Picket Captain's Manual

Prepared by
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February, 2004
The Picket Captain’s Manual

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I. The Role of the Picket Captain

While NAPE is not assuming there will be a strike on April 1, it is important to have all necessary arrangements put in place in advance of that date. One of the most important arrangements that needs to be made is the selection of Picket Captains. Many Locals are quite familiar with this process; however, some have been asking for information.

A. What Do Picket Captains Do?

Prior to a strike, Picket Captains are responsible for making sure every picketer has completed a Defense Fund Claim Form. Picket Captains are also responsible for handling requests for special accommodation such as (1) requests to picket at an alternate worksite, (2) requests to accommodate pre-existing vacation or family plans, and (3) requests for alternate strike duty by people who are physically incapable of picketing. Requests to picket at an alternate site must be approved by the Picket Captain at both sites, and the Picket Captain where picket duty is taking place must notify NAPE Accounting so that the member's strike pay cheque is sent to the appropriate Picket Captain for distribution.

Picket Captains are also responsible for developing a picketing schedule for their shift and for ensuring the following arrangements have been made at the Local level (child care, fire barrels, bathroom facilities, refreshments). Picket Captains are responsible for ensuring everyone has a picket sign (supplied by NAPE office in St. John’s) and for ensuring messages on picket signs aren’t libelous.

Picket Captains are responsible for ensuring people perform their assigned picket duty and for advising NAPE Accounting of any irregularities so that strike pay cheques can be adjusted. Picket captains are responsible for informing NAPE Accounting if a picketer does not receive a cheque for her or his strike pay.

Picket Captains are responsible for ensuring scabs are charged under NAPE’s constitution.

Picket Captains are responsible for ensuring NAPE office is contacted whenever there’s a question that needs to be answered or a management rumour that needs to be cleared up. Picket Captains are also responsible for ensuring news from the picket line is passed along to NAPE Communications so it can be shared with other picket lines and with the public (where appropriate).
If there is trouble on the picket line, it is the Picket Captain’s responsibility to ensure NAPE office in St. John’s is asked to provide legal assistance.

Above all, Picket Captains are responsible for maintaining order on the picket line, which includes preventing picketers from consuming alcohol on the picket line. They are responsible for keeping up morale. They are responsible for ensuring picketers inform members of the public who cross the picket line about why they are on strike and ask members of the public to respect the picket line if at all possible.

B. When Should Picket Captains Be Put in Place?

If your worksite has yet to put Picket Captains in place, this should be done immediately.

C. How Are Picket Captains Chosen?

Picket Captains are normally chosen by the Executive of your Local, at a Local meeting, or through a call for volunteers.

D. What Qualifications Does A Picket Captain Need?

A Picket Captain should be a union activist with leadership abilities and the ability to organize things. A Picket Captain must have the ability to maintain order on the picket line. Shop Stewards and members of Local boards are common choices.
II. Congratulations. You’re a Picket Captain!

The unsung heroes of every successful strike are the Picket Captains. You are the ones who keep everything straight on the frontlines and everyone plugged in and working together.

Successful Picket Captains are a combination cheerleader, straw boss, spokesperson and records clerk. You have to be sure that the things that need to be done will always get done—without ever asking too much from the members, or allowing too little.

A. Tell NAPE Office

Advise NAPE office in St. John’s what worksite you’ll be responsible for, what community it is in, what component you’re from, and which shifts you’re responsible for. Urge other picket captains at your worksite to do the same. Make sure you tell us your name, home phone number, cell phone number, and membership number or social insurance number as well. We will also need an e-mail address or fax number. Please put all this information on the form provided (see Schedule A) and fax it to NAPE office at 1-709-754-0726.

If you do not have a personal e-mail address that is private and which you can check several times a day, please see if you can arrange with someone trustworthy to receive faxes. You must be able to check for faxes several times a day, and the fax machine must be secure. Your private fax number or private e-mail address may be used to transmit confidential, sensitive information, so please make sure your e-mails and faxes can’t fall into the hands of someone you don’t trust. If it is impossible for you to do this, please indicate that this is the case on the form provided. (See Schedule A, Picket Captain Contact Information Form.)
III. All About Strike Pay

A. How Much is Strike Pay?

Strike pay has been increased to $200 per week, which includes the member plus two (2) dependents. There will be $12 per week paid for each additional dependent beyond two (2) dependents.

If two members within a household are on strike, each may claim for dependents.

B. What is a Dependent Spouse/Partner?

A dependent spouse/partner is one who has no regular income. Spouses/Partners receiving salaries, pensions, unemployment insurance, workers' compensation benefits, disability benefits, or any other regular income cannot be claimed as dependents.

