



ANNUAL REPORT

April 1, 2021 to March 31, 2022



NAPE

Newfoundland and Labrador Association of Public and Private Employees



PRESIDENT'S MESSAGE

As a NAPE member, you deserve our thanks for all you have done throughout this pandemic – for those in your care, for each other, for your communities, for your province, and for your union.

No matter the challenge, you have been there – to lift each other up, to give people hope, to make a difference in people's lives.

Standing in the blistering cold to do COVID testing. Volunteering to go to the hardest-hit parts of our province to lend a hand. Doing thousands upon thousands of COVID tests. Cleaning schools, and supporting children and students in classrooms and on campuses across the province. Keeping our towns going, our highways clear, and people and patients moving. Producing world-class products, goods, and services. Putting food on people's tables. Keeping people safe. Providing care in our hospitals, long-term care facilities, group homes, personal care homes, and in people's homes in communities across our province. The list goes on and on.

Whether out in the limelight or behind the scenes – the work you do has helped get us all through this pandemic.

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

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

It is an honour and privilege to serve as the President of your union. Through our collective strength, we were able to protect and advance the cause of our members throughout the pandemic.

Throughout it all, the work of your union continued - collective bargaining, grievances, arbitrations, mediations, and organizing new groups. Things may have looked a little different, and we may have had some growing pains, but we kept moving forward.

Having a union makes a difference

One thing the pandemic showed working people like never before is the difference between how employers treat those with a union – and those without. We have never had so many inquiries about joining NAPE.

That is why we hired a union organizer and why we launched the 'Join Our Union' campaign across the province in the fall of 2021. Because everybody deserves the protection of a union.

On average, unionized workers in Newfoundland and Labrador earn \$8.16 an hour more than non-union workers. Women in unions earn more too (\$10.01 an hour) and get paid more fairly.

Youth from 15 to 24 earn an extra \$8.44 an hour from jobs covered by a union contract.

We bring the fight when we have to

Throughout 2021-22, your union worked hard in the back rooms, in constant meetings with the government, and in the media. When necessary, like it was for our 9 new members at Choices for Youth - The Lilly, for paramedics, and other healthcare workers, we brought that fight out to the streets.

Our members continued to protest decades-long shortages in long-term care and paramedicine – shortages made even worse by the pandemic. And we kept these issues front and centre in the media, while pressuring the Minister of Health to act.

We took on the Moya Greene report with its threats of austerity measures. And we pushed back against its recommendations to privatize public services through the A Big Mistake campaign.

Once again, we aired a Buy Local Christmas campaign encouraging the public to buy products produced by NAPE's private-sector members.

Supporting communities

Our union builds power through our community partnerships. Being a part of a union means extending our core values of equity, social justice, and solidarity into our communities. Never has the need to care for each other been greater than it is now.

NAPE has continued and expanded its support for charities that serve our communities and that carry out humanitarian and social justice work. This includes our ongoing support for Kids Eat Smart and Daffodil Place. But also incorporates donations to the Association for New Canadians to help Afghan refugees, to the Health Care Foundation's province-wide Moving Live's

Forward Scholarship Program for clients of mental health and addictions programs, to provide humanitarian assistance to Ukraine and, following the discovery of graves at residential schools, to the Labrador Friendship Centre, First Light, and the Residential School Survivors Society.

Ready for whatever lies ahead

I would very much like to say there is smooth sailing ahead. But we know that COVID-19 remains a threat to public health and our ability to do our jobs.

We know understaffing is a systemic issue that will take time and commitment to fix – through expanded training opportunities and aggressive recruitment efforts.

We know the secret \$5 million report on the value of our public assets prepared by Rothschild & Co is likely to re-energize government's interest in privatizing public services.

With public sector bargaining underway for more than 17,000 of our members, we know we need to stand united and strong with a clear and concise message to the Premier – we will not allow you to balance the province's books on the backs of our members.

Public sector workers played a huge role in getting our province and our people through the past two years. We will not let this government forget the sacrifices our members made throughout this pandemic to provide care, compassion, and security to the people of our province. Our province works because you do!

Workers have played their part. You have nothing else to give. It is time for you to move forward!

In the face of the rising cost of living, it's time for workers to make tangible and concrete progress in this round of bargaining – progress that reflects the incredible value of your work.

I'm as passionate about being your President today as I was on the first day I took office. I pour myself into this work because I know what is at stake for you and your families.

It is an honour and a privilege to work with and for you. Every day I have one goal in mind – to make you proud of your union and what we accomplish together. Let's continue to build worker power – together.

There is strength in our numbers.

There is power in your union!

In solidarity,

A handwritten signature in black ink, appearing to read "Jerry Earle". The signature is written in a cursive style with a prominent, sweeping initial "J".

Jerry Earle



SECRETARY-TREASURER'S MESSAGE

In that strange time-is-standing-still, everything -is-a-crisis sense created by the pandemic, it feels like I've been NAPE's Secretary-Treasurer for a lifetime – not just two years.

Every day, NAPE members rise to meet seemingly impossible challenges. You have worked so hard on the front lines keeping the people of our province safe and delivering vital goods and services.

I've been honoured to stand shoulder to shoulder with NAPE's President Jerry Earle to lead your union through some of the most challenging years in its history. We've managed to pivot, adapt, and roll with the punches.

