the discussion around how we address our financial situation and pending hike in electricity rates without hurting workers, especially those in the public sector and the services that we rely on. We believe that the privatization of public services will cost taxpayers more money and cost good decent jobs. But we don't really know because the Government hasn't really talked to us about what that means. We continue to call upon them for more transparency and accountability. Whenever profit is the main motive behind a public service, which is a private service, then something happens. Something is given up, either workers' rights or services to the public, sometimes both. We will stick to our message that public services in this Province are not for sale. After our mandate at our Convention in December, we're pretty sure we're going to be pushing very hard for pay equity legislation which was promised to us in both the public and private sectors and a review of the Labour Standards Act and the Labour Relations Act. We will continue to do that with your help.

When workers through their Unions are able to bargain freely for decent wages, benefits and pensions, everybody benefits, and our economy grows stronger. It ain't rocket science. I don't

know why Government doesn't understand that. Putting money in people's pockets, providing services that keep them healthy, adds to our economy. It doesn't take away from our economy. In Canada the Union advantage means that unionized Canadians get to spend \$786 million more a week in the economy. In NL, because of unionized workers, \$23 million each week extra goes into our economy. How can that hurt our economy? That's what I'd like to know. We believe that all workers deserve a decent standard of living, a higher degree of security, and an ability to participate in a prosperous society. We know that without the labour movement very few working people could hope for that. When workers unite they make things better for everyone, and that's why our work together is so important. We're seeing more mean spirited Governments these days who seem to be sucking up to the employers who would like to strip all the gains that we have made away and they would like to divide and conquer us. We're seeing austerity budgets by Governments that hurt us and reward the rich. We see employers using tactics that set a new tone for a new way of collective bargaining, one that shifts the balance of power away from workers. Well, enough of that. We're so done with that crap! Governments can legislate away our rights but they can never ever legislate away our anger, our determination and our solidarity - Only we can give that up and I don't know about you guys, but I ain't ready to give that up - not yet. You didn't cause the mess that we're in. You have paid your share. You have given enough; you've done enough; you're workers and citizens; enough is enough and this Federation will stand behind you and your Union to bargain the best Collective Agreement for your members going forward.

I would like to end with this quote that I picked up on the Internet, the American Federation of Labour Secretary/Treasurer said a quote at a Convention. She's an IBEW member and she said something that really resonates with me, and I know it will really resonate with you because I've heard it and I've seen it on your ads. She's talking about Unions in general and she said "We are the most powerful force for working families on the planet. We built the middle class; we won retirement security; we created safe workplaces and defined what a fair economy could look like for the free world. Today all of those protections are at risk. So, we must be a beacon, not just debating the future of work, we need to define it. Not just building worker power, but using worker power. Using it every single day for the next generation, for the working people and our members who count on us, and for the movement we love". Thank you very much, I'm honoured to be here. I'll be around for the next few days and listening to your debate. You really make our Federation strong. Thank you - Workers united will never be defeated!

MOMENT OF SILENCE FOR DECEASED MEMBERS

J. Earle stated 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 service to the people of this 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 eight 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 a stalwart of our Union and our family: Leo Puddister. Following several years of service in the Canadian Armed Forces, Leo Puddister became a NAPE member in 1968 when he started work as a Correctional Officer. Within weeks he was actively involved in his NAPE Local as a Shop Steward, rising to become Local President. Puddister represented the Correctional Officers on NAPE's Provincial Board of Directors from 1979 to 1980. He served on NAPE's Provincial Board as Eastern Vice President from 1980 to 1983, during which time he led the establishment of affirmative action positions for women on NAPE's Board. In 1983, Puddister joined NAPE's Staff as an Employee Relations Officer, and in 1999 he became NAPE's Senior Negotiator. Leo

Puddister was elected President of NAPE on May 16, 2003. Please join us in passing along our sincerest condolences to his family. Leo may be gone, but he has left an indelible mark on our Province, our Union and the many people he fought for and represented over the years. He was a character that was larger than life and he worked tirelessly to defend and advance the cause of workers in this Province - something he was so very proud of. He will not be forgotten. Rest easy brother. Solidarity forever. Please join me in a moment of silence for deceased NAPE members.

FIRST CALL FOR NOMINATIONS

D. Healey (Staff) stated as per our Constitution I've taken on the task for the election for the remaining members of the Executive, Area Board Members, and Regional Board Members for NAPE's Board of Directors. Unlike past years, the nomination process took place over three days and the election process was on the last day, usually it was a Saturday. Nominations for this Convention, the first nomination will happen shortly, the second nomination will happen this afternoon, and the third nomination will happen at 9:00 a.m. and the election process itself will be tomorrow afternoon. Before I begin the nomination process, under the Constitution, Locals can send in nominations for the Board of Directors and just want to check to see if we have any - we don't have any. I will now open up the floor for nominations.

General Vice President

Nominated: Arlene Sedlickas (7404)

Eastern Vice President

Nominated: Scott Mercer (6207)
Tony Kelly (7104)

Eastern Area Board Member

Nominated: Meghan Wade (6604)
Paula Newman (6208)
Glenys Beesley (5210)
Sheri Tarrant (7104)

Central Vice President

Nominated: Kristal Rice (4206)
Mark Hancock (3001)

Central Area Board Member

Nominated: Sonya Hickey (3211)

Western Vice President

Nominated: Joanne Miles (1852)

Western Area Board Member

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

Region 5 Board Member

Nominated: Steve Roach (5207)

Region 6 Board Member

Nominated: Jamie Meadus (6206)

Region 7 Board Member

Nominated: Lisa Williams (7104)
Kathy Gliddon (7813)
Wanda Flannigan (7852)

Region 3 Board Member

Nominated: Dwayne King (3301)

Region 4 Board Member

Nominated: Sheldon Rideout (4301)

Region 9 Board Member

Nominated: Wade Kelly (9302)

Region 1 Board Member

Nominated: Daniel Quilty (1809)

Region 2 Board Member

Nominated: Wendy Payne (2851)
Hughlett Williams (2202)

Region 8 Board Member

Nominated: Trent Decker

D. Healey stated this concludes the first call for nominations for your Board of Directors.

LUNCH BREAK

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

L. King (1104) stated, point of personal privilege, just wondering if members who are staying at the Hotel, tomorrow morning if they could consider bringing their unused toiletries from their rooms to the registration desk. There will be someone there to collect them, and a person from the Stephenville Lions Club will then distribute to the various Women's Shelters. Thank you.

C. Henley (7001) stated, point of personal privilege, most of the delegates and observers who are here in the Hall have been enjoying the beverages of Labatt's and Browning Harvey, and I would like for us to give them recognition for the donation they have made to this Convention, please.

J. Earle stated thank you very much to our brothers and sisters at Labatt's and Browning Harvey, we can't thank you enough for your contributions to the Hospitality Suite and prizes. Thank you so much. What I would also encourage all delegates to do, I know you have preferences, but where you can, purchase those products and as well Purity Factories, Country Ribbon, they are made right here in NL, they are made by NAPE members.

J. Earle stated just to add to that, on behalf of Grant Horan - the NLC Board Member - we represent members who work at the NL Liquor Corporation, so when you're buying your Labatt's products; when you're buying your bottle of liquor or wine, if it's in your area, buy it from a NL Liquor Corporation store.

M. Parsons (5205) stated I would like to thank the Women's Committee for the lovely luncheon we had today, and thanks for all that you do.

T. King assumed the Chair.

T. King stated I would now like to introduce Brother Patrick Dunne. Patrick is currently a Board Member with Local 7104, he has served as Chair of their Local Labour Management Committee, he is also a former Local President of Local 7104, which is the largest Local in the Province, and he is also former member of NAPE's Education Committee. I've had the privilege of co-facilitating a course with Patrick once and it was actually parliamentary procedure. I never thought I would meet anyone who was more stricter on parliamentary procedure than myself, to be honest, but he is a great resource for parliamentarians. I would like for Patrick to come forth to bring greetings on behalf of the St. John's and District Labour Council.

GREETINGS - PATRICK DUNNE, PRESIDENT OF THE ST. JOHN'S & DISTRICT LABOUR COUNCIL

P. Dunne stated Brother Jerry, Brother Trevor, members of the Board, brothers and sisters. You heard a brief introduction about me from Trevor, but just to add to that I am a veteran, I am a civil servant and I am a very proud NAPE member. One day I was at the office and my Director called me over and said I really don't get you, you do an exorbitant amount of volunteer work, I don't really understand it because I do nothing. I looked back at him and said do you want to see a better world? His reply was absolutely, everybody wants to see a better world. And I said if everyone wants to see a better world, then everybody has to take responsibility for a little piece of it. I would say, good on us, NAPE is taking responsibility for a little piece of it. We've heard all kinds of examples today. Great job! Daffodil Place and the Kids Eat Smart Program would be very different programs, I believe, without NAPE.

If we're looking after our little piece of the world, how does the St. John's and District Labour Council do that? One of the things I would like to describe is if the CLC is the tip of the sphere for national issues, and the NL Federation of Labour is the tip of the sphere for provincial issues, then the St. John's and District Labour Council is the tip of the sphere for municipal issues, and that's where we primarily focus our attention. We have three programs that we are using - the first one is Municipalities Matter. In that program we solicit during municipal elections candidates to fill out a questionnaire and go through an interview process to gain our support as a Labour Council. We look for labour friendly candidates; people who are going to fair and equitable and support labour. Sometimes it's successful; sometimes we're not. But when we don't lend our support to a particular

candidate, we hear from them. Our voice does matter. The next program is the Day of Mourning. Every year on April 28th, we, as well as every other Labour Council in this Province, hosts a Day of Mourning - A day to remember people who have succumbed to workplace injuries, became ill because of workplace health, and take a day to remember them. Our Day of Mourning, since I've been President of the St. John's and District Labour Council, I'm in my third year now, has been run very successfully and been primarily led by two sisters, Sister Meghan and Sister Ashley, who do an excellent job. Our next item is Labour Day. We host a phenomenal Labour Day every year - a public barbecue, games for the kids, where people come and enjoy their day. When I look at people who attend this function, I mostly see people from the economically challenged portions of our region. It's great to be able to support those people. Our third action is Political Action. I would like to quote from the 1960s - "one small step for man, one huge leap for mankind". Political Action works on that very same principle. A lot of people do small things, and we get a big result, and that's what is important.

We, at the St. John's and District Council, and it should be no surprise, support the New Democratic Party. We heard, and I agree with Mary Shortall this morning when she talked about the power of minority Governments. I remember when the red wave during the last Federal election swept over this Country, and people have a tendency to forget that Stephen Harper, who everyone was trying to remove from office, did have a very successful previous minority Government. The strength of minority Government forces people to co-operate and now we have a minority Government with the Liberals Federally and I believe we will see much of the same.

When we talk about the NDP I often think about Brother Wayne Lucas. Every time I heard him speak he spoke about the power of the labour movement joining forces with the New Democratic Party, and what could be accomplished if we do. I believe Wayne Lucas when he said that was making a very true statement, and I believe that's what we need to do as members of the labour movement to help us look after our little piece of the world. If you look at the last Provincial election, our small part with the St. John's District Labour Council, our little piece of the pie that contributed, helped to see three New Democrats elected - Alison Coffin, James Dinn and Jordan Brown. Great success provincially. Federally - we saw Jack Harris get elected with our little piece of help, and elected as the only non-Liberal member in this Province. Great news!

As I leave I want to share with you that the work we do is important, the work as a labour council, as a Union activist, is very important. Often I hear people say, we should get more credit for that. I'm going to share with you a small plaque Ronald Raegan had on the exit of the Oval Office - You will be surprised by what you can accomplish if you don't care who gets the credit.

J. Earle stated thank you Patrick. In case you are not aware, Canada's period of Remembrance starts on October 31st and concludes on November 11th. Patrick certainly mentioned being a former veteran, so I just want to remind our members, to remember those before us who gave us our right today. It is important during that period of time to actively remember.

J. Earle stated sisters and brothers, it is indeed my pleasure to introduce to you the next person who is going to address you. In these roles, the work we do is challenging, the work we do is not nine to five, it's not 8:00 to 8:00 - it's usually 24/7, seven days a week. Trevor learned when he got elected on a Friday and he got a phone call from me telling him he had a meeting on Sunday. That's how it started off. Many evenings we sat in the office since. You learn from people - we worked in the same facility many years ago, but we never got to cross paths a whole lot. Since I've been involved with the labour movement, we worked side by side as co-workers within NAPE, we've ran campaigns right across NL together, and you learn the character of individuals when you are closely involved. There were times I was getting concerned as I was spending more time on the road with Trevor in hotels than I was spending at home. If you know Trevor, he wants things

done and he don't want them done tomorrow, he wants them done fifteen minutes ago. I'm absolutely delighted of the choice the members have made and to introduce your new Secretary/Treasurer, Brother Trevor King.

ADDRESS - TREVOR KING, SECRETARY/TREASURER

T. King stated sisters, brothers, friends, colleagues, as you know, this will be my first address to you as Secretary/Treasurer of NAPE – and hopefully not my last! I can't tell you how honoured I am to be here today in this role – it is an honour and a privilege. It was a long election, which started several weeks ago, and I'd like to thank the members and my supporters for their respect, patience and kindness throughout this long election process. I'd also like to thank and congratulate the other candidates for putting themselves forward for this election, and for a respectful and positive campaign. It was an exercise in grassroots, union democracy – it is the foundation upon which our union is built and we are all fortunate to live in a place where we can exercise that right freely.

So, I have been in office for about a month. It has been initiation by fire. I have been cluing up my files as ERO, and I have jumped in with both feet to the job at hand as Secretary/Treasurer. I have reviewed our financial statements in detail and have met numerous times with our Accounting department. While I am still getting up to speed in many respects – one thing I can tell you is that your Union is in a strong financial position. Because of that we can bargain and advocate from a position of strength. We have one of the healthiest defense funds in our Union's history. Our investment growth has allowed NAPE to maintain the Union dues as one of the lowest in the country and we foresee that staying that way for years to come. I wish I could take credit for all that and speak more to it, but you will be receiving the official Financial Reports from the Convention Finance Committee in the coming days. Therefore I won't spend a lot of time discussing the finances, as credit has to go to your past Secretary-Treasurer for this work. On that note, I'd like to recognize all the work that Bert Blundon, the accounting department, and the Finance Committee of NAPE has done on our behalf over the years. Bert had been in this role for 12 years and has done a fabulous job in managing the finances, in helping us to become debt-free, as well as build a substantial defence fund for the organization and the membership. We will recognize Bert's contribution to NAPE later today, so for now if I may, let's give Bert a round of applause to thank him for the great work he has done and for his overall commitment to NAPE. But most of all I would like to thank Bert for making my life a little easier here today!

As your new Secretary/Treasurer, I will ensure that NAPE continues on that path. However, it would be irresponsible of me as your new Secretary/Treasurer to not look for efficiencies in any way we can, to have continued growth in our funds, as well as sustaining our low dues structure. We will continue on the path of responsible spending while maintaining a robust financial position. NAPE has already done several campaigns and initiatives for our members in recent years, and we have provided more education and training, and this will continue. This will continue, because I as well as your executive and board believe that we as a Union cannot survive without activists like yourselves, so to continue that activism, we will continue to train you, mentor you, and supply you with the tools you need to represent our membership.

So, now you're thinking, what's he going to talk about for the next hour..... well I thought that maybe considering I was elected only last month, that there are some people in this Convention hall that don't know me, so I would like to give you a little background. I came about my unionism honestly – it is in my blood. While I didn't always work in a unionized environment, I lived in one. My parents married young, had kids at a young age, and I was one of five children, 3 girls, and 2 boys, or as my mother would say, 2 antichrists. My parents being so young

starting out, in order to make ends meet, had to do what they could to provide for us - so my mother worked retail and my father worked at Brookfield Ice Cream and he also had a second job. I'm sure there are many in this room who can relate to this reality. For many years, I was too young to know what he did, but the one thing I knew for sure - Dad made the Ice Cream - and we ate it. I knew that he worked day and night, never slept, and when he did have some time he used to take us on a scatter trip around the bay here and there. So throughout the years, I noticed Dad would be bringing home these cool pens, binders, bags, shirts and so on, and then on occasion some co-workers would pop over for visits now and then and they would be talking about work a lot. So, I used to sit and listen, and I was proud to take my new pens and binders to school, cause my mom likely convinced me they were the in thing. As I got older I started to learn a little more, that my father was part of the union and that he was active within that union. Not only was he active, but he was also the President of his union for a number of years. As a teenager, I had the privilege of working alongside my father in the plant for a few summers, making twice the hourly salary I was making at a retail outlet at the same time. At a young age, I learned the importance of a Union, the importance of having someone to stand up for you, the trust that is earned, and the strength that came with it when workers all came together. My father raised me to believe that we all have a right to fair and equal treatment in this world, and he always fought for the underdog, he always saw the good in people, even the ones who would be critical of him or the Union. He always tried to see things from their point of view, what were they dealing with, what was their struggle, and all with no judgement. Put simply – my dad was a union man. That was passed on to my father from his father who was a longshoreman. It was passed on to me. It's in my blood. I know dad would be proud to see me here today and my vow is to make him and you proud as your Secretary/Treasurer.

So, how did I end up here, well, as a teenager and in my early 20s, like many my age at that time, I was in and out of MUN, trades school, and hopping from one job to another. Essentially trying to find my way in life. So, while in school, I worked retail, and had worked in several department or hardware stores. I had realized early on, this wasn't for me, cause I didn't like how I was being treated, and probably no surprise, I didn't keep my mouth shut, I would challenge the managers. Some of them were actually good to work for, and they respected me, just some though. They knew I was a good worker, so it usually got worked out. So, reluctantly, I did stay in retail for a few years. One day, I was given a heads up that a possible job was available at the General Hospital. I applied and got hired as a call-in employee in the NAPE HSS bargaining unit as a Medical Services Aide. I was finally back in a unionized job. While working as an MSA there for only one year, an educational opportunity came up at the hospital seeking students for the Electroneurophysiology Program. I applied and got in. While a student in this program, the technologists on staff throughout the Province were a close knit group, as there were only about ten Registered techs in the Province, and they were all disgruntled. I and the other students were like "this program is great, exciting, really great career move on our part", what's their problem?? Well, they weren't happy with their pay, they were classified a lot lower than their counterparts in other professions like Lab and Xray – but it wasn't only about pay. At the end of the day we determined that these workers were in the wrong bargaining unit and the wrong Union.

So, in my first year, I decided to seek out NAPE Lab/Xray Union. I dropped down to NAPE office, took a fellow student with me, and asked to speak to Fraser March. I figured what's the big deal, he can't be that busy. Well, of course, I was wrong, so I asked could I speak to anyone in Lab/Xray. Well the nice lady at the desk said take a seat, so few minutes later, this big burly guy, grey balding hair, grey beard, smoking a cigarette came out, he looked like someone I could describe as between Andy Wells and Santa Claus. Yup, you guessed it, our very own Ed Hogan. With Ed it was simple, "Trevor, can you get these cards signed?", I was like yup, ok get them signed, and we will help you out. Well it took almost two years, between

several meetings, phone calls and the labour relations board, and we got it done just three months before our graduation; we were now certified as NAPE LX members. So, as a student I went on an organizing drive for myself and others, was successful, and in time after a set of negotiations, we negotiated an occupational review that saw us equate to our counterparts in Lab/X-Ray. After that, one year later I became a shop steward, three years later I become the Local president - I've led three strikes for my local, one of which was a wildcat strike that lasted eight days. Eight days with no diagnostic services for the city of St Johns and some other parts of the province, not provided unless the Union agreed to provide them. We walked out the day Brian Tobin stepped down as Premier. It was one of the most difficult strikes I've ever been involved in, as not only did we have to keep the members motivated, we had the public pressure and the government legislating us at the same time. But we stuck to our guns, we stayed together, we kept each other going – and that is what the union is all about. After that, I had served on the negotiating team for a few contracts, served on the NAPE Board of Directors for five years, before being hired as an ERO in 2008. All through that time as an activist, I also took on another venture and that was a Union Educator, I trained to be an Instructor for NAPE. I had to take myself out of my comfort zone as I would never speak in public before becoming involved in NAPE. In high school, I would literally beg the teacher to not make me do it. But it was NAPE, and some great mentors, teachers that helped pushed me along. I persevered, got over my stage fright, with thanks to people like Judy Vanta and Ed Brown. Essentially with practice and preparation, and passion, I was determined to be able to instruct for my union – it was that important to me.

But that is what the union movement is – lifting each other up, helping others along, protecting each other, bringing people together, and encouraging them to get involved – and it's a big part of the reason I'm here today. If you don't mind, how many shop stewards do we have in the room? How many in this room have taken a course or training from me? Like some of our employers concerned about retaining staff, we as a Union want to keep, mentor and grow our group of activists. In order to grow you as activists, you need the training and the tools to do the job. In my new role as Secretary/Treasurer I will ensure that the resources are made available to not only continue to educate and train our members and activists but to grow our educational opportunities. This is crucial to the success of our movement. At the end of the day, it doesn't matter how much money we have in the bank – if we don't have a strong, united, well-trained, and passionate group of union activists stewards, and members to take on employers and the government – we won't succeed.