C. What is a Dependent Child?

A dependent child is someone living at home from birth to age 21 or to attainment of age 26 if they are a full time student.

D. Who Else is Considered to be a Dependent?

Members who have questions about whether or not other household members are considered to be dependents should contact NAPE Accounting.

E. Who is Entitled to Strike Pay?

In addition to full-time permanent and full-time temporary employees, current part-time and casual/temporary employees as well as those on temporary assignment, who are otherwise entitled, will qualify for strike pay. In some bargaining units members temporarily assigned to management are expected to return to their bargaining units and perform picket duty, at which time they become eligible for strike pay.

F. What Are the Conditions for Receiving Strike Pay?

   i. You must complete a Defense Fund Claim Form;
   ii. You must sign or have signed a NAPE membership card;
iii. You must perform picket duty or, if unable to picket, arrange a suitable alternative with your Local President or Picket Captain;

G. When Does Strike Pay Kick in?

Strike pay will commence from day one of a strike and be administered weekly on a pro rata basis. A week will be considered a calendar week (7 days). In almost all cases, strike pay cheques will be forwarded to Picket Captains for distribution.

H. How Do Members Register for Strike Pay?

Members register for strike pay by completing a Defense Fund Claim Form. Defense Fund Claim Forms should be faxed (709-754-0726), couriered in bulk (330 Portugal Cove Place, St. John's, NF A1A 4Y5, phone 709-754-0700), or hand delivered to NAPE Accounting or to a Shop Steward or Picket Captain. We need Defense Fund Forms immediately as there is a lot of data processing involved. Please urge members not to submit more than one form. (If you fax in your form, do not send in the original.) As long as the member has put her or his social insurance number on it, the member should not delay submitting the form while waiting to receive a membership number or the signature of a Local President or Picket Captain. If NAPE does not have a signed membership card on file, the Picket Captain will receive a blank membership card with that member's first strike pay cheque. The Picket Captain holds the cheque until the member completes and signs the membership card. The Picket Captain is then responsible for returning the signed membership card to NAPE Membership in St. John's.

I. Are People with a Second Income Eligible for Strike Pay?

As long as members perform their picket duty and are not in receipt of money from the employer, they are entitled to strike pay. If they have a second job with another employer not affected by this strike, they are entitled to strike pay if they perform picket duty. If they hold two positions and both are on strike, they only qualify as if they worked at one and only have to picket at one site.

J. What Happens to Members’ Insurance Obtained Through the Employer?

NAPE will pay in full for the duration of the strike all premiums for benefits like health insurance, dental insurance, and life insurance that members had in place through the employer prior to the strike.
K. What Happens to Picketers Who Don’t Perform Their Scheduled Shifts?

If a picketer does not complete her or his full picket duty, it is the Picket Captain's duty to intercept that picketer's cheque and notify NAPE Accounting that a modified cheque should be issued. The Picket Captain is responsible for returning the original cheque to NAPE Accounting (330 Portugal Cove Place, P. O. Box 8100, St. John's, NF A1B 3M9) together with a note confirming the details of the new cheque that is required. Picketers should be informed up front that if they do not perform all scheduled shifts, their cheques will be reduced and delayed.

Generally, the picketer's cheque is reduced based on the percentage of scheduled picket duty missed (eg., member missed one of five shifts, cheque reduced by 20 per cent). At the Picket Captain's discretion, picketers who miss an occasional shift can be allowed to make up the shift at a later date without any deductions being made from their current strike pay cheque. It is very important that picketers who routinely miss shifts have their strike pay docked as otherwise it is unfair to members who are conscientiously performing their picket duty and will result in a drop in morale on the picket line.

L. How Do We Handle Sick Notes?

Members with a doctor’s note indicating they are sick must receive strike pay for the days covered by the note if they are not receiving other benefits. NAPE does not have the right to question a doctor’s note.
IV. On the Picket Line

It's all on the line. Once you’re on strike, it’s all on the line. Once you’re on strike every single thing you do counts. Everything. How united you are. How strong. How disciplined. How determined. How ready to stand the gaff. It all shows on your picket line.

It is where everyone will look to see how thing’s are going. To see if the strike is still solid. To see who’s going to win. Your picket line will be used as the test and measure of everything at the bargaining table, with all the news media, with the membership.

Win it on the line.

What you do to win your strike depends on what you do on your picket line.