Not only has your union met the challenges we faced over the last year, we've transformed the way we do things to ensure we're reaching our members no matter where they're located within the province.

As NAPE's Secretary-Treasurer, I wear many hats – government relations, labour relations, staff relations, education, communications, outreach, and crisis management. And of course, it is my responsibility to make sure NAPE has the resources required to meet the needs of our members.

Our union is growing

I'm happy to say NAPE's total revenue grew from \$13,057,557 in 2020-21 to \$13,415,780 in 2021-22 as we added more members to our union family.

We have continued to maintain our low dues structure and to remain debt free. This has only been possible through the cooperation of our board of directors and staff who work hard to keep costs under control.

Union budgets are political documents. They are a reflection of our priorities as a union. They allow us to allocate resources for membership servicing, for campaigns and advocacy, and for building stronger communities.

More staff to meet your needs

Over the last year, NAPE has invested in additional staffing to ensure we have the capacity and talent on staff to provide the servicing, communications, and other supports our members need.

We have established a new Financial Appeals policy that allows members to access the financial supports they need if they suffer a loss of pay due to a medical condition or tragic family event.

Ensuring your issues are heard

As a union, we are up against some very well-resourced forces that use their wealth to finance efforts aimed at rolling back the rights of working people. Individuals stand little chance facing off against these anti-worker forces. But as a union, we can pool our strength and resources into a force our opponents can't ignore.

NAPE's healthy financial position ensures no matter what comes our way, we're ready. We

want employers to know we can run comprehensive campaigns, like the anti-privatization campaign, A Big Mistake. And we want them to know that if they don't bargain in good faith, we can support our members on the picket line – like we did with The Lilly 9 against Choices for Youth.

We have increased our public relations, communications, and campaigns budget so we can continue to protect public services and the people who provide them. That includes promoting the great work NAPE members do every day.

We've launched some of the most sophisticated public relations and issues campaigns this province has ever seen.

Meeting the need for education

I have always been actively involved in union education, and it remains a priority for me. As the pandemic forced us to move from in-person training to virtual, we increased funding to our education program and upgraded our technology.

We've conducted virtual shop steward training and hosted our first virtual women's conference. We've developed a shop stewards manual and a handbook specifically for our members who work in home and youth care.

We have reactivated our Bursary Program to help members upgrade their education while on the job, upgrade to retain a job, or train to move from one position to another within NAPE's bargaining units.

And we've increased the value of the scholarships we offer NAPE members' dependents by 23%.

Growing our union family

The pandemic has laid bare the gaping inequality and lack of security many working people face. Workers are demanding better from their employers and from their government. Support

for unions is growing. The next generation of workers is counting on us.

It was important not to miss this moment to grow our movement. So in fall 2021, we added an Organizer to our staff. She works with our volunteer activists to ensure non-unionized workers in our community know they can join NAPE. We launched a province-wide campaign, Join Our Union, to help get the message out –we welcome all workers.

Building our assets

We have invested in our NAPE members on the west coast by constructing a new building in Corner Brook (for many years, we had been leasing space). NAPE owns this building outright. As well as providing significant cost savings, it gives our west coast members a place to hold Local meetings and our staff a place to conduct grievance and negotiating meetings.

We've recently completed renovations to the outside of the St. John's building and to the grounds and have taken over more space in the building to accommodate our additional staff.

We're in the process of finalizing plans to either renovate or replace our office in Grand Falls-Windsor to better serve our members in central.

Defense fund

Ninety-nine per cent of NAPE contracts are negotiated. Job action is always the last choice, and it's always the members' choice. That said, NAPE is well positioned to support our members during any job action should the need arise.

Our Defense Fund has increased by \$3,060,399 since 2020-21. It is fully invested and accrued investment revenue of \$201,523 over the last fiscal year. The fund is debt free with assets of \$49,622,229.

NAPE is well situated as we head into public-sector negotiations – negotiations that affect some seventeen thousand of our members.

Ready for public-sector negotiations

As we begin public-sector negotiations on behalf of 17,000 members, I say with great confidence – NAPE has never been better prepared financially. The negotiating teams elected by each bargaining unit are ready. The labour relations staff who support them are ready. Our communications staff are poised and ready. And the leadership of our union is ready – ready to ensure the working heroes who got this province through the pandemic get the recognition they deserve.

Our union and its members have been my passion for many years. Every day I'm grateful for the opportunity to be of service. When we stand together as one great union, we cannot be defeated.

In solidarity,

A handwritten signature in black ink, appearing to read 'Trevor King', written in a cursive style.

Trevor King

ANNUAL FINANCIAL REPORT: 2021-22

Total Assets

March 31, 2021	\$67,334,696
March 31, 2022	\$71,102,151
Increase of	\$3,767,455

Liquid Assets

March 31, 2021	\$47,911,229
March 31, 2022	\$51,023,818
Increase of	\$3,112,589

Investments

March 31, 2021	\$49,431,416
March 31, 2022	\$53,443,993
Increase of	\$4,012,577

Retained Earnings

March 31, 2021	\$56,564,632
March 31, 2022	\$61,197,433
Increase of	\$4,632,801

Table of Contents

COVID-19	9
Collective Bargaining	11
Speaking Out	15
Organizing	20
Community	22
Education	24
Provincial Board of Directors	28
Committees	30
Staff	32



COVID-19

Pandemic increases anxiety, brings working short-handed to a whole new level

2021 saw our children receiving COVID-19 vaccinations, and it brought the COVID booster. Many of the hands delivering those vaccinations were NAPE members – as were many of the hands collecting COVID swabs and all the hands testing them.