Speaking of tools for the job, NAPE App - As a union we do a lot – but our two most essential functions are servicing members and negotiating good agreements. The Secretary-Treasurer role plays a big part in organizing, coordinating, and overseeing those functions. We often think of the role as being about the Finances, but it has evolved over the years into much more than that. We often joke that this position is like the Vice Principal at a school – the bad cop. The good news is that I have the background in this work as an ERO and my years of experience as a negotiator. I've served as chief negotiator for several contracts for NAPE, including HSS, CNA faculty, CNA Support, RNUNL, WorkplaceNL, Home Care, Bluesky and others. And if anyone has served with me on a team, I think they would say he is like a dog with a bone, and there is a lot of truth to that, but with good discussion and preparation, we manage to find the deal. In these roles, as leaders within NAPE, whether staff or as President or as Secretary-treasurer, there are a lot of higher-level meetings with Employers, with members, with Government officials, Ministers or the Premier. In order to be able to meet with these parties, you need to know where the deal is ahead of time, be able to articulate it when the time comes - to be able to finalize it. So, while we may feel Employers or those on the other side of the table, may be our opponent at times, we still need to build working relationships with them. Relationships whereby you know that you can trust each other when it comes to frank

discussions. That is not to say all meetings or negotiations end well, and always reach a deal. However, we do need to establish a working relationship with the members we represent, the employers we meet with, the brothers and sisters we work with every day. If you do that, the members will see you working for them, and fighting for their rights, and will trust you and stand with you. The Union is not me or Jerry or the Board – it is you. United we stand – divided we fall.

In my campaign for this position, I travelled the province to meet the members, and to listen to your concerns, and to build on the relationships that I already had developed over the years. I got to visit some great workplaces; whether it was in St John's or GFW, I got to visit our private sector members, who were very accommodating in taking me around and proud to show me their workplaces and some achievements they have made, plus some goals they had in mind. I got to meet them, whether it was our Labatt workers, or visit on-site to Pepsi, Country Ribbon, Purity, the hotels we represent, or some of our personal care homes. I visited government offices and courts within General Service right across the province. I visited hospitals, clinics, and long term care facilities. I met with members from every single component and as many sites as I could get to because its important to not only be seen but to listen and make connections – that goes for me, our Board, Local Officers, and Shop Stewards. We need to listen and be present and be active – not just when the chips are down or during bargaining but every single day. That is what building a movement is all about. And that's what we're doing – building a movement. A movement of working-class people who make this province run. While I was on the road I heard a lot of the same frustrations – having to do more with less, working short, working with old equipment, being run down, being burnt out, getting jaded by the system. Let me tell you – I heard it, and I took it to heart. We have many challenges before us, but one thing I do know is that nothing will change, nothing will get better for any of us if we don't stand together and take them on together.

I want to take a quick second to talk about my personal experiences that relate to what I've just said because at the end of the day behind every statistic, behind every mandated overtime shift or every worker who is now doing what two people used to do a few years ago, is a person – a person with a family, with a life. Not only that, there are the people of the province – patients, clients, residents, families, the sick, the vulnerable, the elderly. PVT, the long term care site here in St John's has been in the media now a few times, and almost again this week, as they are the largest LTC facility here in the city, and one of the most difficult ones to work in due to the mandated overtime and short staffing, no access to vacation and so on. I saw this personally myself, as my fathers' last days were at this facility just this past April. My father spent two years at this facility, and in a short period of time, while visiting my dad, the nursing staff soon figured out who I was, and started coming to me, asking me questions, and then expressing their frustrations, some of them crying, and while some might say not appropriate for them to come to me at that time, its ok, I may have chatted on occasion with Dad right next to me, as he listened and may not of understood what it was all about, but he knew I was helping someone as he would do, if he was able. And I was only happy to help. But what is sad, is that these jobs are becoming harder and harder to recruit, harder to retain, and overall harder to sustain physically and mentally.

As I travelled the province these stories were much the same, whether in the hospital in St Anthony, GFW, Goose Bay, or St Lawrence, it was always the same story, overworked, and understaffed. It is a major concern in most health care positions. We are at a crisis now, and I plan to work with Jerry and your board and staff, with some initiatives that we have already started to try and implement, and we are in constant contact with the Regional Health Authorities and we will continue this on your behalf. I also visited as many MOS workers as I could, stopped by the depots in Clarenville, Roddickton, Whitbourne, Burin, Clarenville,

Placentia, GFW, and they were only too happy to share their stories or concerns about the impact of cuts, creeping privatization, and lack of equipment. CNA Faculty and Support, from St. John's to Stephenville, to Goose Bay and Lab City, common issues with their HR and management teams in not addressing grievances, which is an ongoing problem, a problem we intend to take to a higher level, as this is totally unacceptable. NLC stores, all a very friendly bunch I have to say, visited stores in Goose Bay, Gander, Burin, St. Johns, Clarenville and was interesting to see the number of youth working in these stores, and so hope that we get them involved. Corrections, I got to tour HMP, the Lockup in St. Johns and Corner Brook, Bishop Falls Correctional facility, Goose Bay Correctional facility, and visited the Clarenville facility for Women, it was an eye opener to see what conditions that some of our members have to endure, but at the same time, was good to see some of the good work that is being done, and the pride that these CO's take in their job. The same goes for the Sheriffs Officers across the province, both groups put themselves at risk every day, and in some perilous situations, you are to commended. Workplace NL, Local Government, MUN, and all other bargaining groups I may not have mentioned, you all have your own unique concerns, so I am glad I got to chat with you briefly and hope to chat with you more very soon.

I wanted you all to have an idea of my background and what I have done and where I have gone, because I think its important for you to know who is helping run your union, who is speaking for you at the Premier's office with the President or meeting with your employers. I would like to finish off with a couple things: We have a number of experienced activists in this hall, can I ask you something? I am asking you when you go back to your locals, please take an inexperienced new and upcoming activist under your wing, show them the ropes, mentor them, allow them to shadow you, so they can learn. Build their confidence up by giving them the opportunity to practice as well as to participate. Understand that we all have to past the torch someday, and I am sure you would agree with me, you'd like them to be as prepared as you are in representing the membership. Don't be threatened by the new activists, as they are our future. We have to provide the space and environment to show them the way, by sharing our knowledge and experience. Listen to their ideas, and their challenges, as they all too often feel ignored or feel like their input is not valued. I will give you an example, on occasion, you will hear some senior members say that the younger generation aren't the same as us, we worked hard, and they don't have the same work ethic as we did. Its hard to get them to come to work, and so on and so on. Well, we couldn't be more wrong with these statements, I believe that the younger generation have figured it out, they learned to push back and not take any crap from their employers. Back in mine and Jerry's days in health care, if you wanted to keep a job, you had to stay by your phone and take the calls, drop what you were doing, whether that meant leaving your family in the middle of a Christmas dinner or your child's birthday party. Well, I don't think it's a case of younger generation not wanting to work, it a case of them pushing back and saying my family takes priority. So, needless to say that position poses challenges in our collective agreements as unfortunately, in some contracts, they do have to take those calls..... But we had one employer come to us to work out a pilot project that would allow employees to state their availability, and they would only be obligated to take the calls at those times. The Employer had no choice, as they couldn't recruit otherwise, as they were losing health care workers to private industry. My point is that the young workers stood their ground and may not have even realized they had made that impact of change. So, to the young workers, we listened, we learned, and we want to watch you grow as strong activists for our Union. All I ask from you though, is to take the time to also listen to our experienced members, as the history that they can give you as to what they went through and how they got there is an education in itself. If I could ever get a chance to hear one more story from my father or from any of our lost leaders, I would take it in a heartbeat.

So, delegates, if any of you are apprehensive in speaking on an issue, approach an

experienced delegate, who will gladly help you along, and I and Jerry will also walk you through any procedural issues. Let's discuss the issues of Convention, debate your points, with confidence and passion, but always maintain respect for each other, as we are all in this together. The days of tearing one another down are long past, and let's build each other up so that when we leave here on Saturday, NAPE is that much stronger for it.

So, finally, if I could wish anything for you at this convention, is that you leave here feeling more empowered, enlightened, confident, and with possibly 500 new friendships made. I know I will. Enjoy the rest of your convention. Thank you and solidarity!

SECOND CREDENTIALS REPORT

D. Quilty (BofD) presented the second Credentials Report:

Voting Delegates	404
Non-voting Delegates	<u>30</u>
Total Delegates	434

J. Meadus (6206) stated, point of personal privilege, I want to say thank you very much for all the help that Trevor has given us over the years as an Employee Relations Officer. Congratulations - you are going to be missed!

T. King assumed the Chair.

CONSTITUTION AND OFFICERS' REPORTS COMMITTEE

T. King stated I will introduce the members of the Committee: Terry Carroll (7004) - Chairperson, Paula Schumph (Staff Advisor), Dorothy Antle (9210), Michelle McIsaac (1857), Jennifer Power (5101) and Ed Smith (6206).

T. Carroll (7004) stated I want to thank the Staff Advisor, Paula, for your advice and help when going through the Amendments. All Amendments have been moved by myself and seconded by Ed Smith.

Constitutional Amendment Number 1: (Board of Directors)

WHEREAS Article V - Convention, A. Biennial, #3, states:

The President of each Local, or in his/her absence, the Vice-President shall be a delegate to the Biennial Convention if he/she so desires; additional delegates ,if permitted by the following formula, will be elected in the manner outlined as per Article XII, 7.:

Locals with greater than one hundred (100) members shall be entitled to one (1) additional delegate for each one hundred (100) or fraction thereof. The membership in a Local shall be based on an average of members at June 30 and December 31 census, otherwise the highest census for the year should apply, and whose dues have been paid and whose application cards have been received by Headquarters in the year preceding the Biennial Convention.

BE IT RESOLVED Article V - Convention, A. Biennial, #3, to be amended to read:

The President of each Local, or in his/her absence, the Vice-President shall be a delegate to the Biennial Convention if he/she so desires; additional delegates ,if permitted by the

following formula, will be elected in the manner outlined as per Article XII, 7.:

Locals with greater than one hundred (100) members shall be entitled to one (1) additional delegate for each one hundred (100) or fraction thereof. The membership in a Local shall be based on the highest census in the preceding twelve (12) months of the Biennial Convention, and whose dues have been paid and whose application cards have been received by Headquarters ninety (90) days preceding the Biennial Convention.

CONCURRENCE. CARRIED.

Constitutional Amendment Number 2: (Board of Directors)

WHEREAS Article VI - Officers, A. Board of Directors, #2. (b), First Paragraph, states:

Notice of the election for the offices of the President and Secretary/Treasurer, along with a summary of all rules and procedures for such an election, shall be forwarded to each member not less than twelve (12) weeks prior to the end of term.

BE IT RESOLVED Article VI - Officers, A. Board of Directors, #2 (b), First Paragraph, be amended to read:

Members shall be notified through appropriate means as to the Notice of Election for the offices of the President and Secretary/Treasurer, along with access to a summary of the Rules and Procedures for such an election, twelve (12) weeks prior to the end of the term of office(s).

CONCURRENCE. CARRIED.

Constitutional Amendment Number 3: (Board of Directors)

WHEREAS the heading of Article VI - Officers, B., states "Officers";

BE IT RESOLVED the heading of Article VI - Officers, B., be amended to read "Full Time Officers - President and Secretary/Treasurer".

CONCURRENCE. CARRIED.

Constitutional Amendment Number 4: (Board of Directors)

WHEREAS Article VI - Officers, B. Officers, #4. (b), states:

In the event of a vacancy in the office of the President, as a result of the President's death, resignation or removal from office, the Secretary/Treasurer shall assume the Office of the President. Within fifteen (15) days of the date of his/her becoming aware of the vacancy, shall call a meeting of the Board of Directors upon ten (10) days' notice for the purpose of filling the vacancy in accordance with Article VI. A. 10 (a) (ii).

BE IT RESOLVED Article VI - Officers, B. Officers, #4 (b), be amended to read:

In the event of a vacancy in the office of the President, as a result of the President's death, written confirmation of resignation or removal from office, the Secretary/Treasurer shall assume the Office of the President. Within fifteen (15) days of the date of his/her becoming aware of the vacancy, shall call a meeting of the Board of Directors upon ten (10) days' notice for the purpose of filling the vacancy in accordance with Article VI. A. 10 (a) (ii).

CONCURRENCE. CARRIED.

Constitutional Amendment Number 5: (Board of Directors)

WHEREAS Article VI - Officers, B. Officers, #5. (b), states:

In the event of a vacancy in the office of Secretary/Treasurer as a result of the Secretary/Treasurer's death, resignation or removal from Office, the President and Board shall follow the procedure outlined in 4. (b) above.

BE IT RESOLVED Article VI - Officers, B. Officers, #5 (b) be amended to read:

In the event of a vacancy in the office of Secretary/Treasurer as a result of the Secretary/Treasurer's death, written confirmation of resignation or removal from Office, the President and Board shall follow the procedure outlined in 4. (b) above.

CONCURRENCE. CARRIED.

Constitutional Amendment Number 6: (Board of Directors)

WHEREAS Article VI - Officers, A. Board of Directors, #1. (e) states:

The President of the Union, Secretary/Treasurer of the Union shall be elected at large by the total membership. The General Vice President shall be elected at large by the delegates at the Biennial Convention. The order of precedence of the Executive Members shall be determined by the Board of Directors at its first meeting after Convention.

BE IT RESOLVED Article VI - Officers, A. Board of Directors, #1 (e) be amended to read:

The order of precedence of the Executive Vice Presidents, inclusive of the General Vice President, Eastern Vice President, Central Vice President, and Western Vice President, shall be determined by the Board of Directors at its first meeting following the Biennial Convention.

CONCURRENCE. CARRIED.

Constitutional Amendment Number 7: (Board of Directors)

WHEREAS Article VI - Officers, A. Board of Directors, #2. (a) (i) and (ii), states:

- (i) For the election of President and Secretary/Treasurer of NAPE, the candidate who receives a simple majority shall be the candidate deemed elected.
- (ii) All other rules and procedures for conducting the election of President and Secretary/Treasurer of the Union shall be determined by the Board of Directors.

BE IT RESOLVED Article VI - Officers, A. Board of Directors, #2 (a) be amended to read:

The President of the Union and the Secretary/Treasurer of the Union shall be elected at large by the total active membership.

- (i) Current language - (i).
- (ii) Current language - (ii).

CONCURRENCE. CARRIED.

Constitutional Amendment Number 8: (Board of Directors)

WHEREAS Article VI - Officers, A. Board of Directors, #2 (b), Second Paragraph, states:

The election process will be conducted as follows: Two (2) weeks for nominations; two (2) weeks to get ballots prepared and mailed, and one (1) month for return of ballots. The

deadline for return of ballots will be two (2) months from the call for nominations.

BE IT RESOLVED Article VI - Officers, A. Board of Directors, #2 (b), Second Paragraph, be amended to read:

The election process determined by the Board of Directors shall allow sufficient time for the nomination of candidates, preparation of and the notification of voting by members. The total time for the nomination and election process shall not exceed sixty (60) days and shall be completed no later than thirty (30) days prior to the term of office concluding as per Article VI. 3. (a).

CONCURRENCE. CARRIED.

Constitutional Amendment Number 9: (Local 7104)

WHEREAS NAPE's Constitution does not contain an election process and election rules;

THEREFORE, BE IT RESOLVED that NAPE add a new Article to its Constitution that outlines election rules and election process for all elected positions in NAPE.

UNCONSTITUTIONAL.

T. Carroll (7004) stated your Committee spent a bit of time on this one, and have agreed that this Amendment is not properly before the Convention as it is not in compliance with Article XIV of the NAPE Constitution.

T. King stated just to clarify. The Amendment as written is unconstitutional how it's proposed. When you propose an amendment to the Constitution, you have to spell out exactly what it is you intend, and this does not clearly outline, it's more of a suggestion, so it's deemed unconstitutional by the Committee so there is no vote needed.

Constitutional Amendment Number 10: (Local 7104)

WHEREAS the NAPE Constitution doesn't full outline Local Executive Minutes or Local Minute process;

THEREFORE, BE IT RESOLVED that NAPE Constitution, Article XII, Section 12, be changed to:
The Local and the Executive of a Local shall keep a record of the meetings and actions thereof and a copy of the Minutes of every meeting shall be sent to each Local Board Member and to the Office of the President of the Union, and report submitted to the next Local Board of Directors' meeting.

NON-CONCURRENCE.

T. Carroll (7004) stated this is a matter that should be dealt with in the By-Laws of a Local, and is not a constitutional issue.

CARRIED.

Constitutional Amendment Number 11: (Local 7104)

WHEREAS the NAPE Constitution doesn't indicate a retention period for the Local Minutes required by NAPE Constitution to be submitted to the Office of the President of the Union;

THEREFORE, BE IT RESOLVED that NAPE Constitution, Article XII, Section 12, have added Article XII, Section 12 (b) that states:

Local and Local Executive Minutes submitted under NAPE Constitution, Article XII, Section 12, be retained by NAPE for a minimum period of twenty (20) years and be provided to a NAPE member upon request.

NON-CONCURRENCE.

T. Carroll (7004) stated this is a Local By-Laws issues. We have over 300 Locals within NAPE and to require anybody to keep 20 years of documentation is not a reasonable time frame and it would be excessively time consuming and costly for our NAPE staff.

CARRIED.

Constitutional Amendment Number 12: (Local 7104)

WHEREAS NAPE's Constitution does not specify that reports submitted at a Local meeting is considered part of the Local meeting minutes;

THEREFORE, BE IT RESOLVED that Article XII, Section 12, be changed to Article XII, Section 12 (a) and have added a sub-section 12 (b) to read as follows:

All reports and other correspondence submitted at a Local meeting shall be deemed to be part of the meeting Minutes referred to in Section XII, sub-section (a).

NON-CONCURRENCE.

T. Carroll (7004) stated we have over 300 Locals in NAPE, it would be excessively time consuming and costly for the NAPE staff, and this is a Local By-Laws issue.

CARRIED.

Constitutional Amendment Number 13: (Local 7104)

WHEREAS NAPE's Constitution provides that Shop Stewards of a Local shall be elected at the Biennial General Meeting of a Local but doesn't provide for needed election of Shop Stewards between Biennial General Meetings;

THEREFORE, BE IT RESOLVED that a new section be created numbered Article XII, 16, be added and to read:

A Local may elect needed Shop Stewards between Local Biennial General Meetings at General Meetings of the Local.

NON-CONCURRENCE.

T. Carroll (7004) stated the issue should be handled in the Local's By-Laws and it's actually an issue that is covered off within the Policy Manual of the Local that has submitted this amendment.

CARRIED.

Constitutional Amendment Number 14: (Local 7104)

WHEREAS Shop Stewards are needed between Local Biennial General Meetings for various

reasons such as Shop Stewards resignation or creation of a new shop by the Employer;

THEREFORE, BE IT RESOLVED that NAPE's Constitution have added a new Article XII, Number 17, to read as follows:

Between Local Biennial General Meetings Locals may appoint Shop Stewards as needed. Such appointment is subject to the Local having conducted a Local General Meeting election for the needed Shop Stewards without success.

NON-CONCURRENCE.

T. Carroll (7004) stated this is a By-Laws issue.

CARRIED.

Constitutional Amendment Number 15: (Local 7104)

Article VI - Officers - Section 11

WHEREAS Article VI, 11. (b) currently gives the President sole authority to hire, promote and dismiss staff subject to the terms and conditions of the Collective Agreement between NAPE and its Staff; and

WHEREAS provisions should be in place to ensure hiring and promotion practices are transparent, based on merit and consequently fair;

THEREFORE, BE IT RESOLVED to change Article VI, 11. (b) to read:

Once authority has been given, hiring and promotion of staff shall be carried out through a third party impartial HR firm in conjunction with the office of the President, subject to the terms and conditions of the Collective Agreement between NAPE and its Staff. The HR firm is to be selected and approved by the NAPE Board of Directors.

BE IT FURTHER RESOLVED to add Article VI, 11. (c) to read:

Notwithstanding Article VI, 11. (b), the President shall retain the authority to dismiss staff, subject to the terms and conditions of the Collective Agreement between NAPE and its Staff.

NON-CONCURRENCE.

T. Carroll (7004) stated we have a resolution for our Constitution, we are fighting within our Locals to prevent contracting out and to prevent privatization, and I'm looking at a resolution in our Constitution that wants to do just that. The whole issue of bringing in a separate firm does a couple of things, it's almost a non-confidence motion in the Executive of our Union. HR firms are employer motivated whereas when hiring at NAPE we have different considerations than other employers, for example, Union values of the applicant, commitment and activism within the Union movement, etc., and it is an unnecessary expense.

DISCUSSION:

J. Meadus (6206) stated we stand with the Committee on this. This Constitutional Amendment is a direct attack on our democratic process. We, the members of NAPE, elect our Presidents and Secretary/Treasurers to do their job, to do us a service. To take power away from them is beyond ridiculous, it's a regressive movement. I would like for us to unanimously tear this down.