A. Who Should Picket?

In addition to full-time permanent and full-time temporary employees, current part-time and casual/temporary employees as well as those on temporary assignment, who are otherwise entitled, will qualify for strike pay. Members temporarily assigned to management are expected to return to their bargaining units and perform picket duty.

B. How Many Picket Shifts Should We Have in a Day/Week?

The number of picket shifts in a day/week is determined by the number of days the worksite is open for business and the number of hours in a day the worksite is open for business. Obviously, the Picket Captain must monitor to see if scabs are being brought in outside normal working hours. If this is the case, the number of hours of picketing must be expanded to compensate. On the first day of the strike, every picketer should be on the picket line for most of the work day as a show of strength.

C. How Many Picketers Should We Have on a Shift?

The number of picketers on a shift is determined primarily by the number of members you have available to picket. The second most important consideration is the number and size of the entrances at your worksite. The number of picketers will also be affected by the number of shifts you have to staff in a day (based on the length of the workday and the number of hours a day the worksite is open for business). For example, if a worksite is normally open for business from 9 a.m. to 5 p.m., you should probably picket from 7
a.m. to 7 p.m. The number of pickets on a shift is also affected by the number of other Components who will be picketing at your site. Obviously if there is more than one Component on strike at your worksite, you can reduce the number of pickets on a shift. On the first day of the strike, every picketer should be on the picket line as a show of strength.

D. How Long Should a Shift Last?

Ideally, no picketer should spend more than four hours at a time on the picket line. At worksites with few members and/or where picket lines must be maintained 24 hours a day, 7 days a week, this may not be possible.

E. How Many Picket Captains Do We Need?

The number of Picket Captains needed depends on the size of the workplace and its hours of operation. The larger the worksite and the longer the hours of operation, the more Picket Captains you will need. For example, a worksite with multiple entrances requires more picketers and thus more Picket Captains.

F. What Information Should Picket Captains Gather?

Picket Captains must compile a list of who will be on the picket line each day, including their home and cell phone numbers. If you have e-mail yourself, it might be good to get e-mail addresses as well. You should also compile contact information for all Picket Captains at your worksite, including Picket Captains from other Components, and for Picket Captains from other worksites in your community.

You should know which essential workers will be crossing the picket line on your shift. (Your Local executive should advise you of this. If not, ask.)

G. How Do I Maintain an Attendance Roll?

You should maintain an attendance roll of who performs their scheduled picket duty and who does not. (See Schedule B for a sample attendance roll.)

H. Coordinating Picket Duty with Other Components

If more than one Component is on strike at your worksite, you should coordinate your efforts to ensure the picket line is appropriately staffed.
I. What if We Don’t Have Enough People to Maintain a Picket Line?

If you do not have enough people to maintain a picket line, ask other picket lines to help if there are any nearby. If that is not an option, ask other unionized workers to help when they can.
V. Who Should Stay Off the Picket Line?

A. Members Who are Currently on EI

If we are on strike, within a day or two officials from EI will come to NAPE office to see which classifications are on strike, from which worksites. EI will then proceed to stop benefits for people in these classifications for the duration of the strike. We don't know how long it will take EI to start cutting people off, and EI doesn't always succeed in cutting off everyone.

Since most members will get more on EI than on strike pay, this is what we recommend:

(a) Stay off the picket line.

(b) If EI cuts off a member's benefits, that member should register for picket duty, and they'll start getting strike pay.

After the strike is over, members who had their EI benefits cut off during the strike will get the full number of weeks remaining on their claims.

B. Members on Sick Leave, Annual Leave, Leave Without Pay

The employer has the right to cancel annual leave and unpaid leave. It has no right to cancel maternity or parental leave. NAPE has been negotiating hard with the employer with respect to sick leave. NAPE has been advised by Treasury Board that members in the General Service and Maintenance and Operational Services who have been on sick leave for thirty days or more prior to the beginning of the strike will continue to receive sick leave benefits. Members in those groups who have been on sick leave for less than 30 days will have their sick leave cancelled. NAPE has been advised that members of the Hospital Support Staff and Lab and X-Ray Components will have their sick leave cancelled. We are still negotiating with respect to the other groups.

If members are cut off from sick leave benefits, they should register with their Picket Captain. The Picket Captain will assign alternate strike duty if the member is well enough to do it, and the member will receive strike pay. If the member is not well enough to do any strike duty, the Picket Captain should ask the member to provide a doctor's note. The member will receive strike pay for the period covered by the doctor's note.
Members who have their sick leave cancelled should also immediately write NAPE office in St. John's advising us of that fact as it is NAPE's intention to pursue the issue with the employer after the strike is over. If their employer pays them sick leave benefits retroactively, any strike pay they have received will have to be repaid to the Union.