The Omicron variant caused cases to uptick in the fall, resulting in a return to online learning for K-12. And through it all, our members did their jobs. NAPE continued the fight to ensure members who could work from home were permitted to do so.

On March 14, 2022, the provincial government lifted most restrictions, sending people out into the world without masks, physical distancing, capacity limits, and proof of vaccination requirements.

The result was entirely predictable. People got sick. A lot of people got sick. That meant staff shortages in just about every NAPE workplace.

But nowhere were the shortages worse than in health care – particularly in long-term care.

On March 28, 2022, more than 1000 workers were out of the healthcare system. They either had COVID or had been exposed. How many people had COVID? We had no way to tell as public testing and reporting had all but disappeared. We knew what we saw in our families, our workplaces, and our communities. And we knew how many people died or were hospitalized.



Members in K-12, home care among those adversely affected by COVID

With the return to in-person learning in the province's K-12 school system, student assistants and NAPE members in school support were faced with many challenges. They could not work from home, they were often forced to work short-handed when co-workers were home sick or quarantining,

and their work put them in close contact with others.

For them, for other NAPE members, and for all working people in the province, NAPE continues to advocate for measures like ten days of paid sick leave.

Faces of the frontlines





COLLECTIVE BARGAINING

Public sector negotiations underway for 17,000 members

Unless otherwise noted, on March 31, 2022, contracts for the following 16 groups of NAPE members expired:

- Air Services
- CNA Faculty (August 31)
- CNA Support Staff
- Correctional Officers
- General Service
- Group Homes (June 30)
- Health Professionals
- Hospital Support Staff
- Lab and X-ray
- Marine Services
- MOS
- NLC
- School Boards
- Student Assistants
- Ushers (August 31)
- WorkplaceNL (May 31)

“Public sector bargaining will be a top priority for NAPE until we reach a tentative agreement.”

Bargaining teams are made up of rank-and-file members. Each is assigned a full-time staff representative. NAPE has established a Bargaining Oversight Committee made up of staff negotiators to ensure all 16 bargaining teams have the support they need and to strengthen our overall approach to this round of public sector bargaining. This committee will meet regularly and coordinate with the negotiating teams, the President, and

the Secretary-Treasurer. It will oversee, coordinate, and provide counsel for all facets of the negotiating process, including ensuring communications between all 16 bargaining teams is effective.

NAPE is in the best financial position in its history and will not hesitate to use those resources to support and defend our members should we reach that point. NAPE’s Defence Fund is there

to protect our members and provide financial compensation if there is a labour disruption. But it also exists as a powerful deterrent to job action – a strong incentive for employers to work with NAPE to reach an agreement at the bargaining table. We hope to never have to use the funds, but they are there as a last resort. NAPE will do everything in our power to avoid getting to that point, but we will need the provincial government to come to the bargaining table with the same resolve.

Public sector bargaining will be a top priority for NAPE until we reach a tentative collective agreement.

Public sector workers got our province and our people through the past two years. We will not

let this government forget the sacrifices our members made throughout this pandemic to provide care, compassion, and security to the people of our province. Our province works because you do! Our message going into bargaining is clear – we will not take one step backward. Workers have played their part; they have nothing else to give. It is time for them to move forward!

In the face of the rising cost of living, it's time for these workers to make tangible and concrete progress in this round of bargaining—progress that reflects the incredible value of their work.

There is strength in our numbers. There is power in the union.



After 37 days on the picket line, 9 new members at Choices for Youth / The Lilly ratify first contract

On March 15, 2022, after close to a year of trying to negotiate a first contract, 9 workers employed by Choices for Youth (the Lilly 9) went on strike for a fair first contract. These members work at the Lilly, a communal living facility that houses 14 young people and provides 'round-the-clock support. They had voted to join NAPE roughly two years before.

Choices for Youth is a wealthy non-profit. In 2020-21, it had a budget in excess of \$8 million – more than \$6 million of which came from governments – in other words, taxpayers. It also has lots of managers and lots of money to pay them well. And it was still hiring more managers while our members were on the picket line! During the strike, it paid to house the 14 youth in a hotel – despite the fact that NAPE had offered not to picket The Lilly. And yet it claimed it couldn't afford to give these NAPE members a fair deal.

Right from the start, the employer did everything it could to prevent them from unionizing. Two workers were fired for trying to start a union. All workers were emailed by the executive director and essentially told they didn't need a union and that their employer didn't want a union.

Choices for Youth also argued to the Labour Board (and won) that relief workers at the Lilly shouldn't be part of the bargaining unit. Relief workers at The Lilly and at the Choices for Youth Shelter (an emergency shelter) have voted to form their own union within NAPE. NAPE has applied for certification but the application is stalled at the Labour Relations Board.

When the workers at The Lilly won the right to form a union, the employer did everything it could to interfere with negotiations. Front-line workers had gone 12 years without a raise – the equivalent to having their pay cut by 22.5%. Choices gave all front-line workers a raise – except the 9 NAPE members. Choices also hired a \$400-an-hour labour lawyer, well known to be anti-union, to handle negotiations.