C. Henley (7001) stated I rise in favour of the Committee's recommendation of non-concurrence. I can echo the same sentence as the brother you spoke before me, but over and above that, I would remind the delegates of the discussion and speeches that were made this morning, in particular, the President's speech, and the address from the Secretary/Treasurer this afternoon. As an individual who has worked for this Union for 28 years and has been an activism within this Union since 1983, everybody who is in this room is here as a Union activist, is referred to as a Union activist. Most of you have gotten that way because you believe in fighting for the rights of your brothers and sisters, and fighting for your own rights. In order for you to be a Staff member who works for a Union, you have to have it in your blood. You have to be someone who has developed an attitude where you live and breathe unionism, otherwise you would never be able to do the job. From that perspective, I'm a graduate from MUN with a Business Degree, 90 percent of the people who I went to school with are doing the opposite of what I do for a living, they are sitting on the opposite side of the table and are being the SOBs that we deal with on a daily basis. They don't understand why we do what we do, and if you don't really understand why we do what we do, you cannot do the job. It's my opinion, the only people who can understand what my motivations are and what my convictions are, are the people who I work with and the people who I work for. They're the ones who are charged with the responsibility of making a determination of whether I'm entitled to a promotion. Over and above all of that, my Collective Agreement is responsible for making a determination as to who is entitled to a promotion. I would ask, as the other brother as indicated, that everybody turn down this resolution unanimously.

E. Byrde (BofD) stated I became a unionist because I fought with HR, so why would I get HR to hire the people who are going to represent me. If we didn't have HR, then we wouldn't have any issues, so why would we get them to run our Union. This is the most disheartening constitutional amendment that I've ever seen. I voted for Jerry Earle, I voted for Trevor King, and I voted for them to run our Union, not a HR firm.

L. Williams (7104/BofD) stated our Local submitted this resolution. First of all, I am going to speak to you as a President because it came forth from the membership of General Service 7104 on their general meeting floor. As a President, I have to bring this forth, but as a Board Member, I am here as a delegate of NAPE's Board of Directors and I have to speak in solidarity of their decision. With that being said, because I hold two hats I really feel that you needed to hear my voice on it that when I am here as a Region 7 Board Member, I am here for everybody in Region 7, not just for 7104. Therefore, the delegate status for the President of Local 7104 is given to you by the Vice President, who is standing behind me, and she will speak to it.

C. Thorne (7104) stated I want to speak on behalf of the Local, and we are going to withdraw that resolution.

T. King stated thank you Sister for doing that, but just for parliamentary purposes it has already gone to debate, but why don't we make it simple and clean.

CARRIED.

PROVINCIAL ROUND TABLE

J. Earle stated I have had the honour of attending some of our sister unions' conventions in recent years. At a couple of those sessions, I was asked to speak about the labour movement in our Province and share some of the victories and obstacles we face here in NL. It was a great experience and I think it adds to a feeling that we are a united movement across this Country - that we are not alone. The victories and defeats of workers in each Province are one that we all share in - the good and the bad. We have so much we can learn from one another to help make our

movement strong. So today, we are doing a provincial roundtable with some of the leaders from our sister unions across the Country.

Jason MacLean - First, I'd like to introduce the President of the Nova Scotia Government and General Employees' Union. Jason was re-elected to a second term as President of the NSGEU, Nova Scotia's largest public sector Union in May 2019. Born and raised in the working class community of Whitney Pier, Cape Breton, Nova Scotia, Jason grew up understanding the importance of diversity, fairness and equality. In 1995, Jason began his career in public service as a Corrections Officer. Jason became a leader in his Union Local and soon was elected the NSGEU Board of Directors, Provincial Executive, and became President in 2016. When he is not advocating on behalf of NSGEU members and the working people of Nova Scotia, Jason enjoys spending quality time with his family. He is married and the father of three children - Tasia, Tyler and Jalen.

Karen Jackson - Karen is the President of the PEI Union of Public Sector Employees. She is a Licensed Practical Nurse and has been a Union activist for close to three decades. During her time with UPSE, she has held several Union positions. She became a Steward in 1990 and subsequently served on the Union's Board of Directors for 15 years. She also served on the Union's Executive as 2nd Vice President and was the interim President of UPSE for four months. She was elected as the full time President of UPSE in 2015.

Susie Proulx-Daigle - Susie was elected as President of the New Brunswick Union in 2008. Her path towards the position began in 1990 as she became a permanent employee of the Provincial Government's Department of Social Development. Susie's colleagues placed their trust in her to represent them as she became a member of her Component's Executive, eventually being named Director in 2000. Her passion for her work and the Union eventually led to her becoming a member of the NBU Executive for a two year term as second Vice President, which culminated in her elect as President. Susie is currently serving her sixth term as President.

J. Earle stated I have the pleasure to sit on our National Board of Directors with these three great trade unionists. I can tell you I call them friends of mine, and certainly friends of NAPE. Susie has been here before. I believe this might be Jason's first time at our Convention, and Karen's second time. I want to welcome them. We are going to ask them a couple questions to give you a feel of what is going on in Atlantic Canada, and to let you know that your struggles are their struggles; we're not that different in what we're facing in our Provinces.

We know where we sit here with our Provincial Government, I will ask Karen what their relationship is in PEI?

K. Jackson (PEI UPSE) stated I guess I can tell you, it's probably better than our co-parts here in Newfoundland, Nova Scotia and New Brunswick. We just had an election in April and we have a minority Conservative Government with the Green Party being the official opposition. It's the first in Canada with the Green Party. So far - so good. We're still in the honeymoon stage, I feel. My concern of having a Conservative Government of course is when you at the Doug Fords and Jason Kennys, but our Premier has stepped away from that and he has said that is not going to be part of his agenda to rule the way they are, so we're hopeful in that sense. We've had a pretty good relationship so far.

Thank you Karen, and Susie?

S. Proulx-Daigle (NBU) stated we have a minority Conservative Government on our end, and you know I was listening this morning when Jerry mentioned that usually that's when workers do better

when they have minority Governments. In our case, we have a People's Alliance plus Conservative Government which is totally right-winged so I guess their focussing most on cuts. It's what can we cut next and where can we save money, and that's all they want to talk about. I guess the issues that we're having is trying to bring the conversation to how can we work together and try to make things better at work because there are a lot of issues there. A lot issues have been ignored for years and years and I think we're at a point where it's almost crisis. I guess that's our struggle with Government right now - how do we get them to listen to what we have to say because their focus is all on cuts. Cuts on services; cuts in the public sector; also they're looking now at privatizing NB Liquor, something that has been the crown jewel for us in our Province. That's the struggles we're having with this Government. Potentially, there may be another election because the People's Alliance has said they will only support them until March so after that I think we might be seeing another election. That's basically the struggle that we're having with our Government.

J. Earle stated thank you - and Jason?

J. McLean (NSGEU) stated thank you everybody for having me here. I just want to say, first of all being from Cape Breton, we feel we have a kinship to Newfoundlanders and I would say, we talk badly about the Mainland as well. Having said this, we have a term in Cape Breton, and I'll use it for the Premier of Nova Scotia - we believe he's an arsehole and we've had to deal with six anti labour bills which have come out over his tenure in six years. We've had one that attempted to take away our public service award, we fought that successfully and got it paid out, and we still have a constitutional challenge that's in place, but also what he did was he set wage restraint within that bill. Those two things coupled together put us in a position that we believe we can be successful in a challenge. We also have Bill 100, Bill 1, which amalgamated all of the health authorities within Nova Scotia. As well as Bills 30 and 37, which set up essential services throughout the public service, through the public sector, Bill 75, which imposed a Collective Agreement on the Teachers within Nova Scotia. Just a newly minted one that hasn't passed in Committee of the Whole yet, is called Bill 203, which is taking away. This is how our Premier is characterized already - he put out there through a spin cycle that the Crown Attorneys in Nova Scotia are coming to look for 70% raises, they already make \$150,000. This is ridiculous, we can't afford it as a Province, he's talking about 100 people. But at the same time we have the Teachers of Nova Scotia who are back at the table and it's a signal to them. He's said it on record in the media, he believes everybody should be taking the 7% that he's offering them over four years. We've dealt with six years of wage restraint and everybody is up in arms in Nova Scotia at the moment. This is a signal to the rest of the public service sector of more austerity coming from the Premier. We are currently fighting that at the moment. Our relations aren't good. We've tried to get by a bunch of stuff, but this new Bill that came about really put us in a position to where we're not ready to work with this Government anymore. I had a couple of things in the hopper and I'm just about, after this panel, to notify Government that we will no longer be working with them on those files and we're just in a grieve everything mode and we're going to put them through hell. That's where we're at right now.

S. Proulx-Daigle (NBU) stated Jason brings up a good point. Jason's Government has been there for a while so he's really comfortable in what he was doing. I think the important part is the Atlantic Premiers are talking, so if something works in Nova Scotia, it's coming to us, the same thing right. So I think discussions amongst the four of us, that's why I take lots from discussions I have with Jason, Karen and your President, because I can take a lot with me and figure out where my Government is going. So, it's important that we talk and we meet and connect with each other because they are certainly doing the same thing.

J. Earle stated Susie is absolutely right. If the Governments are working together against us, and I think we've had these conversations as Atlantic Presidents at the NUPGE Board level, that the

Union movement has to be working collaboratively against the Governments. We trade information that we hear. If our Premier is saying one thing, then likely it is heard in Nova Scotia, or New Brunswick or PEI. For some reason, the Atlantic Premiers are talking amongst each other and we know that and that's something that we have to be prepared for.

J. Earle stated, Karen, around public sector bargaining, where is PEI right now in relation to public sector bargaining, what kind of sense do you have going into it?

K. Jackson (PEI UPSE) stated I think we're pretty good in comparison. We just signed our Civil Service Agreement, which is the biggest agreement that we handle, and it was 7.25% over four years. We were already a year into the bargaining, so it will be up in three years. In comparison to what Nova Scotia, New Brunswick and Newfoundland are enduring with your Governments, we consider ourselves pretty lucky. We're just preparing for our health bargaining group, which is the second group which we bargain for. Some of our smaller private nursing homes that we represent, we've gotten 9% over three years, which we are pretty proud of to bring these wages up for these private folks. As far as the bargaining goes Jerry, I think we're pretty lucky in comparison. I'd just also like to say that NAPE, NBU and NSGEU have been really great friends for us. We were talking about sharing information, and talking about privatization and home care, Susie got wind our Minister of Health was going to privatize part of our home care system on PEI and I sent an email to the Minister and he totally denied it, but he knew and I called him on it. It's the sharing of information that's really important and usually what's happening in another Province is eventually going to come to us. Thank you for all your help.

J. Earle stated Susie, how about a feel at where your Province and your members are at right now.

S. Proulx-Daigle (NBU) stated it's the beginning of a whole new cycle so it's who is going to get the first deal and what are they going to establish as a mandate. So all the Unions are at the table right now and there's no one taking any deal, but the deal that has been presented to us, and has been rejected so far, people are pushing further, is he will give us 1% a year, it's .5% and .5% - twice a year, and then a percentage of CPI based on whether or not the members reached performance indicators that they find are important, and it will be different for each group depending on where there are issues. So, for example, sick leave. If you're over the average in that component, then you would not get your percentage of CPI. Another example he has given us is performance issues. If there are too many performance issues and the Union doesn't intervene to fix those issues, then we wouldn't get CPI. That's a manager's role, it's not the Union's role. It's stuff like that they're bringing as examples and we're saying we're not going there. Certainly, they are trying to be creative and trying to figure out how we're going to turn on our own. I think that's what they are trying to do. We will see where it leads. We're at the money stage right now at the table pushing back, and we will see. Another Union will possibly take a deal, sooner or later somebody is going to, but that's where we're at.

J. Earle stated Jason, if you could touch on where you are at now. You have to understand we're not necessarily all starting or terminating bargaining at the same time. We could be at different phases of our bargaining, but it's interesting that some of us are around the same area, but certainly some Provinces would be a year ahead of us or after us, depending on expiries of Agreements.

J. McLean (NSGEU) stated it's quite interesting in days of austerity we get creative in terms of how we deal with issues within our Collective Agreement. We have some sectors, long term care sector and the home care sector, that are yet to wrap up in this round of bargaining, and it has been a long round of bargaining because six years ago this Government came in with those Bills and we tried to navigate around them. There is a pattern set in Nova Scotia which would get out of the way

of us talking about wages. We've been able, in the group home sector, to start addressing issues around pension. We want people to come into the Public Service Super Annuation Pension Plan, and what we have in most of our groups is RRSP contributions. What we've been successful in doing is increasing the employer's side of the contributions to bridge us to the next round of bargaining to get them into the Pension Plan. So that has been one success there. Another one in the home care sector, we've been working with Government in trying to change what the home care sector is, meaning the sector I believe is far behind what the demands are. We've done campaigns saying home care is health care. What we have is an over-run population of workers within the sector. It is the fastest growing sector in Nova Scotia. Our population is aging and we need more people in it. The problem that we have is, I believe, the sector with long term care with home care, is priced out. Meaning people aren't getting paid what they should be getting paid therefore, it's not desirable for people to go into that sector. We established a working group to touch on these issues which was scheduling, overtime, and rate of pay, to where in Government we didn't come to an agreement on it so we wrote a dissenting report on that and we're about to follow-up on that now. It's quite apparent in Nova Scotia because every group cannot get time off. We have home care sector groups, I had to write the Department last week, just to say to them we cannot get to the bargaining table with our bargaining teams because their employers are cancelling them because they don't have enough people to do the job. How are we going to finish bargaining when they're cancelling bargaining, to which the Department did intervene and we do have dates again. But we did have dates that were cancelled, so we're holding them to the dates to get this bargaining over with and get into a new round of bargaining and get these demands met. It's a lot of work that we're doing on our behalf. We've just been directed in our Convention in May to do a major campaign, and we are looking at it on the three prong which talks about acute care, home care and long term care because they are all tied into together. We have people who are in the hospitals who can't get out of the hospitals because they can't go home because there aren't enough people working in home care and they can't go to long term care because they haven't created any new long term care beds. So, they are all tied into together. We're trying to connect the dots for the rest of Nova Scotians and bring that forward. We have a lot of work ahead of us, but I think we know where we need to go with it.

S. Proulx-Daigle (NBU) stated Jason you're talking about Nursing Homes. We're at the table right now, and I actually have to go back home tomorrow morning because we've been called back to the table, and for us the issue is quality care versus comprised care. We've hit a wall in New Brunswick and I'm sure it's the same here, we don't have enough people to do the work, they're shutting wings in nursing homes and hospitals. They don't have people to do the work so it's at a crisis level. We're having discussions with Government on how we're going to resolve this issue. They say there's no money - they can't throw money at it, but there are other issues. There's work load which is just ridiculous. Something needs to give and if it's thinking out of the box, there is something that needs to happen in order to be able to continue in these lines of work. We've been called back to the table. The Premier says he wants a deal by the end of the weekend, and we said we're not negotiating with a gun to our heads. We're going to talk if there's meaningful discussion, then we're willing to come forth. They have signalled yes, they want to have some meaningful discussion so we're heading back tomorrow morning.

J. Earle stated probably a little bit different, and not to put you on the spot, members are always wondering what are some of the greatest challenges. Karen, what do you think is the biggest issue facing public sector employees?

K. Jackson (PEI UPSE) stated in our Province I would say the threat of privatization because there has been talk that the LCC want to start selling beer and wine in grocery stores. We already have agency stores. We ran a fairly successful campaign against that when it happened, but it's reared its head again. Of course, it's those people who are connected in Government that want these

agency stores, so all of these profits that are going into a private investor's pocket instead of money going into the public sector that we could reinvest into our health care and education and social programs for Islanders. I know in talking in health, we just completed a violence in the workplace survey and man oh man, did we get a good reply on that. We had over 50 percent of our members return the survey. I have a binder full of information that our members sent back to us because I wanted a database from our members and not have to depend on the Government for numbers. We know the Government doesn't have the true numbers because our members are sick and tired of filling out incident reports and where do they go? They never get any feedback and the violence just continues to get worse. Our members, like Susie said, we're in a crisis as far as staffing goes. Recruitment and retention is huge with the LPNs and PCWs we represent. Who is going to be there to care for our most vulnerable in society and they just don't get it. Three years we've been pounding the Government on this and I was done, so we did the survey, and once we got our numbers back and we analyzed it, and I did a PowerPoint for Government, I tell you they're listening now. We've gone public with it and we have commercials starting next week and they are pretty raw, but you know what, that's the reality that our members are working in every day, and they get assaulted at work every day. I have Nurses that have applied for positions in the Jails where we also represent these members, and they feel safer working in the Jails than they do a long term care facility, and that speaks volumes. It's huge.

J. Earle stated Susie, the same thing, what do you think is your biggest struggle facing public service workers in New Brunswick?

S. Proulx-Daigle (NBU) stated privatization, like Karen, would be number one. But if I had to speak to another issue, it would be the apathy. The apathy within the membership. Even though we put a lot of energy into campaigns and we try to push our points across, if we don't have support from the membership, and I mean loud and clear within their own workplace, within the community, we go nowhere. Without public support, we won't win our issues. We need the membership speaking positively about their Union. We need the membership getting involved in campaigns. That is something we're really having a hard time with. I know there are different reasons for why. People are busy. You have to work two/three jobs to survive in this day and age. You're over worked, underpaid, there is so much going on, but I think that's one of our biggest challenges within the Union movement is the apathy. Also, amongst the labour movement getting along, and seeing things the same way. Because when one Union does something, it paints everybody else with the same brush, so I think that's a huge challenge.

J. McLean (NSGEU) stated just to touch on what Susie was saying when you deal with membership apathy. One thing that we tried to tackle was to do a branding campaign. We started three years ago, we've been doing it every year since. We're pushing out our members; our members volunteer in the schools, are the referees in the volleyball, are the persons you sit next to in church. We are the people in the community; we are taxpayers. We try to paint ourselves in a way that we are Nova Scotians and when the Premier starts speaking negatively about our members, people start seeing their neighbours and friends, and people that they know in the community instead of seeing me, but to have the leaders of the Unions out there all of the time talking and a lot of times it's talking negatively about the different issues that are going on. What we tried to promote is our members and the work that they do and that we love to service Nova Scotians, as well as putting a spotlight on the work that they do and people get to learn about them and know about them so when they start asking questions and why things are so sideways. We also started to give solutions to the problems that are out there instead of just saying there are problems. I think that has changed the way that people interact with our members and interact on the talking boards when they are saying anti-union stuff or saying things like that. We try to build the pride within our Union and also promote our members within our Union which causes people to start thinking differently when we're bringing issues forward. In a lot of cases, we became the

official opposition in Nova Scotia as opposed to the other parties because media were coming to us for the answers and it wasn't always me giving the answer. We tried to mix it up a little bit and have the experts involved, which are our members who are working in the workplace. That's just a thing that we've tried that has been successful and we will continue on with it. That's the biggest challenge - getting the public on board because if we're going to remove our services, we need them to know why and we need them to support us on it, and you know that's a hard thing to get the public support.

J. Earle stated I think it was echoed, and I think Trevor recently said it, the Union is bigger than Jason in Nova Scotia, or me in Newfoundland or Trevor, or Karen in PEI. Members have to understand this collectively - we are the Union. I can call the Open Line host, and have my five minutes with him, but when members are willing to get involved and take the issues, that's seen and carries weight. Just like rallies that we've had. If I went down and stood down in front of PVT with a sign by myself, not likely would anybody show up. When you have 100 health care workers in front of the facility you'll get attention. Again, I think that's what everyone is saying, members being engaged, showing Government, here in Newfoundland leaders have certainly heard me and see us as being engaged and working together. It puts fear in the other side. When members start to naval gaze and look inside and blame themselves, when you blame the Union you're blaming yourself, we're all collectively in this together. I've heard people say, well my job got cut and I'm demonstrating to the Union. Well, the Union didn't cut your job - the employer did. We all need to be pulling in the one direction. That's what we do. The Atlantic Presidents talk, the Atlantic Premiers certainly do, and we're doing the same thing and we've had these conversations just about every time we get together in some part of the Country as we all sit on our National Union Board. You will hear from our National President tomorrow. In all the struggles we've had, I believe we've had successes in each of our respective ways in the Province, and you heard us talk about Presumptive Legislation. Probably to close off, all of the difficult things that we are facing, what do you see as something that you've been successful at on behalf of your Union and your Province, whether collectively or the Union itself?

J. McLean (NSGEU) stated the biggest success story I believe is a lobby we did with the NSLC. We started on a lobby to have cannabis sold by the NSLC. Right now in Nova Scotia, the NSLC is a crown corporation, the only I would say, moneymaker in the Province other than tourism, and they bring in over \$500 million per year that goes in the coffers, pays for health care, roads, etc. When cannabis was coming on line, we were looking at \$1 billion coming in. It's the one thing that the Premier and I actually agreed with, and he got the NSLC to do it although it wasn't the way the NSLC wanted to do it. They wanted to do it in separate stores, something like what New Brunswick has. They are selling it in the stores now and now they are gearing up for edibles and we worked with the NSLC on gearing them up to start selling it. We gave them our building and our office space to do some training. We also waived some provisions in the Collective Agreement because they used to do testing. It worked out to be over 150 full time jobs across Nova Scotia; good paying jobs in rural communities, because they are in every community. There are more on the horizon. I think there may be another 150 with the edibles coming.