Members on annual leave or unpaid leave who have their leave cancelled by the employer should report to their Picket Captain to register for picket duty and to sign up from strike pay.

C. Members Receiving Workers' Compensation Benefits, Disability, or Income from the Employer

Member in receipt of Workers' Compensation benefits or disability benefits or money from the employer should not be seen on the picket line as they may lose their benefits permanently.
VI. Accommodating Special Needs

A. What are Acceptable Alternatives to Picket Duty?

When members have health reasons for not being able to picket or other extremely compelling reasons, it is acceptable to assign them with other strike duty provided you have a sufficient number of members remaining to complete picket duty. Few if any members want to perform picket duty, so it is important not to assign alternate duties lightly as it will have a negative impact on picket line morale.

Acceptable alternative strike duties may include but are not limited to providing child care for members on the picket line, providing refreshments, operating phone trees, handling record keeping duties, etc.

B. Members with Prior Commitments

If your Local has plenty of members to maintain a picket line, it may choose to accommodate members with nonrefundable holiday arrangements made well in advance. Your Local may also choose to accommodate people with family events necessitating travel (weddings, births, Christenings, funerals, etc.). Usually, accommodation would take the form of the member making up the shifts later in the strike. In the event of a short strike or a long absence, this may not be possible. Remember that whenever members are paid for picket duty they don’t perform, it may have a negative effect on picket line morale. You will need to balance which choice is most likely to negatively affect picket line morale.

C. Picketing at an Alternate Site

Some members may ask if they can picket at a alternate site. If they commute long distances, they may wish to save the daily cost of travel. Or perhaps they want to move in with other family members to obtain help with living expenses, child care, etc. If you are at a small worksite and would find it difficult to maintain a picket line without them, you have the right to tell them this and say no. If you can spare them, make sure they inform the Picket Captain at the alternate site. And make sure they ask the Picket Captain at the alternate site to let NAPE Accounting know where to send the member’s strike pay cheque.
VII. Behaviour on the Picket Line

A. Tell the General Public Why You’re on Strike, and Ask for Their Support

The general public are to be approached, told that you’re on strike, told why you’re on strike, and asked to respect your picket line.

B. Scabs

Members who are in a legal strike situation who cross the picket line should be told how you feel. You should also charge scabs who cross the picket line under NAPE’s Constitution. The charges will be investigated by NAPE’s Discipline Committee. Members who are not in legal strike position should be allowed to cross peacefully.

C. Strike Breakers

Strike breakers (nonmembers hired by the employer to do your work) should be told how you feel.

D. Drinking on the Picket Line

It is the responsibility of the Picket Captain to ensure no alcohol is consumed on the picket line. Your members are already under stress, and picketers who drink are likely to lose their inhibitions. Violent incidents on the picket line involving members of the general public will not help our cause, and the likelihood of such incidents occurring increases dramatically when picketers drink. Drunkenness on the picket line is also likely to be reported by the media and likely reduce public sympathy and support.
VIII. Essential Workers

A. Who Works as an Essential Worker?

At a worksite where a classification has been deemed essential, all workers within that classification rotate (this includes call). Scheduling is organized by the Local Executive, and it is up to the Picket Captain to make sure she or he knows who is supposed to be crossing the picket line on her or his shift to fulfill the Union's obligations with respect to essential workers.

B. What Happens to Essential Workers' Pay?

Essential workers will be paid strike pay by the Union. Their wages will be paid into a trust fund by the employer. When the strike is over, the money in the trust fund is distributed equally amongst members of each Bargaining Unit (each negotiating contract group) participating in the strike (pickets and essential workers) after the Bargaining Unit's strike-related expenses have been deducted.

According to Revenue Canada, no taxes are to be deducted by NAPE, and NAPE is responsible for issuing a T-4A to each member. Each member is responsible for any taxes owing on the money they receive.

C. What About Essential Workers' Expenses?

Upon presentation of appropriate receipts, essential workers will be reimbursed for their child care expenses by their employer, who will in turn be reimbursed from the trust fund. The employer is also responsible for essential workers' travel expenses that would normally be covered under the contract (e.g., travel for call in outside normal working hours).
IX. Who is Responsible for Picketers’ Child Care?