These workers went on strike to obtain a fair raise but also to address concerns about workplace safety and harassment in the workplace. It took days on the picket line before Choices came back to the table with a new offer. Even then, they would not agree to pay two leads for their extra responsibilities. As of March 31, 2022, a conciliator had been put in place, and our members were still on the picket line.

NAPE ran radio ads and ads online, developed a strike website, held numerous rallies, and kept the strike in the media. NAPE had just begun rolling out a series of videos featuring our members when the employer offered to return to the bargaining table.

The support of many other NAPE Locals and other unions helped keep them strong. After 37 days on the picket line, they reached a deal, which was ratified on April 24.



Contracts signed for 25 groups

Between April 1, 2021, and March 31, 2022, NAPE successfully negotiated the following 25 contracts that were approved by members:

- Acadian Village
- Aramark Canada Limited
- Bay Bulls Town Council
- Bay Roberts Retirement Centre
- Bay St George Community Employment Corp
- Browning Harvey Limited
- Channel-Port Aux Basques Town Council
- City of St. John's
- Collins Ambulance Service Ltd
- Comfort Inn - Airport
- Country Ribbon Inc - Cochrane Pond
- Country Ribbon Incorporated
- Embree Town Council
- HC Caregivers
- Humber Valley Co-Op Living
- Marble Mountain
- Mountain View Retirement Centre
- Port Aux Basques Community Employment
- Pouch Cove Town Council
- Purity Factories Limited
- Salvation Army Wiseman Centre
- St John's Independent School
- Terrington Consumers Co-op
- Witless Bay Town Council
- Young's Ambulance



SPEAKING OUT

Staff shortages in health care pass crisis levels

COVID has brought the province's health care system – especially long-term care – dangerously close to collapse. This was clearly linked to the minister's failure to heed the union's repeated warnings that the system was seriously understaffed – even more than the pandemic. This included a media battle with the minister of

health who tried to pretend the issue of red alerts (a situation where there are calls for ambulances but none available) had not reached crisis levels throughout the province's health care system. NAPE also had to speak out about how understaffing of the province's air ambulance service was affecting Labrador.



NAPE launches major anti-privatization campaign



In September 2020, Andrew Furey appointed Moya Greene, well known for privatizing CN Railway, deregulating the Canadian airline industry, and privatizing Britain's Royal Mail, to head his Premier's Economic Recovery Team (PERT). Based on her track record, it came as no surprise to NAPE that Greene's report recommended privatizing the NLC - while at the same time acknowledging that "The NLC is a profitable entity and has consistently paid the province a considerable dividend. In the last 10 years, dividends have totalled \$1.6 billion." Greene also recommended privatizing Motor Vehicle Registration and the Registry of Deeds, Companies and Securities, which between them provided the provincial government with \$161 million in revenue in 2019-20.

These figures are profits – not tax revenue – and the government has no idea how it could replace that income - nor did Greene make any suggestions. Even if these public services were sold for a substantial sum of money, according to the Canadian Centre for Policy Alternatives and its research partner Vivac Research, the government would begin losing money on the deal in as little as five years.

Nor was it surprising when the province's finance minister announced that government has given Rothschild & Co., which has advised governments on privatization for decades, a \$5 million contract to review government services.

Soon afterward, government indicated it would be conducting a market sounding with respect to the province's ferry system (not including Marine Atlantic) – a process designed to ensure government has the information it needs to further privatize our ferry system.

Why do governments want to privatize public services? Getting a public service off government's books makes it look like they're being more financially responsible – even though taxpayers are still footing the bill. It also makes it look like governments have transferred liability to the private sector – even though that's rarely the case. But most of all, when unpopular decisions are made or things go wrong, it allows governments to throw up their hands and say 'It wasn't us.'

Back in 2015, NAPE launched a successful public education campaign designed to discourage privatization. Early in 2022, NAPE came roaring back with 'A Big Mistake.' In addition to explaining

the high cost of selling the NLC and public registries like motor vehicle registration, it also points out:

- When the provincial government uses the services of a private air ambulance operator within the province, it costs them almost twice as much as using public air ambulances.
- Both publicly operated and privately operated ferry services in the province, not including Marine Atlantic, are subsidized by the provincial government by 85% or more.

- In provinces that have privatized highway snow clearing, cost only goes down when contractors are allowed to take longer to clear highways and use less salt and other materials – resulting in significant safety concerns.

Today, the Royal Mail is losing 1 million British pounds – roughly \$1.7 million Canadian – EVERY DAY. Yet its executive and shareholders are still receiving dividends. And this is what the provincial government wants to do to our public services.

You can learn more about this campaign at abigmistake.ca.

‘Market sounding’ part of government’s attempt to further privatize ferry service

As part of its efforts to further privatize the province’s coastal ferry services (not including Marine Atlantic), it announced on February 1, 2022, that it would be holding a ‘market sounding’ with stakeholders – a fancy way to say it would be gathering information that would be required by private operators.

NAPE’s anti-privatization campaign had already explained that 7 of the 12 coastal ferry services in our province were already operated by the private sector and that every ferry route in the province received a provincial government subsidy in excess of 90% with the exception of one – the Strait of Belle Isle route, which received an 85.7% government subsidy.