Also we worked with them through bargaining on issues they called loyalties, which is something that I am now promoting to other employers. It was sort of a ha-ha moment for us. They realized that they hired some long time regular part-time employees and long time casual employees in the full time positions to which they had a good problem to which was to hire a bunch of people into the regular part-time positions and casual positions - all brand new. They didn't have any loyalty to the employer. What we realized was, when somebody gets in just new, they were making \$4 to \$5 less than the person working next to them. Their direct competition for employer was MacDonalds. So, in rural areas, MacDonalds was hiring full time, the NSLC wasn't, they didn't have any guaranteed hours, and one thing we said was let's fix what they get paid when they come

in. Not only that, we were able to achieve that you would waive, people that are getting hired, they become a Union member from the first shift that they work as opposed to working so many hours for it. We did that, but it turned into another conversation with employers that people blame millennials for being the worse. I'd say they are working in a work environment to where younger people are not necessarily loyal to their employer anymore because their employer is not being loyal to them. We started dealing with employers saying you need to start being loyal to the employees in order to get it back. So, what comes first, the cart or the horse. So you guys need to act proactively and we will help you do it through the collective agreement. This is conversations that we're having now with employers, but people need to know when they say this person don't care about the workplace, well I think this workplace needs to invest in this person first. We will go on from there.

S. Proulx-Daigle (NBU) stated I guess if you're talking about successes that we've had, I think the biggest success for us was the NB Power Not for Sale. That campaign for us was huge. We were one of the drivers for that. It was a great example of what community and unions can do when they work together. It was as simple as having posters with a light switch - everybody got that, they understood the light switch. Even when the Premier was in the news saying the deal was done, contracts were signed, nothing we could do about it, the fight continued until the deal was not done, and we won. For us, that was a big victory.

K. Jackson (PEI UPSE) stated some of the successes that we've had were cannabis sales, point sales. We lobbied the Government. They were looking at a private model on the safety issues, and they changed their mind and it's a public sale now. They're our members. Gave us 47 extra members. That was one. Paid Domestic Violence leave was another that we were leaders in pushing the Government into proclaiming this legislation. We ended up with 3 days; we wanted 5, but we will take 3 and work on getting 5. We're really proud of being part of that. We're working now on harassment and bullying changes in the regulations for occupational health and safety act, so that every employer on the Island, it will be law that they will have to have a harassment policy in the workplace, which will help a lot of employees across the Province, both in the public and private sectors. Keep Home Care Public - that was another campaign we were successful in bringing to the attention of the public of what would happen if the Home Care system was privatized. We've had some good public buy in and we have some really good feedback from the public who supported us in those campaigns. I think it's important that Unions become involved in social issues so that the public sees you working, not only for unionized members but making life more fair and better for all the Islanders. Unions are the leaders in a lot of issues.

J. Earle stated the purpose of this was to let you know that when you leave here and go back to your workplace, you're not alone in NAPE and secondly, you're not alone because we always have sisters and brothers in the other Provinces, from here to BC, we're part of a National Union. It's always important to sit down because some of the struggles that we face, as you just heard from Jason, Susie and Karen, are very similar. You heard them touch on Health care, the challenges of the public sector. We just wanted to give you a feel, and I want to thank each one of them. We didn't tell them before they came, but felt because all of the Atlantic Presidents were here it was a good chance, and they graciously agreed. I want to thank you very much.

S. Proulx-Daigle (NBU) stated I want to commend you and your team, and your membership, for the great campaigns. I watched the news from NL and also the website, just to be commended on the wonderful work.

J. McLean (NSGEU) stated I want to thank you all as well. I was sitting in the back of the room today. I've witnessed nothing but solidarity amongst NAPE members. I've met a few of you across the Country over the years, but it just feels so warm to be here and see you guys back each other

up. You're debating and you're debating in a way that is respectful. Thank you for Bert Blundon. I really appreciate taking him from you guys and bringing him to the National Union. Thank you very much for having us here.

K. Jackson (PEI UPSE) stated I just want to echo Jason and Susie and to thank everybody for the warm welcome. I've always enjoyed going to our affiliate conventions because you learn so much in the sharing of information. When I look at your campaigns, oh man, they get you right here. That's what I love because you're representing your members and you're showing the heart of the Union. It's not always about wages, but it's talking about fair working conditions and just fairness. Thank you so much.

SECOND CALL FOR NOMINATIONS

D. Healey (Staff) stated this is your second call for nominations for your Executive Board Members, Area Board Members and Regional Board Members. I now open up the floor for the second time.

General Vice President

Nil.

Eastern Vice President

Nil.

Eastern Area Board Member

Nominated: Debbie Senior (7104)

Central Vice President

Nil.

Central Area Board Member

Nil.

Western Vice President

Nil.

Western Area Board Member

Nil.

Region 5 Board Member

Nil.

Region 6 Board Member

Nil.

Region 7 Board Member

Nil.

Region 3 Board Member

Nil.

Region 4 Board Member

Nominated: William Tremblett (4206)

Region 9 Board Member

Nil.

Region 1 Board Member

Nil.

Region 2 Board Member

Nil.

Region 8 Board Member

Nil.

T. King assumed the Chair.

RESOLUTIONS AND COMMITTEES REPORTS COMMITTEE

M. Wade (6604) - Chairperson, stated I want to introduce and thank our Committee - Dwayne King (3301), Kim Noseworthy (3802), Marlene Parsons (5205), Tim Power (7104), Andy Parsons (Staff Advisor). All resolutions have been moved by M. Parsons and seconded by T. Power.

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

CONCURRENCE. CARRIED.

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.

CONCURRENCE. CARRIED.

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.

CONCURRENCE.

DISCUSSION:

D. Hillier (3102) stated I am just going to be a bit presumptive here and say this is a direction toward on-line voting, this is what I'm assuming the direction that is being recommended. The thing is with democracy, it must not only be seen to be done, it must be transparent and there must be faith in it. Every day we see examples in the news all the time of computer hacks, of TransUnion, of Sony, of DND, of Canada Revenue, the biggest corporations with lots of money and lots of resources and lots of specialties in IT. I'm not saying anything about any people who we would get to do that kind of work for us. I'm saying, it happens to everybody and it cannot be foolproof. The thing is, and you would say, why would someone want to intervene in NAPE's election. Through our great leadership we have been the face of anti-privatization in this Province. As we heard from recent speakers, attempts to privatize the Liquor Store, attempts to privatize power companies, have been out there, and multi-million dollar corporations would take an interest in that and show discord in our Union. Is it that far fetched, that someone with a vested interest could want to interfere in our election, I believe that they could.

AMENDMENT: D. Hillier (3102)/P. Dunne (7104) - to exclude on-line voting from this process.

DISCUSSION:

J. Earle (BofD) stated I rise in opposition to the amendment. What the Board of Directors has had great discussion about is number one, looking at the process that we use and the mechanism that we use now, and what we would do is go to outside resources to have this looked at. I know there is always a threat to be concerned about, but that's no different now than when mail goes out we are fearful of instances where it's arrived at wrong addresses. There will always be fear existing of somebody interfering with the legitimate process. I think if you put the proper security measures in place, and that's for a consultant to go out and talk about, feed information back to the Board of Directors, that we have those assurances. It may come back and say it's not even possible that we're able to do this, but we need the ability to take a look at it. I don't mind saying, what we're doing now, there are a number of problems and a number of concerns. I've participated in the past in on-line voting, just to use an example with a couple of organizations for no other reason, I registered as a member of the organization just to see how it worked. The process they unfolded was secure from what we were able to determine. You are going to elect a Board of Directors, some of the Board is in place now, and they will use the proper discretion and look at those things. I certainly appreciate the brother's concerns, because that is something we would have to ensure that proper security mechanisms. We live in a world of technology, and we're going to have fears. We have to have the ability to look at mechanisms. One thing I've said since taking this position, we can't be afraid to explore new opportunities. If we start to amend motions saying we can't do this - that would be the first thing - we can't even look at on-line. If the Convention agrees with the amendment that's on the floor, we would not even be able to look at the possibility of going to electronic voting. Right off the bat, we've ruled out, no matter what information that comes back. I would ask the Convention to defeat the amendment and let us deal with the resolution that's on the floor.

A. Fisher (7104) stated I just want to say that I agree with the President's message. I work in technology with Tourism, and I know it's often a big fear around new technologies, and I've actually

been involved in some of the examples that he mentioned, but at the end of the day we can't eliminate a possibility and not even the ability to even look at it. We need to leave that option open. To the President's point, things like social media even ten years, people didn't want to be on there because of these fears, but that is the way the world is moving, and we need to be able to securely and safely look at these types of technologies and make it more accessible to all of our members across the whole Province.

D. Senior (7104) stated I just think it would be important for everyone to know that is on-line voting part of this amendment that is proposed or not, and if it is, are there provisions in place to help safe guard against hackers and that sort of thing to ensure that our votes are secure and legitimate.

M. Wade (Chairperson) stated the resolution on the floor is just to investigate different possibilities, at the discretion of the Board of Directors. I would imagine they would take every opportunity to ensure a safe guard for that process.

D. Hillier (3102) stated I am not afraid of technology. I love technology. In this one place, in the democratic process, we should keep the paper ballot. That's what I beg the Convention today, is that this one place in our society that we should keep this, and I hope our Union does it as well. I ask that you support me in the amendment, even though we are going against Jerry, I would ask for your support.

AMENDMENT: DEFEATED.
MOTION: CARRIED.

Resolution Number 4: (Board of Directors)

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.

CONCURRENCE. CARRIED.

Resolution Number 5: (Board of Directors)

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.

CONCURRENCE. CARRIED.

Resolution Number 6: (Board of Directors)

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.

CONCURRENCE. CARRIED.

Resolution Number 7: (Board of Directors)

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 pharmanave 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.

CONCURRENCE. CARRIED.

Resolution Number 8: (Board of Directors)

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.

CONCURRENCE. CARRIED.

SPECIAL PRESENTATION - B. BLUNDON

J. Earle stated first of all, I want to say, and Jason mentioned earlier thank you for letting Bert move on to the National level, beyond being in the role of Secretary/Treasurer and I was President, myself and Bert go back a long way. We started out a long time ago on the Board of Directors. We served together in many roles on the Board of Directors advocating for workers as volunteers just like yourself in this room. We worked as Staff Employee Relations Officers; we negotiated together; and most recently I had the pleasure for the past four years in this term working with Bert when he was Secretary/Treasurer and me as President. It's like any good relationship. Anybody here who is in any relationship, every day is not perfect. Believe it or not, there were days when myself and Bert might have disagreed on a few things. I might have walked out of the room, or he might have walked out of the room. It was never personal. It was never out in public. That's what leaders have to do. We disagree on things, but at the end of the day we stood firmly on behalf of the members that we represent, and you couldn't have a better person standing with you. We would be in bargaining, whether with the Premier or Ministers, we didn't have to look at each other and say who needed to do what, we knew, because we were used to working together for so many years, what role we had to play. Sometimes it's good cop - bad cop. You have to know these roles, and if you're not in these worlds, you don't rehearse it. It's just roles you need to play in order to get things for your members. Bert came in twelve years ago as Secretary/Treasurer at a time when our Union faced significant challenges from a financial perspective, and under his stewardship we are in the shape that we're in today along with the work of the Staff, Board and members, because it was everybody in the challenge together. No different from the challenge we face today in collective bargaining. I want to say on behalf of the membership, it's been an absolute pleasure to be able to work with Bert, not just the last four years, we've worked together in excess of 20 years. There have been many challenges that we faced. Again, on behalf of a grateful Union, a grateful membership, Board, Executive and Staff, we want to say thank you for what you've done, wish you well in your endeavours. You're still part of NAPE, we're still part of the National Union, still going to be working on national files together. On behalf of NAPE members, we have a gift that we hope you will put in your office in Ottawa that will remind you of this great Province, and thank you so much.

B. Blundon (NUPGE) stated I finally can get to a mic! I saw a lot of trade unions and friends that I've made over the years last night, and I said I don't know how I'm going to feel tomorrow morning when I'm roped off in the back and not allowed to get to a mic when discussions are going on. It's been a great honour and great pleasure to work with NAPE members all around the Province for all of those years. I've said to Larry Brown only a few days ago, you know, there's a lot of great trade unionists across this Country; a lot of capable people; a lot of knowledge and expertise, and a lot of people who want to serve but can't serve for various reasons. It really is an opportunity that few of us ever get, I wish more could serve the membership, and in my case, the membership of NAPE. I believe serving the membership of NAPE, serving NAPE itself, has helped us, or in my role, served my community and the people of the Province of Newfoundland and Labrador. I would like to take the opportunity to congratulate Trevor on his election.

I would like to reflect on a couple of things that happened in my career at NAPE, and I think we need to draw satisfaction on our own individual accomplishments. I can remember first when I took office, and those of you from the Group Homes may remember an outstanding issue about a classification review that was sitting around for ten years. It was one of the first things that I actioned. It was one of the amazing victories for the Union that we don't talk about. You can never forget where you came from either, and I come from the MOS bargaining unit. Some of you may recall an arbitration case in 2005 when they closed down a number of highway units and saved \$6 million. We fought that, we went to arbitration three different times, to court two different times, and in the end we won. Just recently, the last payouts were made that involved hundreds of our

members, and even though Government closed up the units to save \$6 million, it cost them, in our estimation, about \$8 million in redress after we won that arbitration case. A great victory for MOS members and for our Union. It continues to touch people for the rest of their lives because it was pension credits that had to be given to people. Currently now Provident 10 is working on recalculating people's pensions based on the service that they missed and the salaries they missed at that time. It was only recently, about a month before I was elected at NUPGE, I did an arbitration case on severance pay. I'm not going to get into the details of it because the employer still has a period of time to appeal that case. But in short, what the employer told us was if we won the case, they would expand that into every other bargaining unit of NAPE, which would cost them about \$8 or \$9 million in severance pay adjustments. It was done in the MOS bargaining unit, whether they actually expand it to the whole public service, it now remains to be seen. But my point is, there's been a lot of good work done in NAPE over the years, not just by those of us up here, but by activists. I started my career, the same as the Sergeant-At-Arms. I believe the first Convention I went to I was a Sergeant-At-Arms, and then I became part of the Resolutions Committee. We all started from the shop floor and here I am today representing NAPE members and members of public sector unions all across the Country at the National level. It's a great honour and a great privilege.

As Secretary/Treasurer I'd like to say that I've managed five Presidents in my career. I was Secretary/Treasurer for Mary Shortall, Lana Payne and of course, in our own Union, Sister Carol Furlong. I will tell you that those women, those sisters, had more of a profound effect upon me, my thinking and my journey than I would suggest to you, anyone else. For a long time, I could go to any function and be referred to as one of the sisters, being the only brother there. But I tell you, for a Union that represents close to 70% females, I learnt a lot from those great trade unionists, and it has really influenced my career and my life over that period of time.

I have a quote to end "We must find time to stop and thank the people who made a difference in our lives" - John F Kennedy. Well, it's my time now to stop and thank the people who influenced my life, and none has influenced me any more than the members of NAPE, the Locals of NAPE, the activists of NAPE, and of course the work that they do. From the bottom of my heart, I thank you for your years of support. I would particularly like to thank the bargaining unit that I came from, the MOS, and a special thanks to our people from Labrador. They know that I spent my first five years as an Employee Relations Officer with NAPE in Labrador. People took me into their homes and oftentimes fed me. I thank you all, each and every one of you. I know this is a great Convention. I was going to talk about our finances, but I know Trevor is well capable of doing that. Trevor don't have the problem that I had; he doesn't have to worry about how we save some money for the future. The only problem he has is to figure out how we don't spend it all the one time. Again, thanks to each and every one of you; thanks for your support while I was in NAPE, your help, your guidance and the strength of all of you that I've had to rely upon over the years. A particular thanks to all of the staff of NAPE who are quite capable, experienced people, particularly I want to have a shout out to Ettie Bursey, who is our Accountant, and before that to Beulah Evans, who certainly helped me in my role in many ways. Finally, I want to say thank you to the President of NAPE who was unwavering in his support when we went to our National Union when I decided to run for Secretary/Treasurer of NUPGE. Thank you all. Enjoy the Convention!

The Convention broke at 4:40 p.m.

FRIDAY, OCTOBER 25, 2019

The Convention was called to order at 9:00 a.m. by J. Earle (President).

THIRD CALL FOR NOMINATIONS

D. Healey (Staff) stated this is your third call for nominations for your Executive Board Members, Area Board Members and Regional Board Members. I now open up the floor for the third and last time.

General Vice President

Nil.

Eastern Vice President

Nil.

Eastern Area Board Member

Nil.

Central Vice President

Nil.

Central Area Board Member

Nominated: Marlene Evans (3205)

Western Vice President

Nil.

Western Area Board Member

Nil.

Region 5 Board Member

Nil.

Region 6 Board Member

Nominated: Jessica Kean (6222)
Michelle Reid (6202)

Region 7 Board Member

Nil.

Region 3 Board Member

Nil.

Region 4 Board Member

Nil

Region 9 Board Member

Nil.

Region 1 Board Member

Nil.

Region 2 Board Member

Nil.

Region 8 Board Member

Nil.

AUDIENCE RESPONSE

K. Dunne (Communications Officer) stated we are doing this Audience Response session to get some feedback and spur some discussion. That discussion has to happen outside this room. This is where we make decisions, but the Union work goes on 365 days per year. One thing, as the one person who is responsible for all of the social media and emails, is that we have members working around the clock. There's not one hour of one day of the entire year where a NAPE member is not working in some part of this Province. I get messages at 2:00 or 3:00 in the morning when someone is on break at the hospital and something doesn't go right. That's what it's about. It's about the fact that we're all working all of the time, not for the fame and fortune, just to provide for our families, but also mostly to care for other people, to provide good quality services. If you're out there clearing highways, you take pride in your work. I think one of the things we've done over the years is let the public know and break down some of them barriers. A lot of time the public doesn't think about who are behind the services they get everyday.

Questions and Responses:

1. What is your age?

18-24	2
25-34	50
35-44	80
45-54	171
55-64	101
65 or Older	15

2. Where do you work?

Public Sector	307
Private Sector	26
Home Care	58
Municipality	10

3. How many Biennial Conventions have you attended?

This is my first one	167
2-4	162

- | | | | |
|-----|---|-----|-----|
| | 5-7 | 49 | |
| | 8-10 | 17 | |
| | 11 or more | 23 | |
| 4. | Have you ever been on strike or locked out? | | |
| | Yes | 173 | |
| | No | 240 | |
| 5. | Have you experienced a violent incident, assault and/or threatening behaviour at work in the past six months? | | |
| | Yes | 223 | |
| | No | 196 | |
| 6. | Do you feel safe at work? | | |
| | Yes | 326 | |
| | No | 80 | |
| 7. | Does your employer do enough to prevent workplace violence and harassment in your workplace? | | |
| | Yes | 114 | |
| | No | 170 | |
| | No, but improvements are being made | | 115 |
| 8. | Pick the number one way you would like to receive information and updates from NAPE. | | |
| | Email | 320 | |
| | Printed letter | 35 | |
| | Facebook | 43 | |
| 9. | In the past three years, has your workload | | |
| | Stayed the same | 66 | |
| | Increased a little | 100 | |
| | Increased a lot | 236 | |
| 10. | Would you be interested in completing Union training online? | | |
| | Yes | 277 | |
| | No | 104 | |
| | No because I am not online | | 5 |
| 11. | How stressful do you find your job? | | |
| | Not at all stressful | 36 | |
| | Somewhat stressful | 158 | |
| | Pretty stressful | 103 | |
| | Very stressful | 69 | |
| | Extremely stressful | 23 | |
| 12. | Do you feel burnt out by work? | | |
| | Absolutely and it's getting worse | | 162 |
| | Yes but it's the same as it has been for years | | 122 |
| | No | | 82 |
| | Work is getting easier | | 10 |
| 13. | Please choose your number one priority for collective bargaining. | | |

Health and dental benefits	34
Job security (protection against layoffs)	88
Wages	210
Pensions	53

T. King resumed the Chair.

THIRD CREDENTIALS REPORT

D. Quilty (BofD) presented the Third Credentials Report:

Voting Delegates	404
Non-voting Delegates	<u>29</u>
Total Delegates	424

FINANCE COMMITTEE REPORT

Committee members: Wanda Flannigan, Chairperson (7852), William Tremblett (4206), Glenda Wall (1104), Nicole Dixon (6208), Matthew Pike (2701), and Ettie Bursey (Staff Advisor).

W. Flannigan stated welcome sisters and brothers. We have two resolutions before us this morning. All resolutions have been moved by myself and seconded by Matthew Pike.

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.

WITHDRAWN BY THE LOCAL.

Late Resolution Number 1: (Local 6207)

WHEREAS NAPE has fought for and won shift differential and weekend shift differential; and

WHEREAS NAPE stands for fairness and equality;

THEREFORE, BE IT RESOLVED that members who attend functions or serve on any committee where NAPE covers off wages, also cover off shift and/or weekend differential, if applicable.

NON-CONCURRENCE.

DISCUSSION:

D. Chafe (6207) stated can the Committee give us an explanation for that reason.

W. Flannigan stated we're all volunteers of the Union. Sisters and brothers have to work to be eligible for shift or weekend differentials, so we felt that a vote of non-concurrence would be appropriate.

D. Chafe (6207) stated this Convention, and all Conventions that I've gone to, have talked about

how important membership is and that we are the Union. For those who work shift diff, if you work a fair amount, it is a fair amount of money out of your pocket that the employer is saving and the member is losing. When we volunteer our time and we take our time to be on various committees because we make up the Union, I don't think it's fair that any member should lose a benefit that the Union has fought for us to get.