NAPE’s submission to the market sounding process also pointed out that privatization of the coastal ferry system in BC had done nothing to reduce government subsidies, reduce fares, or improve service and that research commissioned by the Alaska state government led it to reject privatization of its coastal ferry service.



Charges dropped against correctional officers

In January 2022, correctional officers from Her Majesty's Penitentiary (HMP) who had been charged in connection with the death of an inmate in custody had all charges against them dropped based on evidence from a medical expert, bringing closure to their two-year ordeal. In 2021, NAPE had won an arbitration case that determined their employer, the provincial government, was responsible for their legal fees.

In December of 2021, Judge Goulding informed the provincial court that she found all correctional officers had acted calmly and professionally, and she handed down harsh criticism of the integrity of the Crown's case against them. In January of 2022, the Crown officially announced it would not be filing for further criminal proceedings against Correctional Officers.

NAPE says tax on sugar-sweetened beverages ineffective, will negatively impact local workers

When the provincial government announced a tax on sugar-sweetened beverages in the fall of 2021, NAPE called them out. Taxes on sugar-sweetened beverages are regressive, will burden those who can least afford it in our province, and will negatively impact local workers. According to the results of introducing similar taxes elsewhere, such taxes don't produce the intended results.

In effect, it is a tax grab that will mostly penalize those struggling with food insecurity and those

who lack access to clean drinking water. While NAPE supports the goals and objectives of this measure, it just doesn't think a tax on sugar-sweetened beverages is the most effective way to accomplish them. NAPE President Jerry Earle told the provincial government it should "investigate other public health measures to promote a healthier population."

NAPE represents and unites over 60 workers at Browning Harvey in St. John's and Grand Falls-Windsor.



Health Accord

Late in 2020, the provincial government established Health Accord NL to reimagine health care in our province. This task force was led by Dr. Patrick Palfrey and Sister Elizabeth Davis. They were supposed to focus on awareness of and intervention in the social factors that influence health (e.g., poverty) and balancing the mix of primary health care, elder care, social care, and hospital-based care.

It is clear our healthcare system needs to change to better meet the needs of the people of our province and to better support healthcare workers. Reaching that goal will require action and political will on behalf of both provincial and federal governments.

All along the intent was for the Health Accord to focus on improving healthcare outcomes for people and communities in a holistic way – not

just in our healthcare facilities but economically, socially, and environmentally.

NAPE provided plenty of input on behalf of our members – who both deliver and rely on healthcare services and whose health is dependent on economic, social, and environmental factors. We are far from sure that Doctor Palfrey and Sister Davis listened to us.

On February 17, 2022, the task force submitted a final report to the provincial government with 57 calls to action. It lays out a broad framework for the changes Health Accord NL believes are required to improve our health determinants and outcomes over the next ten years.

The report can be found here: <https://www.gov.nl.ca/hcs/files/Health-Accord-NL-Report.pdf>

NAPE establishes anti-racism committee

In 2021, NAPE established an anti-racism committee to help lead its efforts in challenging racism, white supremacy, and race-based discrimination in all its forms. The committee is made up of Chair Glenda Wall, (Board of

Directors), You Jiao (Local 7104), Soomandev Poorun (Local 6206), Jackie Adey (Local 8207), Lisa Tylor Haynes (Local 1604), and Jessica McCormick (staff).



ORGANIZING

Nothing in recent history has shown us how poorly working people are treated like COVID-19 did. While unions struggled to keep their members safe and to ensure they had the things they needed (like childcare) in place, those without a union laboured with little to no protection and no one to speak out on their behalf.

When unions flourished, working people did well. When the rate of union membership in Canada began to drop in the 1980s, we saw the rise of the 1% - the handful of people who control most of the wealth. They did not earn this wealth – working people did.

The dramatic rise in inflation that accompanied the pandemic has hit many people hard – even

people who previously could live on the wages they earned. This has sparked new interest in unions.

Never have so many people reached out to NAPE about becoming members. As a union, we have an obligation to offer the benefits of union membership to all front-line workers. With the rise of the labour movement comes the rise of all working people.

With this mind, in the fall of 2021 NAPE launched the 'Join Our Union' campaign and hired a full-time organizer. Radio ads, billboards, and social media and online ads encouraged people throughout the province to take the first step toward unionization.

NAPE certified as bargaining agent

In 2021-22, NAPE was certified as the bargaining agent for two groups.

Bay Roberts Retirement Center was organized during the fall of 2021. Nineteen new members ratified their first contract in March of 2022, which included monetary benefits and language to protect their rights.

Hoyle's Ambulance Services in New-Wes-Valley is currently in the process of negotiating a first contract.



Waiting on the Labour Relations Board

NAPE has applications to be certified as bargaining agent – some of them more than a year old – before the provincial Labour Relations Board for the following groups:

- Choices for Youth – Relief Workers (St. John's)
- Choices for Youth – the Shelter (St. John's)
- Crosswinds Retirement Retreat (Robinsons)
- Emmanuel House (St. John's)
- Lane's Retirement Living (Airport Heights, St. John's)



COMMUNITY

In so many ways, NAPE and its members use their resources to support the communities they live in – the communities so many of them serve.

In 2021, NAPE donated \$25,000 to the Kids Eat Smart Foundation on behalf of NAPE members. NAPE is a founding member of this program, which provides breakfasts to thousands of school-age children across the province. NAPE's donation will provide 25,000 breakfasts to children across the province. Since becoming a founding partner 29 years ago, NAPE members have donated more than \$350,000 to Kids Eat Smart. There are 268 Kids Eat Smart clubs operating in the province. With the help of some 6,100 volunteers, they serve more than 31,000 meals every school day.

In 2021, NAPE presented Daffodil Place with a \$20,000 donation on behalf of NAPE members. Daffodil Place provides accommodations for people with cancer and their caregivers who must travel to St. John's to receive cancer care.

In 2021, NAPE donated \$45,000 to the Health Care Foundation's province-wide Moving Lives Forward Scholarship Program. The program is designed to support clients of mental health and

addiction programs by helping them grow and heal through the pursuit of higher education and / or skill development opportunities.

After the discovery of graves at residential schools in 2021, NAPE donated \$4,000 to the Labrador Friendship Centre, \$4,000 to First Light, and \$2,000 to the Residential School Survivors Society.

In the fall of 2021, NAPE President Jerry Earle and Secretary-Treasurer Trevor King, on behalf of NAPE members, presented a \$5,000 donation to Megan Morris, Executive Director of the Association for New Canadians. The funds helped with programs, supports, and settlement services for 116 Afghan refugees.

In November 2021, NAPE presented \$2,500 to the Lionel Kelland Hospice in Grand Falls-Windsor.

In March of 2022, NAPE donated \$2,500 to Kristyna Adamova for humanitarian aid for Ukraine as well as \$7,500 to the Humanitarian Coalition.

Standing in solidarity

On June 26, 2021, NAPE showed the flag at the Education is a Right / Anti-Austerity Rally. Workers and students united – just as it should be.

On July 19, 2021, on their picket line, and again on August 19, at a rally, NAPE President Jerry Earle and Secretary Treasurer Trevor King along with representatives of the NAPE Board of Directors stood in solidarity with CUPE 1349 Grand Falls-Windsor Municipal Workers who were locked out by their employer

On September 17, 2021, NAPE healthcare workers stood up for each other and for our healthcare

system in solidarity with the Registered Nurses' Union Newfoundland & Labrador and the Canadian Federation of Nurses Unions (CFNU) on their Day of Action.

On March 28, 2022, NAPE stood shoulder to shoulder in solidarity with fish harvesters, represented by FFAW / Unifor, at their rally for fair prices at Confederation Building. FFAW/Unifor

Workers united will never be defeated!





EDUCATION

Supporting our activists

NAPE provides education for its activists – its shop stewards and Local Executive members. There is no doubt that the need to move training online created big challenges for NAPE. But that said, NAPE successfully delivered multiple sessions of virtual Level 1 Shop Steward Training and a virtual Level 2 Shop Steward Training during 2021-22.

As well, NAPE developed its first-ever shop steward manual. The manual has been distributed to all existing shop stewards and is sent to all new stewards when they are elected. Shop stewards who did not receive a copy can contact NAPE office at 709-754-0700 or 1-800-563-4442.

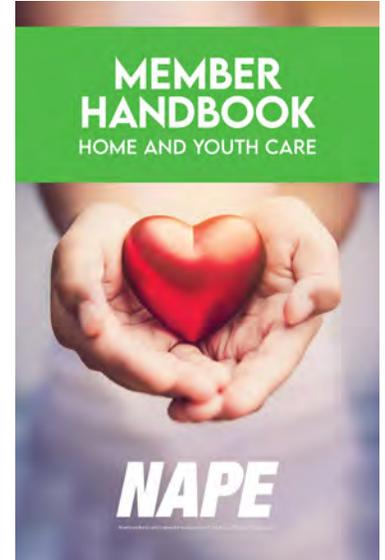
NAPE also delivered virtual training for first-time participants attending Biennial Convention, opening up the session on getting the most out of Zoom to all delegates.

By the end of March 2022, preparations were complete for delivering training to Public Sector Negotiating Teams on April 11 and close to complete for delivering virtual Local Officers training in May 2022. Preparations for the first in-person Labour School since 2020 are well underway.

Supporting our members in home and youth care

Because of the nature of their work, NAPE members who work in home and youth care rarely share a workplace with their fellow NAPE members and have limited access to shop stewards and members of their Local executive. In order to make their union more accessible, NAPE developed a handbook specifically for home and youth care workers that addresses their most common concerns. In the fall of 2021, this handbook was sent to all home and youth care members for whom we have contact information. The handbook is also sent to all new home and youth care members when they fill out their membership cards.

Members wishing to receive a copy can contact NAPE at (709) 754-0700 or 1-800-563-4442.



Empowering the women of our union



On May 1, 2021, NAPE held its first virtual women's conference. Nearly 100 women from our union, representing every region, came together to talk about a just, feminist recovery from the COVID-19 pandemic and how unions play a role in ending gender-based violence. Delegates also participated in a cultural diversity training session delivered by First Light, an Indigenous friendship centre based in St. John's.