J. Earle resumed the Chair.

B. Crockwell (7104) stated, point of clarification, we have the Finance Committee dealing with a resolution, why isn't the Resolutions Committee dealing with the resolution?

J. Earle stated because it's a financial resolution.

B. Crockwell (7104) stated it goes to different Committees, but the Resolutions Committee doesn't say it should go here or there first.

J. Earle stated this is a Resolutions Committee. There are three different types of resolutions - Constitution Resolutions, Financial Resolutions, General Resolutions. The General Resolutions Committee will deal with general; Constitutional changes - the Constitution Committee; and anything that has a financial impact on the Union, is a financial resolution, therefore before the Finance Committee.

B. Crockwell (7104) stated okay, so it all flows in, for clarification, as one and then it gets split to each Committee to deal with.

J. Earle stated we will make a determination when it comes in. We've said some that have come in that have actually been referred back to their Component Conventions. The Union organizes different Committees to deal with the different resolutions rather than one Committee dealing with everything. This is a financial resolution properly before the Finance Committee.

B. Crockwell (7104) stated thank you for the clarification.

T. King (BofD) stated I understand Brother Danny Chafe about the shift differential, and of course, NAPE would never want anybody to lose any benefits or anything because of their volunteerism with NAPE. The challenge is that for NAPE, it has always been about wage replacement; wage replacement when you take your time to come to NAPE to do things like this Convention if you're not covered under your Collective Agreement. There are a lot of benefits within your Collective Agreement depending on where you work. Our concern from NAPE is essentially if we do the shift differential, we do the weekend premium, where then does it stop? Do we do the standby? We've had many requests say in the winter time, in fairness to the Highway workers, say I could have had overtime and I'm here at this Convention. So, it's not about taking anything. The other thing about the resolution, it wasn't really clear in the sense are you saying shift differential when we put you in meetings after 4:00 p.m. as per your Collective Agreements? Are you saying shift differential when we put you in meetings on Saturdays and Sundays? The other thing is are you looking for the shift diff when you come in on a day when you should have been working a night? The resolution wasn't clear in that sense. I have to support the Committee's recommendation of non-concurrence because I really feel that when you're volunteering for the Union, we appreciate it, but that's part of being involved with the Union. You are giving up some things. We're not looking for you to give up your pocketbooks, however, if shift differential is impacting you, then I have to ask you, and I'm not trying to take any shots, when you travel to work you're not filling out a travel claim. We offset some of the costs you incur, like your meals, your travel depending on where you're travelling from, whether it's right in the City, Burin, wherever - we pay all of that. When you

go to work each day, anybody for example who is going to the Confederation Building today and they are working, nobody is filling out travel claims. They're coming here to the Convention Hall, we pay for your travel to come here. It's not criticism but it's what we do. We are incurring extra cost plus your wages to do it. I'm not trying to cheap out here cause I'm the Secretary/Treasurer. I think it's just physically and logistically, to be quite honest, that we could be opening a major door if we go down that road.

M. Wade (6604) stated I have to support the Committee in their recommendation of non-concurrence. I'm a shift worker and I receive shift differential quite regularly, and obviously I feel it's well compensated when I work night shift or an evening shift or a weekend and I'm taken away from my family. But the fact that I was taken off my shifts this week to be able to attend this week on a day shift, I wouldn't expect to be compensated for the extra couple of dollars that I'm losing out on. Thank you.

D. Chafe (6207) stated I think the resolution was very clear that any time NAPE is covering off wages, that they cover off the shift diff or the weekend diff as it is. As example, Eastern Health sent notice to my manager saying that I had approved leave for this Convention, and to submit it under Union leave, to code it in as Union leave. So it can be done. I don't think it was difficult to understand. I thought the resolution was put forth quite appropriately. The Sister just referred to a few dollars, well you know, that's what it's all about. We look for a few dollars in our wages, in increases that we get. Those few dollars mean a lot and to some people that's a fair amount of money that a person working 8:00 to 4:00 is now losing that. A person who would normally work after 4:00 is losing a benefit that the Union fought for. I don't think it's fair to those people to be missing out. Actually what happened to me, if I'm coming to these Conventions, I'm actually paying to represent the people, and I don't think that's what it's all about.

MOTION: CARRIED.

T. King resumed the Chair.

W. Flannigan stated all reports have been moved by me and seconded by Glenda Wall.

Report of the Finance Committee

CONCURRENCE. CARRIED.

2017/18 Auditor's Report Covering General Fund and Defense Fund

CONCURRENCE. CARRIED.

2017/18 Audited Financial Statements - General Fund

CONCURRENCE. CARRIED.

2017/18 Audited Financial Statements - Defense Fund

CONCURRENCE. CARRIED.

2018/19 Auditor's Report Covering General Fund and Defense Fund

CONCURRENCE. CARRIED.

2018/19 Draft Financial Statements - General Fund

CONCURRENCE. CARRIED.

2018/19 Draft Financial Statements - Defense Fund

CONCURRENCE. CARRIED.

2017/18 Auditor's Report Covering J. V. (1983) Limited

CONCURRENCE. CARRIED.

2017/18 Audited Financial Statements - J. V. (1983) Limited

CONCURRENCE. CARRIED.

2018/19 Auditor's Report Covering J. V. (1983) Limited

CONCURRENCE. CARRIED.

2018/19 Draft Financial Statements - J. V. (1983) Limited

CONCURRENCE. CARRIED.

2019/20 Proposed Budget - General Fund

CONCURRENCE. CARRIED.

2019/20 Proposed Budget - J. V. (1983) Limited

CONCURRENCE. CARRIED.

Report of the Audit Committee

CONCURRENCE. CARRIED.

T. King stated that concludes everything for the Finance Committee for this Convention. Thank you very much for your work. Really appreciated.

BREAK

The Convention broke at 10:45 a.m. and reconvened at 11:15 a.m.

J. Earle resumed the Chair.

R. Morris (7002) stated, point of personal privilege, I would like at this time to say a big thank you to the NAPE Executive and Board for the first time allowing another organization to come in and set up a booth outside of your Convention. As you know, one of the other hands I wear is the Vice President of the Newfoundland and Labrador Public Sector Pensioners' Association, and we work closely with the Board of NAPE. Being a member of the NAPE Pensions Committee, I would say a big thank you again for allowing us to come in and do this. It seems that this Organization has become a home now for former Board Members of NAPE because of the thirteen members on the

Board, nine are former Board Members of NAPE. I guess NAPE taught them something and they want to keep active. We would like, at this time, to also say drop by that booth. There is something very personal and good information that we've shared with NAPE in relation to pensions and what's going to happen to them at the end of year 2019. Drop by and pick up that information, say hi, and put in your name for a prize that will be drawn for a little later. Thank you again Brother for the opportunity.

J. Earle stated our pleasure Brother, and thank your Committee, and thank you for the information. I think that it's important to put information out there for our members to have access to and to be able to ask questions directly to people who are involved.

M. Rutherford (4404) stated, point of personal privilege, on Late Resolution Number 1 from Local 6207, regarding the inclusion of shift differential and weekend differential in wage loss. I would like to make a motion to request the Finance Committee to do a review of the feasibility of including shift differential and weekend differential in wage loss rebates. I would like to request such ...

J. Earle stated that's not a point of personal privilege. You're proceeding to move a motion on the Floor. A motion is always in order on the Floor of the Convention. You move the motion, you need someone to second it to get it on the Floor, and we will try to allow time to do that.

MOTION: M. Rutherford (4404)/D. Miller (1102) - to request the Finance Committee review the feasibility of including shift differential and weekend differential in wage loss rebates. Such a review be prepared by the Finance Committee and be presented to this membership no later than the 2021 Biennial Convention.

DISCUSSION:

L. Budden (1603) stated with regard to shift differential and weekend differential, when we come here, we're on Union leave. If you're working a weekend and you take annual leave, you don't get your shift differential on top of your annual leave. If you take sick leave, you don't get ..

J. Earle stated the motion here is to do a study. We're not debating the shift differential, we're debating whether to do a review. I'll see where you're going with it, but I may have to say that it's not on point. I just caution you.

L. Budden (1603) stated for various reasons, in terms of the motion itself, if we're going to argue the merits of that, I had something to say, but in terms of the motion itself, then I guess we will go ahead and vote on it.

A. Fisher (7104) stated I would just like to add that if we do that study, then the people who are coming in on Saturdays that overtime needs to be included.

T. King (BofD) stated I'm not speaking against the motion and I guess you can say I'm not speaking for it either. I'm going to make a friendly suggestion because I think we could end up into a number of amendments. It's exactly what I was talking about the last time, that door that it opens. I can tell you as Secretary/Treasurer that I will commit with the Finance Committee, without you going through a motion, that we need to look and see if we are paying our members fairly when they attend our functions.

M. Rutherford (4404) stated I would like to thank Jerry for his patience with all of us. After listening to some of the speakers this morning I recognize that we have some issues with encouraging

participation, especially with an aging workforce. I think we want to encourage participation, not discourage it. Yes we volunteer our time. I think that was mentioned earlier that we all have to volunteer our time, and we all do that freely and willingly and we're happy to do so. But I think we should not incur loss of wages by participating in these sort of events. We want to encourage people to attend and to be active in our Union and when some individuals are faced with wage loss and some people are not in a position to be able to handle that, then it's discouraging membership from participating. I want to remind the membership that before voting, this is not a resolution that we will rebate shift differential and weekend differential on wage loss. It's just a motion, what you're voting on is that the Finance Committee will simply review its feasibility and give us that information by the next Convention. That's all.

MOTION: CARRIED.

J. Earle stated even without this motion, there are things we do behind the scenes when it's brought to our attention, we go off and do a lot of this work and report back.

D. Miller (1102) stated, point of personal privilege, concerning your co-worker that's sick. I thought it might be a nice gesture to take up a collection for him. I've been there many times being off work.

J. Earle stated thank you sister, and if someone wants to facilitate that, we will do what we can I assure you. The message will be passed on to him. Paul has been a long time activist of this Union. He's been on our staff for a while. He has been having a significant struggle. Thank you so much.

CONSTITUTION AMENDMENTS AND OFFICERS' REPORTS COMMITTEE (Continued)

T. Carroll (Chairperson) stated we're into the Officers' Reports. We've taken the time to review them all, one after the other, and it was moved by myself and seconded by Ed Smith.

MOTION: T. Carroll (7004)/E. Smith (6206) - the adoption of the following Officers' Reports as presented:

- Report of President
- Report of the General Vice President
- Report of the Eastern Vice President
- Report of the Central Vice President
- Report of the Western Vice President
- Report of the Eastern Area Board Member
- Report of the Central Area Board Member
- Report of the Western Area Board Member
- Report of the Region 1 Board Member
- Report of the Region 2 Board Member
- Report of the Region 3 Board Member
- Report of the Region 4 Board Member
- Report of the Region 5 Board Member
- Report of the Region 6 Board Member
- Report of the Region 7 Board Member
- Report of the Region 8 Board Member
- Report of the Region 9 Board Member

CARRIED.

J. Earle stated that concludes the work of the Constitution Committee.

T. King resumed the Chair.

T. King 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.

LARRY BROWN - NUPGE PRESIDENT

L. Brown stated good morning, thank you Trevor, and congratulations. I look forward to working with you. Let me start by paying tribute to your President, Jerry Earle. Jerry, obviously a great leader here, I don't have to tell you that, but I do want to tell you that he's a really rock solid member of the National Board. I want to tell you that I personally rely on Jerry a lot for his support and friendship. Thank you Jerry. One of the things that I didn't know, and maybe you didn't, is that your President is also a poet. I didn't know until I read the paper this morning - NAPE says no to status quo. Arlene is not only a great member of our Board but she has agreed to take on the national responsibility for the Apprenticeship field, which I appreciate very much. Someone else used to be from NAPE that I'm happy to mention, and I want to thank you for, you didn't lend him to us, you gave him to us, we're keeping him, and that's Bert Blundon. I look forward to a great partnership, we're off to a great start. There is one little problem, and this is in confidence, just you and I talking, the Secretary/Treasurer of an organization should be a fine upstanding person. I've known Bert for years and I've always found him to be that. One morning I was walking in his office just across the hall from mine and he was a little cranky with his computer, and he said I'm real crooked today, but it just happened to be that day he was crooked. So what we have to figure out is which day he's crooked and which he's not, and on the days he's crooked we won't give him the cheques - it's going to get complicated! Bert and I are going to have great fun working together and we're going to do a great job on your behalf.

Sorry I couldn't be here yesterday, I like to participate in Conventions and not just to come and speak, but there was an important meeting yesterday with the Canadian Labour Congress Executive Committee. As you know, there's a staff strike on with the CLC Staff. I just want to be really clear with you that in the labour movement we obviously support the right of our staff to have a Union and we support the right of our staff to strike, that's never been in question. We support the process of collective bargaining. We absolutely honour the right of the CLC staff to strike, but we also want it resolved. There are three issues that are on the table - wages (not surprisingly that's often a problem); there was an harassment process that was on the table that we should be able to resolve pretty quickly; and the more complicated issue of pensions. It's complicated because the pension plan for the CLC is in deep trouble and we can't really afford to add any more unfunded liability. But we should be able to work through that. At the Executive Committee meeting yesterday, we put a lot of emphasis on getting back to the table and getting a resolution to the strike, and that was a very clear message from the Executive Committee and I'm sure it will

be followed up on. So that's one of the things we hope we won't have to talk about much longer; we hope it's resolved.

We also had an interesting week here with an election, as everybody across the Country did, and you sent us back Jack Harris. Thank you very much for that! He's been a great Member of Parliament and will be again and we're really glad to get him back in the saddle. It was an interesting election, and that word interesting is one that you can use to cover a lot of things. It was a really frustrating election. We got really serious issues going on across the Country and most of them didn't get talked about. The issues that we should have been talking about in the election, by and large, weren't. The only thing that was really talked about was climate change, and even then it wasn't a substantive discussion. It was more like a discussion about slogans. One of the things that didn't get talked about by any Party except the NDP is a massive issue for Canada. We went through a Federal election without really talking about the most important issue that we're facing, and that's income inequality. Income inequality has been growing in Canada, it's been growing around the world, but we're doing a great job of growing income inequality here, unfortunately, and that hurts you every time you go to the bargaining table. It hurts you every time you have to make a purchase. Your wages have been squeezed along with working people right across this Country.

One of the things that we're reading about now is that Canada has a debt crisis. We have a crisis because too many people are in too much of a debt in their own personal household. Well, how can you expect not to be accumulating debt when your wages can't keep up with the cost of living, of course you're going to accumulate debt. There are a thousand different ways that I have to explain this, but here's a real straightforward one. From the beginning of 2013 until the end of 2018, average worker's wages in Canada increased by 11%. Now that's six years. I'm like Keith this morning, I'm not necessarily all that good with numbers but I can figure out that 11% over six years is about 1.8% increase per year, and I know that's under the rate of inflation. It isn't that Canada has gotten poorer in those years. Canada is doing well as a Country. There's a whole lot of money in this Country, but it is not being shared equally, and it's a crisis. One of the reasons for it is the tax on labour law, and I'm going to come back to that in a second. We try to make this into a very complicated issue, you know - we're really sorry about income inequality, we wish we could do something about it, but it's a complicated problem. I come from Saskatchewan and what we would have said to that is 'bullshit'. A guy who actually is one of the 1%, a really wealthy guy, he said recently that he thinks he should have been paid a super wealth tax because he's been getting off too easy. What he says is much of the wealth my family has been able to accumulate can be tied to Liberal and Conservative policies over the last fifty years. He says that the changes to income tax rates over the last fifty years are one example. Over the three decades since the 2nd World War, the Federal income tax rate hovered around 50% for folks in the top income bracket. Then the Liberal and Conservative Governments, time after time, started to cut that and cut that and cut that and now it's down to 33%. So the very wealthy that used to pay 50% rate of taxes are now paying 33% and our Governments can't figure out why they don't have any money. Lord help us - that's not very complicated. If you're making above \$250,000 a year, you can afford to pay more in taxes - it's not complicated.

We can talk about this in a number of different ways. We can make it sound like it's an economic discussion; we can make it sound like some kind of complicated thing about numbers, but you know what, the bottom line of all of this is that income inequality physically is hurting us. Economically it's hurting us, of course, but physically it's hurting us. In the United States they've done this study, and they are slightly ahead of us on the rotten curve of income inequality but it's the same problem they've got, just a little bit worse. In the United States they've discovered that if you take two bands of people and you take the poorest 20%, their chances of living a decent length of life is about 50/50. If you're in the top income bracket, your chance of living a decent life

span is more like 75%. There's a 25% difference in your life span if you're poor than if you're rich. This isn't just an economic problem; this is a social problem that is hurting us physically as well. We've known for years, the more money you have, the less sick you get. The more money you have, the more you can take care of yourself. All of those things have always been true and now we know that not only that, but it kills people to be poor at a higher rate than if you were rich.

What policies that rich guy talked about, the changes in tax cuts and the tax breaks for the wealthy, that includes tax breaks for corporations. One of the results of that has been of the hundred economic entities in the world, the big economic entities, you'd think those would be countries right, 69 of the top 100 economic entities in the world are actually private corporations. Walmart, Apple and Shell all have more wealth than rich countries like Russia, Belgium and Sweden. We're talking private companies that have been allowed to grow so wealthy and powerful that they have more money than Russia, Belgium and Sweden - that's amazing. It's also an incredible redistribution of power because if you've got that much wealth, you can go to smaller Governments and say here's what we expect you to do and the Governments have to listen. This is not something that happens on a global level alone. In Canada we are doing our share to screw working people on a daily basis, because we are electing Governments on a provincial level that are happily engaging in that right now. In Alberta, they just brought down a budget yesterday, they have cut taxes for the corporations by \$3.8 billion - that's 3.8 thousand million dollars. Then they turned around and had the gall to say that they can't afford to pay wages to working people. The very same Government bragged about the fact they have the lowest corporate tax rate in Canada, and they said they're going to have to program in no wage increase for the public sector for the next three years. It is a shame. It's outrageous. They've already started the cuts. You probably haven't had a chance to look at the Alberta budget, probably don't want to. If you can imagine, they have already cut \$11 million out of the EMS budget - Emergency Medical Services budget, in a budget they say isn't going to hurt people. Who do they think rides in ambulances? They, of course, claim that all of those tax cuts are going to create fifty thousand jobs. So, somehow by cutting \$3.8 billion for corporations, they are going to magically create fifty thousand jobs in Alberta. You know what? There is not a single solitary bit of evidence that a tax cut for a corporation creates job one, let alone fifty thousand. We've looked. We've tried to find what basis there is for cutting taxes for corporations. Is there anything at all to this job claim, and there is zero evidence that tax cuts for corporations create jobs. What it does is it creates deficits for Governments, and the Governments then turn around and visit that on us.

You probably heard a little about a guy in a Province not too far away called Doug Ford. Doug Ford, the brother of the other Ford, that was an international joke as the Mayor of Toronto. Well Doug Ford wanted to follow his brother as the Mayor of Toronto and didn't win, so he became Premier instead. He is also cutting taxes, and he is also claiming he has a financial crisis. He was big enough to come to us in Ontario in the public sector and say I'm going to give you a choice. First choice is that you can voluntarily restrain your wages. Second choice is you can accept a whole bunch of other cuts to save money for the public sector if you don't want to cut your wages which means job loss. And the third choice if you don't like either of those is that we're going to legislate you. For some strange reason, the Unions in Ontario told them to go pound sand. They don't like any of the options. What he has done is he's put in legislation to say that Unions and the public sector in Ontario can bargain freely all the way up to 1% per year - that's the maximum for three years. You know what happened in the middle of the fight about the wage control legislation, he had to come out and admit that he had been lying about the size of the deficit - it was only half as big as he claimed. So a logical person would say, well I found out the issue isn't nearly as serious and I'm going to withdraw the Legislation. How many of you think that he did that?

This builds on a situation in Manitoba, Michelle is at the back - President of MGEU, they've had three years - 0%, 3/4% and 1.5% - I forget the details of the legislation, the same as in Nova

Scotia. We now have four Provinces that have introduced some form of wage control legislation. I want to ask you a question - a very complicated strategic question. How comfortable does that make you? At the National Board we spend time looking at this kind of stuff. We're going to be working really hard on this because we can't any longer assume, if we ever could, we certainly can't now. We can't assume that bad legislation and bad policy in one Province is going to stay within the bounds of that Province. The worse of those policies, the worse of that legislation, spreads rapidly across the Country. We are going to be co-ordinating on the legal end, but we're also going to be talking increasingly at our Board level about how we build our capacity to fight back against that legislation. How we build our capacity to share the strengths that we have across the Country so that we're not leaving Manitoba alone to fight its battles, and if you get into a battle, we're not saying well good for you, you go fight. We want to increasingly adopt the position that we're all in this together.