NAPE bursaries: Helping members retain a job or move to another position

The NAPE bursary program exists to help NAPE members upgrade while on the job – either to help retain a job or to help move from one position to another within a NAPE bargaining unit. Bursaries are offered 3 times a year (after each semester). Deadlines are April 30, August

31, and December 31. Members can apply at <https://www.nape.ca/education/nape-bursary-program/>.

In 2021-22, the following members received NAPE bursaries:

Celena Alcock
Nicole Baker
Lauren Brake
Jana Cole
Keisha Conway
Mackenzie Dove
Kelly Drover
Dawne Fitzpatrick
Janelle Hillier
Melanie Loveless

Stephanie Lynch
Tanya Newman
Kristin Osborne-Earle
Michelle Rickert
Terri-Lee Rideout
Kyle Smook
Brandon St. Croix
Kayla Whelan
Keith White

NAPE scholarships: Helping members' dependents pursue post-secondary education

In 2021, NAPE awarded 22 scholarships totalling \$12,500 to students pursuing post-secondary education. The scholarship application deadline for 2022 is July 15, and more information about the process can be found here: <https://www.nape.ca/education/scholarships/>.

Scholarship	Recipient	Parent(s)	Local
Emmanuel Strickland	Keira Sparkes	Lori-Lee Beer	5216
Max Dyke	Jervanni Mitchell	Brenda Mitchell	4211
Paul Foley	Jill Baker	Joan Morrissey	5851
Region 1	Leah Penney	Kelly Penney	1101
Region 2	Ryan Winacott	Karen Winacott	2851
Region 3	Mackenzie Parsons	Juanita Parsons	3203
Region 4	Emma Bath	Judy Bath	4602
Region 5	Amelia Walters	Tara Walters	5602
Region 6	Noah Williams	Tina Williams	6206
Region 7	Nicholas Mayo	Eleanor Mayo	7104

Scholarship**Recipient****Parent(s)****Local**

Region 8	Sara Diamond	Hank Diamond	8208
Region 9	Madison Pretty	Holly Pretty	9204
At-Large	Holly Morgan	Lloyd Morgan	1804
At-Large	Sean Budgell	Sarah Caines	3204
At-Large	Faith Randell	Coralee Randell	3205
At-Large	Mike Donahue	Anna Santeramo	3211
At-Large	Erin Baker	Michael Baker	5216
At-Large	Emilie Harris	Bernadine Harris	7402
At-Large	James Skinner	Pansy Skinner	7814
At-Large	Chelby Symmonds	Charlene Symmonds	8208
At-Large	Melissa Barnes	Freeman Barnes	9101
At-Large	Lucas Gill	Nora Gill-Peddle	9205





PROVINCIAL BOARD OF DIRECTORS

Members elected, re-elected

Throughout 2021, NAPE held elections at virtual component conventions to elect component board members and at NAPE's virtual Biennial Convention to elect area and regional board members. Jerry Earle was uncontested in his bid for re-election to a third term as NAPE's

President, while Trevor King was re-elected NAPE Secretary-Treasurer as the result of a membership-wide vote.

At the end of 2021-22, these are the members of NAPE's provincial Board of Directors:

Kevin Hynes

Home Care Component Board Member

Ashley Carew

Lab and X-Ray (LX) & Health Professionals (HP) Component Board Member

Perry Carroll

Waterford Hospital Component Board Member

Trent Decker

Region 8 Board Member

Aiden Donahue

Hospital Support Staff (HS) Component Board Member

Jerry Earle

President

Kimberly Ennis

Eastern Area Board Member

Kathy Gliddon

Local Government Component Board Member

Debbie Hawes

Faculty Component Board Member

Lorne Head

Education Support Component Board Member

Donald Healey

NLC Component Board Member

Sonya Hickey

Central Area Board Member

Joanne Kavanagh

Region 2 Board Member

Tony Kelly

General Service (GS) Component Board Member

Wade Kelly

Region 9 Board Member

Rick Kieley

Private Sector Component Board Member

Dwayne King

Region 3 Board Member

Trevor King

Secretary-Treasurer

Jamie Meadus

Region 6 Board Member

Krista Newell

Hospital Support Staff (HS) Component Board Member

Wendy Payne

Western Area Board Member

Dan Quilty

Western Vice President

Steven Roach

Region 5 Board Member

Christopher Simms

Correctional Officers Component Board Member

Ed Smith

Eastern Vice President

Wayde Thompson

Maintenance and Operational Services (MOS) Component Board Member

Cynthia Thorne

General Service (GS) Component Board Member

William Tremblett

Central Vice President

Meghan Wade

General Vice President

Glenda Wall

Region 1 Board Member

Lisa Williams

Region 7 Board Member

Brittany Landry

Region 4 Board Member

Contact information for all members of NAPE's provincial Board of Directors can be found at <https://www.nape.ca/about-nape/executive-and-board/>.



NAPE COMMITTEES

Members elected, re-elected

NAPE's provincial Board of Directors has 19 standing committees, each with a unique role to fulfill. Many are open to all union members in good standing. Some, like the Executive Committee, have their makeup dictated by NAPE's Constitution. Others, like the Election Committee and the Discipline Committee, are made up of members elected at Biennial Convention. Most include a member of the provincial board of directors to ensure they have a voice at the table. And most have a staff member assigned to them to provide support.