One lesson that we've learned in fighting bad legislation across the Country is that we have to really work double time to make sure we engage the members. We had a situation in Saskatchewan not long ago where the Government threatened bad legislation and the Union was fighting back. After about three weeks of that, we went and did a focus group and said to people what do you know about this? What people know about it was that the Union and the Government were fighting - pretty much that's all they knew because we hadn't taken the time to really make the message clear to our members about what the fight was about. We've learned over and over again that we can't have the Union, we can't afford to have the members look at Jerry and Trevor and "the Union" and say you guys go fight. As soon as we fall into that, as soon as it's "the Union", we're going to be back in the situation that Saskatchewan was where the members weren't engaged and the members thought it was a fight between two people over there. We have a situation where too many of our members don't think of it as 'my union', they think about it as 'the union', and we've got to be continually breaking that down because when we get into these fights, it isn't Jerry and Trevor fighting, it's all of you having to be part of that fight and the thousands of people who are out there, they have to see their role as being part of that.

We've got all of that on our plate and we have a couple of other small issues - the climate crisis, increasingly affecting our members where they live. Every single one of our members is being affected and increasingly it's being our members at work being affected in health care, in EMS, in front line services across the Country. Our members are expected to step up to the plate in climate crises and we're trying to make sure that we're there for them. Not only as citizens being affected where they live, but also as workers in the workplace.

We have another issue that we're starting to wrestle which I think is directly related to the problem that we talked about before which was income inequality, we are facing increasingly, and I don't think I have to tell you this because I think most of you already know this, a problem of violence in the workplace by the public against our members. If you're in health care you know that very well unfortunately. There's an increasing incident of patient violence. If you're in social services, you know that. If you're in corrections, you certainly know that. We've got, in many of our workplaces, an increasing amount of violence being directed against our members and we're going to wrestle with that as well and try to figure out how we can do a better job of responding to that crisis.

We have the little detail like privatization. Every Province is fighting the same demon of privatization and we win more often than we lose but sometimes I'm afraid we also lose.

We got issues. We got challenges. That's always the case. Have you ever been to a union convention where you didn't talk about a single challenge? You wouldn't know what to do. That's what we do, isn't it? We take on tough challenges. But I want to remind you of something that sometimes we don't think about enough, that you folks and us have a rare privilege. Because we

have each other, we have the unity of our unions, we have the strength and the solidarity of our unions, that enable us to collectively deal with these pressing issues. I know Jerry is aware, because I've heard him talk about it, there are too many workers in this Country that don't have that privilege. Too many people that have to face the issues that I've been talking about by themselves without that support. We need more unions, but we also need unions to be very aware of the fact that they have that rare and special privilege of working within strong organizations. We always have the obligation to think about the people who don't have that. Because with great power, and we have power, we are powerful, comes great responsibility. I think it would be fair to say right now that if you look around, you would come to the same conclusion that we do, that the world is in a bit of a mess right now. We have the awesome responsibility and the awesome ability to help make this world a better place. Not just a better place for our members, but that's where we start, our members are under immense pressure and we have an obligation to do everything we can to address that, but our members also live in the community and we can make, not only our members lives better, but we can make the world a better place for everybody. Just think about what this Province would be like, what this Country would be like, and what this world would be like, if you took Unions out of the equation. Progressive forces and the ability to fight against this rotten agenda would be so much weaker without us. So we have with our strength and with the privilege we have of working together in solidarity, we have the responsibility to step up to the plate. There's an old question that I like to bring back every once and a while, two questions actually - If not now, then when? And - If not us, then who? NAPE is a great and powerful Union and the National Union is a great and powerful collection of great and powerful unions right across the Country. I want to suggest to you that the people of Canada, even the ones who think they don't like us, the people of Canada need us. And our members need us to be the very best that we can be, and I know you're up for it. Thanks for listening.

J. Earle stated thank you once again. I've known Larry for many, many years and he has always been a great ally, a great friend of ours. As I've said to others, you're always welcome here on our Convention Floor. We confirmed yesterday that NUPGE is more than welcome here in 2022!

E. Smith (6206) stated, point of personal privilege, a sister requested delegates to donate money to Brother Paul Foley. I want to open up our suite, we would gladly take the collection up and turn it over to the brothers and sisters either at NAPE or at the Penitentiary. I also would like to donate \$100 from our Local to Brother Foley.

F. Pittman (Staff Local 7001) stated I thank the brothers and obviously Paul is such a good person. I started at the Penitentiary working 1982, that's our world, he went there in 1984, so we've been friends forever and he's struggling. I came up through the Local as President, right up through, and he did too. The family, his family is my family. I sent a little message and talk to his wife everyday and I see him all the time, he is always thinking about other people. He's always been like that, even as sick as he is, he is always worried about someone else. Paul said thank you so much to our brothers and sisters here and co-workers, he would really like to be here with us.

RESOLUTIONS AND COMMITTEES REPORTS COMMITTEE (Continued)

M. Wade (Committee Chairperson) stated as we stated yesterday, all of our resolutions have been moved by M. Parsons and seconded by T. Power.

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.

CONCURRENCE. CARRIED.

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.

NON-CONCURRENCE.

DISCUSSION:

G. Ryan (1402) stated would I be able to hear your rationale for non-concurrence.

M. Wade stated we spoke about it yesterday at length and we feel that putting a seven (7) day time line on it provides huge constraint. For a larger unit it might take longer than that, but there are small contracts and from start to finish can be ratified in seven (7) days. So by putting that numeric value of seven (7) days on it, you're constricting that. We also felt that it drags out the process a bit. When you're talking about ratifying Agreements, you want to get it done and get it done fast.

G. Ryan (1402) stated rather than getting it done fast, I would like to know that we're doing it right. By doing it right with the number of members we have, there are shift workers that can't attend the one meeting that we have, the slow roll-out that happens coming from the CNA - 17 Campuses, it dribble/drabbles across the Province, we're getting bits and pieces, not everybody can make that one meeting on that one night, when they show up your vote must be taken. Yesterday we had a discussion about a potential on-line voting process. So, I'd like to think there must be a better

way, and if you could read through the Whereas there are other Unions like the United Steelworkers in Lab City, they do seven (7) days and they ensure they hit every shift, every worker has an opportunity attend and voice their opinion, ask their questions before making their vote. Giving them an option of having an informed vote. So if any brothers and sisters are in this room right now and in your Local and for yourselves, you feel that one night, that one meeting, that one chance to vote just isn't enough to really think through the changes and language that affects your Collective Agreement, your rules, your binding rules that you have to abide by, then I ask that you vote to change the Committee's recommendation.

M. Mercer (5602) stated I'm totally in agreement with all of that. I don't think that one night of being given information with the language that we have to understand, digest. We don't even get a chance to talk about it as a Local. I just don't think it's enough time to understand all of that. I think we need to see the information first, be able to digest it, talk about it with our other members, whether that be on-line. I agree that the information comes out because it trickles across the Province. The meetings generally start somewhere and then move across over the span of a couple of weeks. In that time misinformation gets passed along. I know last time there was a lot of confusion with some of the different articles in the Agreement - health and dental - everybody was really confused by that. I think we need more time to read it and get the right answers. Thank you.

T. King (BofD) stated listening to the last two speakers, and I'm not trying to contradict what you said, but if you hear your own words, it would be confusing, you said, that you would miss bits and pieces of information. I question how you got the bits and pieces of information. Well, we all know how you got it. The first meeting that we had, I was the previous staff negotiator for the HSS Agreement, I negotiated for the CNA Faculty, and I've done ratification votes in several areas of this Province. If I started in Gander, for example, and I give out the material, we're not naive, we know the members fax it off, screenshot it, take pictures, send it wherever. That's where you're getting the bits and pieces that you mention. Let's say this passes. Sorry - I'm supporting non-concurrence, but let's say we reverse this, so you're saying send out a PDF, mail it. Aren't you actually getting the exact same thing that the others who attended the ratification vote sent. I'm sorry we don't have the resources to have a staff person spend seven (7) days with you, and I'm not trying to be flippant. I will tell you when people go out and do the votes on these contracts, you need to let me and Jerry know if the staff are not taking the time, but I'm pretty sure that they are, because I know all of the negotiators that work with NAPE. Take the time, process it, go to the microphones and ask the questions. I'm glad you brought up the insurance one that came up in the last round of bargaining. I'll give you an example - I went to Grand Falls to do a vote but before I got there the Local President in health care, and this is no disrespect at all in Grand Falls/Windsor, he said you're going to have to do two meetings. I said why is that. He said you don't understand how upset people are out here. I said what are they upset about. They're not happy with the contract. I said, so you have a copy obviously going around. Yeah. I'm sorry but there are nay-sayers going around and putting their spin on what that document said. So picture it, it goes out to every member that's in the bargaining unit, you've got it for seven (7) days, and as much as I'd love to think all 25,000 members are in solidarity, we do have some who could be out to damage us. When I got to Grand Falls I had about 200 in the room, and I did say before we start this meeting, would those of you who are here for the meeting with the Union that lost your pension, you're in the wrong hotel; for those of you who are here in the meeting that said you lost your group insurance, you're in the wrong hotel. A few people became uncomfortable and a few snickered. I went away from the vote, as angry as Grand Falls was because of misinformation, with an 85% ratification vote because I explained everything that was done and they were like, thank God you explained it, because that is not what I read on paper. What is wrote on that paper we don't do it to confuse you, but if any of you have done any Collective Agreement courses, whether it's collective bargaining, shop steward training, and I taught a good portion in this room.

One of the struggles you have is reading contract language. We don't do it. Unfortunately, that's part of negotiations. You're back and forth and you would like to have very clear language, but it comes down to what you agree to with the employer. A lot of the regular rank and file doesn't understand it. Most of the people in this room, I think if I sent a document to all of you, I think I could trust it. It's the 25,000 that are not as educated on union, as educated on Collective Agreements, as everybody who is in this Convention Hall, is what concerns me. I caution you trying to reverse this because, I don't know if you watch the news right now in Saskatchewan we have people picketing outside a union office because of some miscommunication. I'm not defending that union, I don't even know what the story is about. My point is, is that what we're going to end up doing. You have a document out there for seven days. I'm not going to that vote, let's say I'm going to Goose Bay, and I got seven days before I go up there, within that seven days the crowd in Goose Bay got to picketing the airport because they don't want me to come in because they thought I gave away their pension plan, because nobody was up there to explain it to them. They had a document but unless you understand it, why would you want to have that in your hands without anybody there explaining it to you. For that reason I support the Committee's recommendation of non-concurrence.

A. Sedlickas (General Vice President) assumed the Chair.

J. Earle (President) stated sisters and brothers, you have to realize in our organization how collective bargaining works. I mentioned in my speech we have 106 different groups that we bargain for. If this Convention passes something we would have to apply that to 106 bargaining units. Bargaining teams are elected to represent their members, come up with strategy, how they want to deal with things. With Labatts in bargaining and we pass this, Labatts has to do exactly as Convention has mandated and it ties the hands of the Negotiating Team. They may not want something out there floating around for seven days. That would be the same for Browning Harvey; that would be the same for Home Care; the same for Lab and X-Ray. You have to put the trust in the leadership of the Union you elect, your Board of Directors and Executive, to make decisions on these things. You have to entrust your Negotiating Teams. Your Negotiating Teams are made up of you, they're made up of people that you send to work on your behalf. I can tell you, I'm not close-minded to new ideas. I think you've seen some of the things. Some in this room might not be aware already, the last time around we actually tested electronic contract voting for a couple of groups. Air Services, if there are any in the room - we actually done an on-line vote where we explained the contract to them. Everybody heard the same thing at the same time; they were given a period of time to vote. We had a person vote from California because he was on vacation. That's what that process allows. We had the Coast of Labrador where sometimes we've been prevented, depending on the time of year and weather, the members on the entire Coast of Labrador across every bargaining unit voted on line and were given an information session. Please leave these types of things to your Negotiating Teams. Please leave these types of things to the leadership of your Union that you elect, with the exception of myself and Trevor, you are in this room, your rank and file. We will make those decisions going forward based on how we read the members. Again, I thank the Committee for this recommendation of non-concurrence.

C. Henley (7001) stated I rise in favour of the Committee's recommendation of non-concurrence, and I wish to echo the statements that have been made by the two previous speakers. It can't be any truer than they've already stated. Over and above that, it's been my experience, and I've been at this for a long, long time, that once the rumor mills start and the misinformation starts, it makes it three times as much more difficult for a Negotiating Team to get out there and deal with the issues. When we're dealing with large bargaining units like the HSS, and the GS, and MOS, where you're doing somewhere in the vicinity of 40 or 50 meetings, in some cases, to do ratification votes, you're into a scenario in this day of communications the information is out there fairly quickly anyway. I would be willing to bet you that in the General Service I could do a meeting in St. John's

on a Monday night and by Tuesday morning almost every office in every nook and cranny in this Province has a copy of that tentative agreement. The one thing they don't have though is the story - what basically makes up that deal, what all the changes mean, how they affect the individuals who are contained within that bargaining unit. That's the only thing that they get from going to a meeting and listening to the pitch of why we're recommending an Agreement or why we're not recommending an Agreement. As the previous speakers echoed, I would suggest to you, bargaining unit by bargaining unit, that strategy and that process should be left to the people who are elected to represent that Local and do that round of bargaining. Thank you.

K. Bixby (3101) stated every year I come here and say I'm going to keep my mouth shut, already had one issue that I'm going to speak to later. I want to start by saying I don't disagree with anything that Jerry just said. I think what he just said was perfectly right. We have to trust the people to make the decisions, and we're doing that. All this motion is asking for, if I'm educated enough to understand it, is that we get the information once the decisions have been made so that we have sufficient time to look it over so that we're not in a meeting for a hour or more. I've always had, whenever we've done these ratification votes, the information that comes out is great, the explanations are fabulous, it lends to your understanding of what you're doing. But don't tell me I'm not educated enough to understand it. On behalf of the 25,000 other members out there, that offends me greatly to assume that because they're not here that they are not educated enough to understand. That ticks me off. All that this is asking for, you say we're getting bits and pieces - misinformation, all we're asking for is give us the correct information. It doesn't need to be seven days. I don't necessarily disagree with their non-concurrence based on the reasons that the Committee's stated that you don't want to be locked into seven days. I can understand that so I'm not necessarily speaking against your recommendation. I do think there has to be some mechanism that we have the information, the correct information, a little bit ahead of time so that we can look it over. You know what? If there is something there that we don't understand we can ask someone who does. That's what the phone lines are for. That's what the EROs are for. That's what the member servicing people are for. You don't understand it, you ask. There's enough of us out there that we can keep that on track. This is serious stuff. I want some time to think about it and to process what I'm voting for and how it's going to affect me and the other people here. That's all we're asking for; that's only fair. I think it's called transparency.

T. King (BofD), point of personal privilege, I'm not going to debate the resolution at all, but I think it's fair that I need to clarify my words that I am a Union educator, I teach Union courses. What I meant by educated means that we have negotiating teams that are trained in, brought in for sessions, and I apologize if that's how it came out sincerely. I would be the last person that makes such a statement like that. It was simply saying that my concern was that if a rank and file has never attended a Union function or a Union education thing, they may not understand the verbiage that is being sent out. Thank you.

E. Byrde (BoD) stated I got up because I did not take what Trevor said as anyone being uneducated. As a Union activist, how many people have come to us and said I don't understand a thing in this book, can you help me. And how many people here have helped people with that Collective Agreement, I'd say every single one of you. If you're an activist somebody came to you and said I don't understand this part. So, Trevor, in no way did I take as any offence against any member. Thank you.

D. Crane (7501) stated I would just like to say to Brother King's point that maybe not everybody is informed. I think the best way to calm that misinformation is to give information and maybe not hold it back until the last minute. Maybe in order to inform people we could give them a bit more time and spend the time to explain it rather than just put it on them at the last minute and expect them to make a decision.

K. Gliddon (7813) stated and whether or not what I'm about to say is relevant to this issue, but I stand with the non-concurrence. Many moons ago we had a Collective Agreement, or we were in the midst of negotiations, and things starting leaking out in our organization. Emails went flying around about our market factor value that only affected twenty-six people. What ended up happening is the employer got a hold of that information and that market factor value that was so dear to those people went back on the table and had it removed because no one cared about those twenty-six people. This is why you can't let this information get out there until you're actually into a ratification vote. I've served on two negotiating teams, and am on my third, and never would I want stuff to go out until you're at that vote. It can be miscommunicated and misunderstood. I stand with non-concurrence. Thank you.

A. Carew (BoD) stated I rise in support of the Committee's recommendation for non-concurrence. I just want to elaborate. I do understand wanting the information but in this last Agreement we had, as Brother King has acclaimed, and as Sister Gliddon has acclaimed as well, that information getting out, your negotiating team are the experts of that tentative Agreement. They are the ones to share the information. They are the ones to tell you everything and to explain it to you. For you to have the piece of paper and to see it, you might not know exactly what went on with negotiations and you need your negotiating team to explain it to you so that you can make your proper decision on your vote. It's not feasible with the amount of Agreements that we have and the amount of Locals and the amount of bargaining units we have for us to give that information, have the negotiating team give the information, and then have a vote seven days later because that's essentially what you would have to do. You can't give the information out and then have the vote when the negotiating team shows up seven days later because they're not getting the right information across. I think if you had to do it that way, you still wouldn't be getting the right information and it still wouldn't be feasible. I do agree with the Committee's recommendation. Thank you.

G. Ryan (1402) stated I agree with the brother's sentiments a minute ago, the misinformation comes from the lack of information. When you talk about we share them, we screen shot them, we send them around, we do and the reason we do is because we're united. We want each other to be informed and that's why we try to tell everybody ahead of time, this is what's coming, but unfortunately exactly what you see is what's happening is misinformation, short little blurbs but not getting the full context. That's what we're asking for. This resolution is left wide open for NAPE to construct this in anyway that they want. We just are asking for time to talk to our spouses, to talk to our Locals, to talk to our financial advisors, to talk to anybody who may help us with implications in changes to language. The one thing that I do disagree with and I have to say this, because I've seen this said with resolutions in the past as well, is because we vote somebody into a position or to be on a negotiating team. When I hear people say just put your trust in them, then I wonder why are we voting anyways. I understand we voted them in to negotiate, but the things the employer may want to come back with, you know a few years ago we had our 20% increase for CNA Faculty, and at the same one we sent our Guidance Counsellors off with their own rules, their own hours, we got a divide and conquer on our sick time. All of these things could have been discussed further but in a two hour meeting the 20% was all anyone saw and it got through. When you talk to people who were on the negotiating team, they said everybody is waiting for that 20%, but if we had time to talk about it, if we had time as a Local, like you guys said this morning, there are people who strike, people who've done a lot of labour work for us, they went through hardships to make sure that I had fantastic benefits. Was it shortsighted, did we accept the 20% and lost out on sick leave for future generations, I don't know; we never had time to really talk about it. That's what we're asking for with this resolution is time to consider.

NON-CONCURRENCE. CARRIED.

J. Earle resumed the Chair.

J. Earle stated I just want to correct one little thing, first of all I've been around a long time, it was never brought out to members to change the sick leave. That was actually legislated away.

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.

NON-CONCURRENCE.

DISCUSSION:

T. Davis (2201) stated we are asking for a Membership Servicing Officer to live in Labrador and to work out of Labrador to better service our membership. We do live in a part of the Province that we do not have the convenience nor the resources to call upon our Membership Servicing Officer. We have situations where we have our members that are constantly being harassed and dealt with and disciplined by employers in that area, and we feel to conduct the business of the Union we need someone in Labrador.

A. Ford (2601) stated I feel sometimes they're not speaking for all of Labrador. I'm Labrador as well, I'm from Labrador City. We're so spread out geographically, where does this person go, where does this person reside, where is their office? It would probably be Goose Bay so what difference does it make to me in Labrador City if the person is in Goose Bay or the person is in St. John's. I was at the last Biennial where we discussed this in length. I will explain to you what the difference is. The difference is, if they live in St. John's we are supported by a team of MSOs, EROs, labour/negotiations specialists. In Goose Bay they are by themselves. Brother Bert got up and spoke about being in Labrador by himself and the difficulties that were there. Yes, maybe the original MSO was not the right fit, but you've made some changes to that and I commend you on that, there's a lot of respect for that, and I think we should give Rhonda a chance from where she's at. I don't think it's necessary.

K. Gliddon (7813) stated it would help me if I understood the rationale for the non-concurrence.

M. Wade (Committee Chairperson) stated we talked about this at length a couple of days ago while we were in caucus. Our number one issue that we spoke about was as the sister just mentioned, where does this member be located to. Labrador is geographically very large, and no matter where they are, there's still a lot of travel involved and you still have to fly in Labrador. It's not like you can hop in your car, in most places, and drive for an hour. That was a large issue. Another issue, since we have changed the servicing module at NAPE, there is a dedicated member who services Labrador with a reduced case load. Judging by the numbers that we've received from NAPE, they are getting the work done in Labrador on the road up there. Another thing, oftentimes our flights are more accessible from St. John's. I'm not from Labrador, but I do understand some of the flight patterns, there are chances you would have to travel back to the Island to get to some spots. And there would be a lack of consistent service. There seems to be a turnover in Staff and if you don't properly support your Membership Servicing Officer on the ground up there, there is a risk in having a high turnover again.

H. Williams (2202) stated I speak in favour of the resolution, which I guess is against the Committee's recommendation. The issue for us is we want to be treated fairly, we want to be treated equally. I understand there's a lot of different issues going on but when you talk about the geographical area, by having this individual in St. John's, you've just added a whole lot more room to this geographical area. Whereas if you're located in Labrador, you've taken away a flight. So now this person, if they want to go to Lab West or Southern Labrador or even Northern Labrador, they are already located somewhere in Labrador. We didn't say Goose Bay, I don't think the resolution said Goose Bay. What it said is Labrador. Therefore, you've already eliminated, you've made that geographical area smaller now, by locating this individual in Labrador. I know a lot of people here on the Island don't realize, but we do have road accessibility to Western and Southern Labrador. Granted, the road is still not paved but it's there. Like I said, for myself, and it's not those situations where you have an individual that is losing their job, absolutely, we have that support from head office. We have that support. It's the day to day operations when we have an individual, let me say this, I've had the privilege to work with Rhonda, she is awesome, let me tell you that, she is absolutely awesome, I can't say enough good stuff about her. But the fact of the matter is for the day to day operation that we need somebody there on the ground that can answer those questions. We understand when it comes to a phone call and an email, well here's the thing, if it's okay to service Labrador out of St. John's, well can't we do the same with Central and Western. Again, I'm not trying to take away, I want to make it very clear, I'm not trying to take away from our Union, we're trying to build and make it stronger, that's what we're trying to do. When we have members that are coming through that have been in Goose Bay, if you have a member from the North coast that is coming in for a doctor's appointment or traveling somewhere else, they have the ability to say okay well, I'm just going to drop into the office and talk to this person, which I'm sure people who have that ability do. We don't have that ability, we don't have the opportunity to sit down face to face and speak to this individual and say I need help and this is what I need help with. It's the day to day operation that is going to make the difference. Not only that, it's now sending a message to the employer saying NAPE is serious here. We can't push these people around anymore; we can't keep mandating these people so much that they are mentally and physically exhausted and I'm sure there are a lot of people in this room feel the same way. All we're looking for, here is what we're asking for, the same and equal treatment that every member here has. Granted, we know we're not going to get an office in every community. For example, in Western, you don't have an office in Stephenville, but those people have the ability to get in more accessible than what you would have if you had to go to St. John's. Thank you.

P. Lewis (3802) stated I rise to speak in favour of the Committee's recommendation of non-concurrence. With respect to my brothers and sisters in Labrador, unfortunately we have offices here on the Island, but it's only in three different places. If NAPE was to have to open an office in every remote location in Newfoundland, unfortunately, our finances would be quickly dissolved and we would be in a very bad financial position. I think with the way the new servicing operations is going with MSOs, an MSO or ERO is more readily available to the people of Labrador from St. John's than it would be even if it was located in Goose Bay. It's probably quicker to get on a flight here in the morning and be in Labrador on the ground at 9:00 in the morning, whereas if I'm in Goose Bay and I need to meet someone in Lab City, the same flight coming from St. John's is how you're going to get there. Unfortunately, I know that we would love to be able to do that but I do feel that the members are being serviced up there as well, or maybe even better than some of the other places in remote Newfoundland. If we want to put an office and dedicated staff person in Labrador, we may then have to do it in Fogo Island, Change Islands, South coast of Newfoundland, the Great Northern Peninsula. I ask that the Convention Floor support the Committee's recommendation of non-concurrence, with all respect to my brothers and sisters in Labrador.

J. Sinclair (7104) stated, past President of Local 2101, Central Labrador and North Coast of Labrador, I wanted to bring to the Convention Floor, give this resolution consideration because I

thought I represented members on the South Coast of Labrador that after talking to NAPE Headquarters here in St. John's, I actually wasn't their President. I was on the Local Executive for a couple of years before I actually knew who the members were within my Local. What I'm saying is that in Southern Labrador you have GS members, they don't even know what Local they are a part of. There's disconnects in Labrador that just don't occur here on the Island. I recognize that there are rural areas of the Island that don't get serviced as well. I see the merit in the model of having the Labrador MSO based in St. John's, however, something needs to be done because what happens is when I was a Local President in Labrador, I was left to explain to the members this is why they're doing it and I think that NAPE Headquarters themselves could do a better job of articulating the reason for this decision to the Labrador members. Thank you.

V. Browne (7018) stated I'm a NAPE member but I actually work for another Union here in the City and I'm a Labour Relations Officer there. What I would say to you guys from my own personal experience, and I was the Labour Relations Officer responsible for all of Labrador for over nine years, I would say the more that I would have been isolated, the less I would have been able to give to my people in Labrador. It's being able to have the constant connection, being able to walk to the office next door and have a discussion with somebody, being able to be readily accessible to our whole team that made me be as successful as I was when I was representing Labrador. So I would certainly agree with the non-concurrence.

M. Rutherford (4404) stated I rise in support of my brothers and sisters in Labrador. For the benefit of first time delegates, we have a lot of first time delegates here today, this was a really debated issue at our last Biennial Convention. It became a very emotional issue, I think we discussed it for close on an hour and it was very emotional; it was very heated. I think the membership in this room was very much swayed back and forth on whether they wanted to vote concurrence or non-concurrence on this. There was a lot of very compelling arguments on both sides. What's different now than the experience at the last Biennial Convention, was last time around NAPE was in a process of rolling out a new model for servicing our membership. In the end, after much debate, I think our members decided to give NAPE the benefit of the doubt, give them the opportunity to roll out our new members servicing model. That's what we decided last time around. I think because there's clearly still issues here, there's clearly members who feel that they want to have a better connection to their Union, I think we need to hear those voices of our brothers and sisters in Labrador.

T. King resumed the Chair.

D. Hawes (BoD) stated I think right now putting an office in Labrador is not really what we need so much as we need servicing. Right now if we have Rhonda there, we need to give her a chance. She's only just taken up the role. At the end of the day, we need things done. Setting up an office, trying to service the members at the same, is not going to solve our problems. I think we need to give Rhonda a chance for another two years, track everything that we do, and then maybe revisit it. Right now, yes, we did have a change in servicing, the first one didn't work out, but we don't get rid of it right away. Doing this right now is almost the same as when Government goes and does cuts, they don't even look and see what's actually working or what's not. When you actually try, if you look at Labrador, Labrador is bigger than the whole Island portion so imagine if you put in an office, where are you putting it? It doesn't matter if it's in Goose Bay or say for example if it's in Lab City, if I was in the office and had to service from Lab City, yes we do have roads, but you know what, I grew up on the South Coast of Labrador and it's a twelve hour drive from Lab City to - and that's without a break. It's not going to solve the problem having an office there. What we need is committed servicing and if we got that right now in Rhonda, I think we need to give her a chance before we go and pull it back.

J. Earle (President) stated my sisters and brothers, I was here at the last Convention when this received heated debate. The Board of Directors that I lead made a conscious decision that we were going to do anyway, I talked about it at the last Convention, about implementing a new staff model to meet the challenges right across Newfoundland and Labrador. I see no member different. Whether you're a member in Nain, whether you're a member in Port aux Basques, a member in St. John's; you are a member and you deserve servicing. We made a commitment, and I live by that commitment. I said yesterday in my speech there is more that we have to do and we're going to do more. We did make a change, we actually added an additional staff person. That staff person was dedicated to Labrador and the tip of the Northern Peninsula, because first of all there is not enough physical members in Labrador that would equate to a workload so if we put somebody there they would have to do some work on the Island anyway. The statistics - there are 1,375 members in Labrador on the land mass. Our averaging workload for a Membership Servicing Officer, whether it's correct or not, is around 2,000 members. There are 17 Locals in Labrador of the 300+ we have. This is some of the things that we've done since we implemented a new staff model - we set up a team approach, we set up a Health Care team and primarily in Labrador a great chunk of members are Health Care so we decided that a Labour Relations Specialist would be responsible for that. We do not have a situation where we can put an office where members can walk into. A Union can't function that way. The Shop Stewards and Local Officers there are what the members rely on who come talk to and deal with the issues on the ground. As things get more complicated, that's the MSO, the Labour Relations Specialist, the Workers' Comp Benefits, our Lawyer. Just to give you an example of what we've accomplished since we put the new staff model in place - In March 2018 we had 202 grievances; as of October of this year, we're down 139. Closed grievances was 144 during that period of time since we put the new staff model in place. We've negotiated/renewed four of six Collective Agreements during that period of time. Here's the staff visits - 50 by MSO Hann; 4 by Bernie Coffey Sobol; the Labour Relations Specialist has been there 8-9 days; Junior Bursey, because we had a complex issue, we sent a second staff person in for 3 days; Rhonda White who has only been there for a short spell, she's been in 6-8 days. The first time ever under my leadership we sent the Shop Steward Facilitator in there and he did two training seminars for Shop Stewards on the ground, and we've done advanced Shop Steward training. So have we done things different in the last 18 months? We absolutely have, because that's the commitment we made, not only to Labrador, to the entirety of our membership. We are continuing to monitor that. If there are issues that are brought forward, whether they be from Fogo Island or to the brothers and sisters in Labrador, come talk to me. I am all about, the Board of Directors are all about, improving the servicing to members. I can tell you right now we're committed to it. But putting somebody there physically in an office, not necessarily going to be in Goose Bay, it could be in Lab City, but you will never find a case where an office is going to be open and you can walk in and talk to somebody 8:30 to 4:30. And I know the Staff Local President is starting back there, I probably shouldn't say this here, but if I found a Staff person sitting in their office for eight hours, they would be talking to me because they may not have a job. That's not membership servicing. Membership servicing is getting out and talking to the members and the Local, hearing their issues, and sometimes as simple as having a coffee with them - that's membership servicing. Our offices are readily accessible to members. I'm sure if anybody tried to reach Earl or Rhonda before, they were approachable and if they weren't, it would be brought to my attention, and it's the one time I hate to use this word - employer - we deal with the issues. I commend the Committee, give us an opportunity. If there are issues, I think your Executive Board have said on any area, we will deal with them. I thank you very much for the recommendation.

M. Pike (2701) stated I'm born and bred a townie, but I live in Happy Valley/Goose Bay. I've been there for six years. I love Labrador. I support the non-concurrence for not having an office in Goose Bay. I just want to speak on Brother Williams' day to day operations he mentioned. Day to day operations in any building, whether it's a correctional facility or the hospital, your Shop

Stewards, your Presidents of your Local, they're the ones who have to deal with day to day operations. They should have the knowledge and experience in order to deal with that and if they need anymore questions or answers, they can reach out to Rhonda. Rhonda has been great so far. Earl Hann was great. Anytime they were coming up to Labrador, he would send off an email - guys I'm going to be up for a week, got any issues, reach out to me. The day to day operations, and I'm talking about the experience and dealing with those operations, like Brother Earle mentioned, they put off the training in Labrador, the Advanced Shop Steward course, the Shop Steward Level I course, but the Advanced Shop Steward course, correct me if I'm wrong Trevor, there were about six or seven people who didn't even show up, and there was no reason why they weren't there. They just put out for another Shop Steward course in Labrador and two people registered for all of Labrador, so where's the interest. We need people trained. You people are willing to do the training, but it seems like there's not enough people who even want to do the training and get the experience. It's unfortunate, but hopefully there's enough of us who can deal with the day to day operations and then we have Rhonda to reach out to. She has all of you guys in the same building to reach out to if she has any questions to deal with our issues. For those reasons, that's why I support the non-concurrence. I love Labrador, but I've got to support the non-concurrence for those reasons.

C. Henley (7001/Staff) stated the issue I would suggest from our perspective more than anything else has to do with the fact that the jobs that we do are constantly evolving. The knowledge base within this organization is constantly evolving. That's how we basically learn. I've been working in this job for 28 years and there's hardly a day goes by when I don't know something new, something weird and wonderful is going on, someone is looking for an opinion as to how to deal with something, and I would suggest I have more experience than anyone else within our organization from the point of view of dealing with those issues. We train ourselves and we train each other daily by virtual conversations that take place around the coffee pot, people dropping into your office when you happen to be in the office, people who are running around dealing with the exact same issues. You now have Rhonda in Labrador. Rhonda is going to learn the business by sitting in on negotiations that are taking place in other areas when she has spare time. She's going to learn the arbitration process by sitting in on arbitration cases when she has spare time, and whenever she's needed, she's going to be available for the people in Labrador who she's charged with the responsibility to represent. You're also going to have Vina Gould available on a continuous basis as the Labour Relations Specialist who is responsible for the person in Labrador. It's the way that the process is structured, and it's structured so that you get maximum support and maximum backup for your ERO or your MSO along the same lines as everywhere else within the organization. We recognize that Labrador is a complicated place and a complex place because of its shared geography. Everybody recognizes that. There are arguments that can be made for the pro and con at any different time. The brother made a point earlier on the fact that there's lots of time you're looking at the airline traffic going back and forth. A flight leaves St. John's and goes to Goose Bay and then goes from Goose Bay to Lab City, so the person is getting to Lab City just as quick going from St. John's as he is going from Goose Bay. The hands on process is not as important from the perspective of being there instantaneously as people are making it out to be. I recognize anybody's frustration, but the same frustrations that exist in Nain, or Lab City or the South Coast of Labrador, are absolutely not different from the frustrations that exist up on the Northern Peninsula when it takes five hours for somebody to leave Corner Brook and drive to the Northern Peninsula to deal with a face to face meeting. So it takes somebody to leave from Grand Falls and drive down to Harbour Breton and deal with a meeting, or it takes somebody to go to Burgeo and have to face the Burgeo Road; the same ways going from Goose Bay to the South Coast of Labrador. It's a complex process, but having an office in Goose Bay is not necessarily your answer. The invaluable experience and the invaluable support that the individual gets by being in an office with other people who are doing the exact same work that they are doing, cannot be duplicated. I commend the Committee for its recommendation.

QUESTION CALLED: CARRIED.
MOTION: CARRIED.

J. Earle resumed the Chair.

LUNCH BREAK

The meeting broke for lunch at 1:00 p.m. and reconvened at 2:30 p.m.

ELECTIONS

The delegates broke out in their respective voting rooms - Eastern, Central and Western.

EASTERN REGION

General Vice President

Nominated: Arlene Sedlickas (7404) Accepted

RESULTS: Arlene Sedlickas elected by acclamation

Eastern Vice President

Nominated: Scott Mercer (6207) Accepted
Tony Kelly (7104) Accepted

RESULTS: Scott Mercer

Eastern Area Board Member

Nominated: Meghan Wade (6604) Accepted
Paula Newman (6208) Accepted
Glenys Beesley (5205) Accepted
Sheri Tarrant (7104) Accepted
Debbie Senior (7104) Declined

RESULTS: Meghan Wade

Region 5 Board Member

Nominated: Steve Roach (5207) Accepted

RESULTS: Steve Roach elected by acclamation

Region 6 Board Member

Nominated: Jamie Meadus (6206) Accepted
Jessica Kean (6222) Accepted
Michelle Reid (6202) Accepted

RESULTS: Jamie Meadus

Region 7 Board Member

Nominated:	Lisa Williams (7104)	Accepted
	Kathy Gliddon (7813)	Accepted
	Wanda Flannigan (7852)	Accepted

RESULTS: Lisa Williams

Alternate - Eastern Vice President

Nominated:	Marlene Parsons (5205)	Accepted
	Edward Smith (6206)	Accepted
	Michelle Reid (6202)	Declined
	Kathy Gliddon (7813)	Accepted
	Steve Roach (5207)	Accepted
	Tony Kelly (7104)	Accepted

RESULTS: Edward Smith

Alternate - Eastern Area Board Member

Nominated:	Paula Newman (6208)	Accepted
	Michelle Reid (6202)	Accepted
	Sheri Tarrant (7104)	Accepted
	Kathy Gliddon (7813)	Accepted

RESULTS: Kathy Gliddon

Alternate - Region 5 Board Member

Nominated:	Glenys Beesley (5205)	Accepted
	Matthew Penney (5209)	Accepted

Tie Vote - M. Penney declined on the second ballot.

RESULTS: Glenys Beesley elected by acclamation

Alternate - Region 6 Board Member

Nominated:	Jessica Kean (6222)	Accepted
	Marley Morse (6208)	Accepted

RESULTS: Jessica Kean

Alternate - Region 7 Board Member

Nominated:	Kathy Gliddon (7813)	Accepted
	Cynthia Thorne (7104)	Accepted
	Wanda Flannigan (7852)	Accepted

RESULTS: Wanda Flannigan

CENTRAL REGION**Central Vice President**

Nominated: Kristal Rice (4206) Accepted
 Mark Hancock (3001) Accepted

RESULTS: Kristal Rice

Central Area Board Member

Nominated: Sonya Hickey (3211) Accepted
 Marlene Evans (3205) Accepted

RESULTS: Sonya Hickey

Region 3 Board Member

Nominated: Dwayne King (3301) Accepted
 Mark Hancock (3001) Accepted

RESULTS: Dwayne King

Region 4 Board Member

Nominated: Sheldon Rideout (4301) Accepted
 William Tremblett (4206) Accepted

RESULTS: Sheldon Rideout

Region 9 Board Member

Nominated: Wade Kelly (9302) Accepted

RESULTS: Wade Kelly elected by acclamation

Alternate - Central Vice President

Nominated: William Tremblett (4206) Accepted
 Paul Lewis (3802) Accepted
 Marlene Evans (3205) Accepted

RESULTS: Marlene Evans

Alternate - Central Area Board Member

Nominated: Susanne Ivey (3402) Accepted

RESULTS: Susanne Ivey elected by acclamation

Alternate - Region 3 Board Member

Nominated:	David Hillier (3102)	Accepted
	Mark Hancock (3001)	Accepted
	Mark Goudie (3306)	Declined
	Roger Gillard (3212)	Accepted
	Jimmy Gillard (3859)	Accepted

RESULTS: Mark Hancock

Alternate - Region 4 Board Member

Nominated:	William Tremblett (4206)	Accepted
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RESULTS: William Tremblett elected by acclamation

Alternate - Region 9 Board Member

Nominated:	Ella Warren (9852)	Accepted
	Jerome Planke (9602)	Accepted

RESULTS: Jerome Planke

MOTION: S. Rideout (4301)/K. Rice (4206) - to destroy the ballots.
CARRIED.

WESTERN REGION

Western Vice President

Nominated:	Joanne Miles (1852)	Accepted
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RESULTS: Joanne Miles elected by acclamation

Western Area Board Member

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

RESULTS: Lisa King

Region 1 Board Member

Nominated:	Daniel Quilty (1809)	Accepted
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RESULTS: Daniel Quilty elected by acclamation

Region 2 Board Member

Nominated:	Wendy Payne (2851)	Accepted
	Hughlett Williams (2202)	Accepted

RESULTS: Wendy Payne

Region 8 Board Member

Nominated: Trent Decker (8203) Accepted

RESULTS: Trent Decker elected by acclamation

Alternate - Western Vice President

Nominated: Brenda Eldridge (1104) Accepted
Daniel Quilty (1809) Accepted

RESULTS: Daniel Quilty

Alternate - Western Area Board Member

Nominated: Glenda Wall (1104) Accepted
Rhonda Roberts (8207) Accepted

RESULTS: Rhonda Roberts

Alternate - Region 1 Board Member

Nominated: Les Budden (1603) Accepted

RESULTS: Les Budden elected by acclamation

Alternate - Region 2 Board Member

Nominated: Tom Davis (2201) Accepted
Dorothy Baker (2853) Accepted

RESULTS: Tom Davis

Alternate - Region 8 Board Member

Nominated: Chatal Doyle (8104) Accepted
Rhonda Roberts (8207) Accepted

RESULTS: Chatal Doyle

MOTION: R. Bellamy (1207)/D. Quilty (1809) - to destroy the ballots.
CARRIED.

SATURDAY, OCTOBER 26, 2019**CALL TO ORDER**

The Convention was called to order at 9:30 a.m. by J. Earle, Chairperson.

KEYNOTE SPEAKER - BIG DADDY TAZZ

J. Earle stated sisters and brothers, after thirty years of denying he had a mental illness, Tazz decided that being bi-polar, socially anxious, oppressive compulsive, dyslexic could either ruin or enhance his life. His choice to embrace his mental illness has led to such TV appearances as Just For Laughs, Comedy Now, and the CBC Winnipeg Comedy Show. He once shattered the world record for the longest continuous stand-up comedy routine of eight and one-half hours. He is doing nine today! But none of this means anything unless he is funny today, and I don't think for a moment you will be disappointed. I had the pleasure of seeing him a while ago, he is more than welcome here in Newfoundland and Labrador, we welcome you to our delegation - have a great morning.

Big Daddy Tazz addressed the Convention.

J. Earle resumed the Chair.

E. Smith (6206) stated as you well know, for the last couple of days we have been taking donations for Brother Paul Foley. I would like to ask Brother Frank Pittman to come up and accept it. We have raised \$2,030.00.

MOTION: E. Smith (6206)/T. King (BofD) - that NAPE match the donation to Brother Paul Foley.
CARRIED.

F. Pittman (7001/Staff) stated I want to thank Local 6206 and all of the delegates here for their support. I will be going to see Paul after the Convention breaks today and I'm sure he's going to be so happy. He bubbles with pride anyways; he's all about Union. He has a beautiful family and a tough fight ahead of him. He's positive. This is what it's all about - supporting each other. Thank you.