Executive

Jerry Earle, Chairperson
 Trevor King (Secretary-Treasurer)
 Dan Quilty (Western VP)
 William Tremblett (Central VP)
 Ed Smith (Eastern VP)
 Meghan Wade (General VP)

Anti-Privatization

Ashley Carew, Board of Directors
 Debbie Hawes, Board of Directors
 Lorne Head, Board of Directors
 Donald Healey, Board of Directors

Kristal Newell, Board of Directors
 Wayne Thompson, Board of Directors
 GS Component Board Member
 Grant Horan, Staff

Anti-Racism

Glenda Wall, Chairperson
 You Jiao, Local 7104
 Soomandev Poorun, Local 6206
 Jackie Adey, Local 8207
 Lisa Taylor Hynes, Local 1604
 Jessica McCormick, Staff

Audit

Tony Kelly Chairperson
 Jessica Crotty, Local 6217
 Ken Locke, Local 7021

Charities Committee

Ed Smith, Chairperson
 Dwayne King, Board of Directors
 Jessica Kean, Local 6222
 Jessica Kavanagh, Local 6207
 Evan Green, Local 7701
 Ettie Bursley, Staff

Constitution

Debbie Hawes, Chairperson
Chris Simms, Board of Directors
David Hillier, Local 3102
Marylyn Murphy, Local 1104
Steve Donahue, Local 7701
David Healey, Staff

Discipline

Jessie Miller, Local 9209
Mark Pritchett, Local 2103
Ken Locke, Local 7021
Rebecca Murphy, Local 6234
Alexander Ford, Local 9101

Education

Jamie Meadus, Chairperson
Ashley Carew, Board of Directors
Krista Newell, Board of Directors
Nicole Baker, Local 1604
Kirk Wiseman, Local 1809
Andy Parsons, Staff

Elections

Michelle Mclsaac, Local 1857
Walter Meadus, Local 6901
Peter Pelley, Local 6202

Finance

Trevor King, Chairperson
Kim Ennis, Board of Directors
Don Healey, Board of Directors
Tracy Currie, Local 1101
Michelle Maclsaac, Local 1857
Ettie Bursey, Staff

Health and Insurance

Lorne Head, Chairperson
Perry Carroll, Board of Directors
Kimberly Normore, Local 1809
Neil Cornect, Local 1859
Michelle Reid, Local 6206
Vina Gould, Staff

Legislation

Steven Roach, Chairperson
Penny Kennedy, Local 7803
Kimberly Normore, Local 1809
David Hillier, Local 3102
Mark Pritchett, Local 2103
Paula Schumph, Staff

LGBTQ2S+

Kathy Gliddon, Chairperson
Wayde Hickey, Local 3211
Troy Slade, Local 7852
Tarragh Shanahan, Local 1104
Kristen Osborne-Earle, Local 7701
Jessica McCormick, Staff

LPN

Aiden Donahue, Chairperson
Coretta Fowler, Local 6207
Perry Carroll, Board of Directors
Vicki Hancock, Local 2204
Jill Miller, Local 9205
Scott Mercer, Staff

OH&S & Environment

Cynthia Thorne, Chairperson
Tony Kelly, Board of Directors
Jessie Miller, Local 9209
Mark Pritchett, Local 2103
Bernie Coffey Sobol, Staff

Pensions

Lisa Williams, Chairperson
Sandra Hawco, Local 6901
Rick Kieley, Board of Directors
Ralph Morris, Local 7002
Tyler Eddy, Local 7405
Christopher Simms, Board of Directors
Chris Henley, Staff

Step-Up Awards

Dwayne King, Chairperson
Joanne Kavanagh, Board of Directors
Trent Decker, Board of Directors
Wayde Thompson, Board of Directors
Sonya Hickey, Board of Directors
Keith Dunne, Staff

Young Workers' Committee

William Tremblett, Chairperson
Tiffany Sellars, Local 6217
Jessica Kean, Local 6222
Kyle Smook, Local 3203
Kierra Pilgrim, Local 8207
Kristal Rice, Staff

Women's Issues

Meghan Wade, Chairperson
Sonya Hickey, Board of Directors
Dorothy Baker, Local 2853
Wendy Payne, Board of Directors
Kim Ennis, Board of Directors
Rhonda White, Staff



STAFF

New hires

In 2021-22, NAPE welcomed the following new members to our staff:

- **Lisa Neville**, Manager of Operations
- **Jackie Bursey**, Organizer
- **Kristal Rice**, Membership Servicing Officer

Retired

In 2021-22, NAPE wished the following staff members the very best upon their retirement.

- **Betty Scurrey**, Membership Clerk, retired in January, 2022, after 30 years of service.
- **Paul Norman**, Building Maintenance Person, retired in October, 2021, after 15 years of service.



In Memoriam

On January 25, 2022, following what her family called “a long trial by Alzheimer’s,” NAPE bid farewell to Sheila Greene, Q.C. Sheila became NAPE’s General Counsel in 1995. She was a former President of the Canadian Association of Labour Lawyers (CALL) and a Past President of the Law Society of Newfoundland and Labrador. Sheila was appointed Queen’s Counsel in 2007.

Sheila was a brilliant lawyer and a passionate champion for workers. She was tireless in her efforts to advance the cause of equality and respect for women. She left an indelible mark on the history of our union and our province.



NAPE

Newfoundland and Labrador Association of Public and Private Employees

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