FINAL CREDENTIALS REPORT

D. Quilty (BofD) presented the Final Credentials Report:

Voting Delegates	384
Non-voting Delegates	<u>25</u>
Total Delegates	407

J. Earle stated here is what you have done collectively on the other donations:

50/50	\$ 2,373
Auction	\$ 3,705
Donations from Locals	\$ 8,725 - Kids Eat Smart
	<u>\$ 7,630 - Daffodil Place</u>
TOTAL	\$22,433

J. Miles (BofD) stated I just want to thank everyone. As Chair of the Charities Committee, we all know this money will be certainly well used.

D. Healey resumed the Chair.

ELECTIONS**Alternate - General Vice President**

Nominated:	Joanne Miles (1851)	Accepted
	Lisa Williams (7104)	Accepted
	Agnes Squires (6240)	Accepted

RESULTS: Joanne Miles

Elections Committee

MOTION: W. Thompson (3301)/A. Squires (6240) - that the runners-up to be alternates.
CARRIED.

Nominated:	Terry Carr (7012)	Accepted
	Glenys Beesley (5205)	Accepted
	Agnes Squires (6240)	Accepted
	William Tremblett (4206)	Accepted
	Jimmy Gillard (3859)	Accepted
	Michelle Maclsaac (1857)	Accepted
	Joseph Goulding (6206)	Accepted
	Cynthia Thorne (7104)	Accepted
	Walter Meadus (6901)	Accepted
	Nicole Dixon (6208)	Accepted
	Jessica Kean (6222)	Accepted
	Sasha Mercer (6207)	Accepted
	Peter Pelley (6202)	Accepted

RESULTS: 1. Walter Meadus
2. Nicole Dixon
3. Michelle Maclsaac

Alternates

1. Peter Pelley
2. Agnes Squires
3. William Tremblett

MOTION: K. Oake (3102)/A. Squires (6240) - that the ballots be destroyed.
CARRIED.

T. King resumed the Chair.

CLOSING REMARKS - SAFE SPACE REPRESENTATIVES

D. Warren stated I would really like to thank your Union for making this great leap into this environment. I think it's so important. It's interesting. I thought I would be in the corner and you might or might not have accepted us, but it has been unbelievable. It's been a very inspiring experience and I would like to take a moment, on behalf of Stacey and I to say thank you, thank you Keith Dunne. You're pretty brave. You made a big step here and I think you are to be commended for what you did. We would also like to acknowledge each and everyone of you. It was a beautiful thing to witness so many examples of how you kept each other safe and supported

each other, and cared for each other and really upheld the values of inclusivity and respect throughout the duration of this Convention. It was a really beautiful thing to witness and I think you should congratulate each other and yourselves for the work that you did in creating a safe space. Finally, I have never felt so much love from strangers in my life. Stacey and I have been high as kites because you've looked us in the eyes, you've talked to us and you've welcomed us into this family. It's been an honour and a privilege for both of us. Thank you.

RESOLUTIONS AND COMMITTEES REPORTS COMMITTEE (Continued)

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.

NON-CONCURRENCE. CARRIED.

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.

NON-CONCURRENCE.

DISCUSSION:

W. Crockwell (7104) stated this resolution was put forward by our Local. There is a lot of confusion going on. Some Local Presidents don't see it as their role to pass out NAPE's Board of Directors Minutes even though NAPE's Constitution clearly states that it is to be given to a member upon request. When a member in this particular case goes to NAPE Staff for it, they tell them to contact their Local President. The Region Members, some of them also don't see it as their role and also the Component Board Members don't see it as their role to pass out these Minutes. So the member has to have some access to it. If I point a finger and send everyone here and there and everywhere, the member doesn't get what the member is entitled to under the Constitution. That's why this was brought forward in the first case. I didn't hear a rationale for the non-concurrence.

M. Wade (Committee Chairperson) stated the Committee discussed this and our rationale is within the Policy Manual for NAPE there is a Board Minutes to Locals policy which says "The Minutes of the Board of Directors' meeting be circulated to all Local Presidents after they are adopted", and that's from the Biennial Convention 2001.

W. Crockwell (7104) stated apparently the first part of the resolution doesn't have to be considered. It clearly states NAPE's Board of Directors, not the Local. So I don't know if you want to reconsider

that. It clearly states in that resolution that it's NAPE's Board of Directors' Minutes, not Local. I was just given the rationale for Local.

T. King stated it's a NAPE Policy.

M. Wade (Committee Chairperson) stated I will read the policy again - "The Minutes of the Board of Directors' meeting be circulated to all Local Presidents after they are adopted". All the Minutes of the Board of Directors' meetings will be sent to your Local Presidents and that's who you will talk to to get them.

W. Crockwell (7104) stated so you're saying it is their role to give those Minutes to the members? That's where some Presidents apparently don't understand that.

T. King stated the Chair has given you the answer, but are you saying that no one is co-operating?

W. Crockwell (7104) stated members are not receiving those Minutes when they request them from some Local Presidents.

T. King stated with the indulgence of Convention without me arguing, that would be an issue that you could bring to the Executive of NAPE.

W. Crockwell (7104) stated okay, so any member who encounters that can bring it, and I wonder why we would even have to go that far, I can see that you could correct that.

T. King stated brother we're not sure if you're bringing a resolution or a complaint forward.

J. Earle (President) stated first of all I'm disappointed that we would have to see such a resolution come before a Biennial Convention. It's as simple as, with modern technology today, pick up a phone, if there's a problem, give us a call. Send us an email and let us know. You do not have to come, I can tell you anyone who tries to reach me, I may take a little bit of time, but I truly try to reach out. Number one, the Local itself that the brother comes from, you have several Board Members, did you approach your Board Members and ask that question. Give your Board Members a fair opportunity to deal with it rather than on Convention Floor. All that I can tell you when a request comes into NAPE Office to our Staff, the Staff do the best they can to deal with the issues with the minimal resources that we have. To bring it to Convention Floor, number one, I think that's a large step forward. Had your Local been approached and done nothing with it; had the Board been approached and done nothing with it; had the Executive been approached and done nothing with it; if the Staff had been approached and done nothing with it; then we would have dealt with it here. This is the only time that I've heard this is an issue. If I'm hearing it as an issue, then brother I assure you it will be addressed. Again, the Constitution is the Constitution. We follow it and since I've been here, I can tell you we do our best to follow it. The Minutes go out to the Local Presidents. If you're not getting them from a Local President or the Board Members who get them as well, you approach those people in fairness and let them know, and if that's not acted on you let your Executive Committee know and if there is a problem, please let me know because we will do our best to address those issues. That's all I can assure you. I don't think we need a resolution from the Convention to tell us to act on a problem.

L. Williams (BofD) stated I am going to speak in support of the Committee's recommendation and as President and as Region Board Member. The request did come in, the request was forwarded and the request was complied with. The information was conveyed back to the requester and that was it. So, I'm not sure if there is anything else that we can do. If there is I'll reach out and let them know that if they want to look at them, they're in the binder.

W. Crockwell (7104) stated there has never ever been any disrespect meant to NAPE Staff. We have always found them to be quite helpful, highly efficient individuals. I agree with Brother Earle that this kind of stuff probably never should have made it here, but now that it's here and I hear that it's going to be dealt with, I am sure that everyone loves to hear that. It's a non-issue I guess at this point.

NON-CONCURRENCE. CARRIED.

Late Resolution Number 2: (Local 7001)

WHEREAS Section 55 of the Labour Relations Board Rules of Procedure requires that Applications and Notices to the Labour Relations Board be signed by the President and Secretary or by any two officers of an employee organization or by a person authorized for that purpose by a resolution duly passed at a meeting of the employee organization; and

WHEREAS documents filed at the Labour Relations Board are often time sensitive and officers authorized to sign said documents may be unavailable;

THEREFORE, BE IT RESOLVED that the following persons are authorized to sign Applications, Complaints, Replies, Responses and Notices to the Labour Relations Board:

Jerry Earle	Chris Henley	David Healey
Trevor King	Vina Gould	Kim Bartlett
Paula Schumph	Austin Deir	Earl Hann
Christina Kennedy	Frank Pittman	Jimmy Lacey
Ed Hogan	Paul Foley	Junior Bursey

CONCURRENCE.

L. Murphy (7104) stated I have no issues with names on the resolution, but would it be best served if you had the position title of the people rather than names, because if not hypothetically two weeks from now half of the people leave or change positions.

M. Wade (Committee Chairperson) stated for the Labour Relations Board, they need the actual names to be passed here, not position titles. We will probably have to do it again.

CARRIED.

MOTION: K. Noseworthy (3802)/D. King (3301) - the adoption of the following Committee Reports as presented:

- Report of the Constitution Committee
- Report of the Education Committee
- Report of the Occupational Health & Safety and Environment Committee
- Report of the Health and Insurance Committee
- Report of the Legislation Committee
- Report of the Pensions Committee
- Report of the Women's Committee

CARRIED.

M. Wade (Chairperson) stated that concludes our Report. Thank you.

C. Bixby (3101) stated, point of personal privilege, I just want people here to understand how important it is what they did for Paul. My family has been in that situation, and it's not about the money. The money is nice, it takes a little bit of the stress off, but when you're in a situation like that and you feel so lost and so alone and so isolated and scared, to know that there are people out there who are willing to take a little bit of time and care and let you know, you can't put a price on that. I think the Convention needs to know how much that means when you're in that situation.

W. Flannigan (7852) stated I would like to take this opportunity to thank the NAPE Staff for our fabulous Convention. They've been working day and night while we've been enjoying this event. Thank you so much.

J. Earle resumed the Chair.

R. Taaffe (7302) stated Local 7302 wants to donate \$100 to the Kids Eat Smart.

VIDEO PRESENTATION

K. Dunne stated over the past number of years we've been doing a significant amount of public relations and campaigns work - Private Sector, Home Care, Public Sector, harassment, and mental health legislation. These campaigns are incredibly important because as we know, we have to win the hearts and minds, not only of our members, but of the people of our Province. It's no good for us to be convinced about the value of our work and the importance of our work if the people of the Province don't understand what we do. There are a lot of people in this Province who don't know how many ways you impact their lives every single day without them knowing. What we've been doing over recent years is shining a light on that work. For the Private Sector, we talked about the goods and services, and trying to convince people to buy local while shining a spotlight on the amazing work being done in the Private Sector. We've talked about Home Care in two campaigns now, trying to shed a light on this is not just tea and toast, this is people with complex needs, youth in care, youth with various special needs and adults with special needs, group home settings. And the amount of work that you do is incredibly important to the people that you do it for. We've done campaigns around public services. We've talked about it in general terms about what you do every single day. A lot of people think public sector and they think about Confederation Building, but that's not it. We've talked about the services. We've broken it down to the individuals. We've done campaigns and talked about individuals and what they do across a broad spectrum. It's very difficult to hit everybody, and we try to do that every single time, and we're cognizant of that every time. We have hit every single Component, every single group, that we can but we have hundreds upon hundreds of classifications and it's very difficult to hit everybody. But we're really trying to get through that list. We talked about it through the client's eyes, through the public's eyes, about what you do every single day.

As we head into public sector bargaining, it is incredibly important for us to remind the people of the Province about what you do every single day. You will hear Government talk about things like the deficit and the dead and how many FTEs and all of the stuff, but like Big Daddy Tazz said earlier, behind every single statistic, behind every single FTE, behind every single word that they want to put out there, they want to make you about the numbers, we want to make it about the individuals, their families, and the care that you provide. That's the importance of winning the day. You're going to hear a lot of discussion around the debt and we don't have money. Pretty funny two years ago they were expecting a surplus. Now we're going to the bargaining table and all of a sudden the sky is falling. We can't let them get away with it because we know that the money and the services that you are putting into this Province makes this Province operate. Quick example, trucking company depends on good roads and clear roads for their business to operate. What is the impact on their bottom line when they can't get from Central to St. John's or from St. John's to Port aux Basques

to get on the boat. But yet you will hear the business community, and by that I don't mean the businesses, I mean the employers' groups, the business lobby groups, saying we don't have the money to do it, we don't have the money to go out there and pay those people anything more. We have to push that with every single fibre of our being because it's not just about what you take home at the end of the week, it's about protecting everything that we fought and won and it's about ensuring that our public services are strong, that they are able to support those people who need it and that they're there even if people don't realize it every single day, and that's what you folks do.

What we've done is we've started to pull together our next campaign. Our next campaign, and I'm going to show a rough cut of it, it's not the final version. What we've done is we've gone out in communities all across the Province, to the Depots, to the Hospitals, to the College, to MUN, to the Government Service Buildings, Workplace NL, Schools, Student Assistants, those people, to try to highlight all of you. It's not easy to do. We can't hit every community, we're trying to hit every region of the Province, we're trying to shine a light on areas that we haven't before in recent years. Please realize that we're trying to reach that balance. What we want to talk about in this campaign is that public services are not just some thing that people do. Public Services is what community is all about. We rely on it when the chips are down. When somebody is sick, someone is vulnerable, when our parents get older, we've heard stories all throughout, you live those stories every day. But what we want to remind the people of this Province is that the public services of this Province are ours; they're the people of this Province. They don't belong to the Employers' Council. They don't belong to the St. John's Board of Trade. They belong to you; they belong to me; they belong to the people who depend on it every single day. What I'm going to do now is to show the first in that ad on where we're going. These will be rolling out sometime in the future; might not be very soon but in the new year.

Video presentation.

J. Earle stated that's just a teaser on what we're working on now in advance of some of the collective bargaining coming up.

CLOSING REMARKS

J. Earle stated let me, first of all, say thank you to each and every one of you in this room for what I believe has been a tremendous Convention. We come here from all parts of the Province of Newfoundland and Labrador, whether it's on the Coast of Labrador or the Coast of Newfoundland, we come here with many different points of view. Thank you very much for your attendance. Thank you for your participation. Thank you for your support to your Union. Go back to your workplaces with that, feel invigorated and talk in your workplaces. You will always hear, and I heard people say, well what has my Union done for me. You need to talk to your co-workers, remind some people, where they would be without their Union, and that's important to talk about. We will be doing a lot more on that front in the coming term I assure you. We touched also on the Hotel Staff, and I know none of them are in the room, but unionized brothers and sisters and the Local President here, Gary Tracey, he has approached me several times saying thank you, thank you, thank you; had your members not been here in this Hotel, some of our members would not have had work. I want to thank them. We have been approached to say there has not been an issue in the Hotel. There are going to be little things, but everything has went well and the Staff has been tremendous. I've said it before, most of our Staff are here, we would not be able to function without the band of Staff that we have. Again, we've had very difficult challenges as I commented in my speech, and just the one that we're talking about right now with one of our staff. We have had a couple of very rough years in our office, but we've been standing there together supporting each other and very few have seen the challenges shown in the representation that we've been able to provide. Thank you so much to our Staff.

To all of you who have stepped up when called upon to represent us on the Committees, again I want to thank each and every Committee. They each had work to do before the Convention started and during the Convention. I want to commend and thank each and every Committee that functioned here at Convention. To the Executive Committee that I've worked with, and I see Eleanor and the new Executive Committee you've elected, thank you for your service and I look forward to serving with the Executive that's here and the entire Board that is in place now. With our Component Conventions we've had this year, and now with this Convention, we have our team assembled. When I look at the team we have assembled, I say to Government and I say to the Employer groups, be prepared because we have a team that can take you on anywhere, anytime and any place, if you challenge us.

To Dana and Tracey, thank you. This was something new that we wanted to take a step forward with. I believe we want our members to come here and feel safe, feel that they're welcome, have an environment where they can be themselves. They were amongst the crowd, they didn't stand out like two officers, they were welcomed by everybody. This was a first time for us and I believe it worked extremely well. I believe all of our members can hopefully say that this was a safe, welcomed environment. Yes we debated issues and had differences of opinions, but that's what we do as a Union. When we walk outside that door we should be one.

And to those behind the black curtain, to the audio visual and the camera person, again, workers, thank you very much for what you do. You've been here behind the scenes. Outside in a couple of rooms where we're doing photos and videos, doing these ads that we do in conjunction with Keith, again a band of workers behind the scene that we've retained to help us out, Ed Martin, Judy Snow and their team, have been absolutely incredible working with Keith, and all of these ads and commercials and photos and videos. This is another team of workers that work for NAPE behind the scenes that do this work and I want to thank them for what they've done over the past number of years and will continue to do for our Union going forward - incredible campaigns and work - thank you.

To my new partner - already I'm starting to spend too much time with him - I'm really looking forward to working with him. I've known Trevor for a long time and you've heard me speak passionately as a trade unionist, he's a trade unionist to the bone, and you will see us stand up for you, stand up for your Union, every single day. I hope we can live up to your expectations. If there's a problem that we're not aware of, please tell us. Like Big Daddy Tazz said, don't be afraid to tell somebody. Even if it might hurt a little bit sometimes, don't be afraid to tell us. All I can tell you is that we look forward to working together with the rest of the Executive and Board. We are a single team, and you will see that right across the Province. Looking around this room and seeing so many attentive people, and I commented on it over the past few days, no matter how long you've stayed in this room, people stay. Again, that's a tribute to yourselves and your interest. I love this Union, I love its members. Yes, we have differences and from time to time we will see different points of view and will disagree, but at the end of the day, always remember we are one Union, we are one family and we have to stand up and fight for us because nobody else will. Again, thank you so much. If I've missed anybody, I apologize. Please be safe if you're travelling on the road; take your time; be careful. If you're tired, pull over and rest. Get back to your families safe and sound. Thank you so much!

E. Byrde (6206) stated, point of personal privilege, congratulations to all the new Board. I know all of them, and they will do a great job. This Union I've loved for twenty-four years. I've worked for it for twenty-four years. Have faith in your Union, make sure you stick together, but the most important part of this Union, if there are 490 people here, I made 490 friends. I can't thank all of the people that I've met through this Union. I'm not going to miss work; I'm going to miss this Union. I love each and every one of you and I've had some mighty good times! Thank you all very much.

K. Oake (3102) stated I'm really pleased. I have enjoyed my twelve years on the Board of Directors representing each and every one of you, especially Region 3 at home. I really am going to miss the entire Board and Staff at NAPE Office. I do understand one thing, each and every one of you are my family, my Union family. I'm so very proud to have been accepted with open arms and a warm hug cause guess what, from the beginning when I became a labour activist, there's one thing I learned very early - this is my house and it will always be my house! Much love to each and every one of you and congratulations to the new Board of Directors and every one of you that have stood up and put yourself forward to help your brothers and sisters along this very hard road.

E. Smith (6206) stated, point of personal privilege, we've done a lot of fundraising here over the last few days. I came from St. Clare's fourteen years ago and I was introduced to a fund called "The Workers Helping Workers". I do believe it originated from Sister Byrde and Brother Robert Knight. Sister Byrde is leaving us this year but Brother Knight still continues. When I left St. Clare's seven years ago, I brought that forward to the Health Science Centre. Myself and Sister Bursey, we have helped out 30/40 families, usually Christmas time. Speaking of all the fundraising, here's my suggestion to all the Local members. Go back to your Locals, form a small group, it has nothing to do with the Local itself, it's a private thing that we've started. Our Local donates \$500 to us every year to begin our funds, which is greatly appreciated. Myself and brothers/sisters sell tickets usually starting in October and run it until the second or third week before Christmas. I'm proud to say that we've raised a lot of money over the years and helped out fifty or sixty families over the years. Bring it back to your Locals.

B. White (1208) stated, point of personal privilege, I want to thank everybody on behalf of the Stephenville Lions Club and the Women's Centre for all your toiletries that you dropped off. They will be well distributed. This was an awesome Convention!

T. King resumed the Chair.

SWEARING IN OF BOARD MEMBERS

D. Healey (Staff) swore in the Board of Directors.

A. Fisher (7104) stated I'm a first time delegate. I have been to many conferences in the past ten years and I have to say this has been the most well organized conference I think I've ever been to. Congratulations! I have been so impressed by the solidarity and unity that was here. I know we talk a lot about member apathy, I don't like to say it but I was one of those people when I first started, and being more involved in the Union and coming to this conference, I'm really feeling a renewed sense of unionism and I'm excited to go back and to share that with all of my colleagues and to really get them involved. I was also very moved earlier by Tazz, and I think we talk a lot about advancing women's rights in the Union and one of those pieces is about not just women's rights but having men show more vulnerability as well, and I feel like I've really seen a lot of that at this Conference. I want to say I'm so proud of everybody for being more open with their mental health and for coming to the mic and for showing that level of emotion and vulnerability and I think that this Union is doing such a good job in promoting that message. Thank you everyone.

T. King (BofD) stated I want to thank everybody for welcoming me and being respectful to me at my first Convention as your Secretary/Treasurer. It has been interesting and will be a lot more interesting going forward. Although I've taught a lot of courses and spoke at a lot of things, it's a totally different thing to do when you speak as second in command of this great Union. I really appreciate everyone's support and I can guarantee you that I will work with Jerry and the rest of the Board of Directors to represent you to the best of my ability. Thank you.

SINGING OF SOLIDARITY FOREVER

J. Earle stated as we did on the first morning, brothers and sisters, I welcome you to sing with us that great old trade union song - Solidarity Forever!

ADJOURNMENT

MOTION: L. King (1104)/J. Reardon (7002) - that the Convention adjourn.
CARRIED.

The Convention adjourned at 12:45 p.m.

Jerry Earle
PRESIDENT

Gail Quinlan
EXECUTIVE SECRETARY