Picketers’ child care expenses are not covered by NAPE. Wherever possible, picket duty should be scheduled to minimize people’s need for child care. Because most members will see a significant drop in their income while on strike, it is the Picket Captain’s responsibility to work with your Local Officers to arrange child care. Perhaps a larger Local could set up its own child care centre. Perhaps members who cannot physically picket can provide child care. Perhaps picketers can exchange child care services. As a Picket Captain, you must be sensitive. Be innovative. But encourage picketers to take responsibility for ensuring their child care arrangements are in place for each shift, and encourage picketers to make sure their children are safe.
X. Picket Line Supplies and Expenses

The requirements for each picket line will vary, and each group will have to make its own arrangements. NAPE will supply picket signs, but Locals are responsible for such items as fire barrels, firewood, and refreshments. Costs of transportation, cell phones, etc. must be approved in advance by your Local, as it will have to pay these expenses.

A. What’s the Procedure for Claiming Items Covered by NAPE?

Any expenses to be charged to NAPE have to be approved in advance by the Finance or Executive Committee. Any approved expenses must be submitted to NAPE within sixty days after completion of the strike.

B. Picket Signs

NAPE will provide picket signs. It is up to the Local or to individual members to provide string and markers. Slogans should not be libelous. This means members should avoid personal remarks about the employer. Nor should slogans threaten the employer. Appropriate slogans reflect the reasons people are on strike or they ask for public support (eg., Please Respect Our Picket Line, Honk if You Support Us.)

C. Oil Drums/Fire Barrels

You can obtain empty oil drums from heating oil companies, other unions who have recently had strikes, and in St. John’s, from City Council.
XI. Charging Scabs

Scabs are charged by members, and NAPE's Discipline Committee investigates the charges and imposes discipline. Discipline can include substantial fines. The Discipline Committee can also revoke a scab's NAPE membership, which means the worker will not be able to return to her or his job.
XII. Speaking to the Media

Picket Captains who are asked to speak by the media should refer the request to NAPE's communications officer, Judy Snow, phone (709) 570-2473 or 1-800-563-4442 (work), phone (709) 687-8551 (cellular), or e-mail: jsnow@nape.nf.ca. Have the media person contact NAPE's communications officer directly. During a strike, all contact with the media must be approved by the President of NAPE, and it is the duty of the communications officer to obtain this clearance.
XIII. Who to Contact About What

A. Changes to Strike Pay Cheques

NAPE Accounting

Ettie Bursey  (709) 570-2460 or 1-800-563-4442  ebursey@nape.nf.ca
Beulah Evans  (709) 570-2462 or 1-800-563-4442  bevans@nape.nf.ca
Barbara Wood  (709) 570-2461 or 1-800-563-4442  bwood@nape.nf.ca

B. Questions about Strike Pay

NAPE Accounting

Ettie Bursey  (709) 570-2460 or 1-800-563-4442  ebursey@nape.nf.ca
Beulah Evans  (709) 570-2462 or 1-800-563-4442  bevans@nape.nf.ca
Barbara Wood  (709) 570-2461 or 1-800-563-4442  bwood@nape.nf.ca

C. Trouble on the Picket Line:

<table>
<thead>
<tr>
<th>Employee Relations Officer</th>
<th>Negotiating Team Assigned To</th>
<th>Office Phone</th>
<th>Cell Phone</th>
<th>E-Mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rowena Best</td>
<td></td>
<td>570-2475</td>
<td>727-7386</td>
<td><a href="mailto:rbest@nape.nf.ca">rbest@nape.nf.ca</a></td>
</tr>
<tr>
<td>Bert Blundon</td>
<td>MOS</td>
<td>570-2466</td>
<td>727-6892</td>
<td><a href="mailto:bblundon@nape.nf.ca">bblundon@nape.nf.ca</a></td>
</tr>
<tr>
<td>Trudi Brake</td>
<td></td>
<td>570-2477</td>
<td>690-5680</td>
<td><a href="mailto:tbrake@nape.nf.ca">tbrake@nape.nf.ca</a></td>
</tr>
<tr>
<td>Austin Deir</td>
<td>Health Professionals</td>
<td>570-2479</td>
<td>727-6891</td>
<td><a href="mailto:adeir@nape.nf.ca">adeir@nape.nf.ca</a></td>
</tr>
<tr>
<td>Austin Deir</td>
<td>NLC</td>
<td>570-2479</td>
<td>727-6891</td>
<td><a href="mailto:adeir@nape.nf.ca">adeir@nape.nf.ca</a></td>
</tr>
<tr>
<td>Jerry Earle</td>
<td>HS</td>
<td>570-2480</td>
<td>687-9550</td>
<td><a href="mailto:jearle@nape.nf.ca">jearle@nape.nf.ca</a></td>
</tr>
<tr>
<td>Vina Gould</td>
<td>Student Assistants</td>
<td>570-2465</td>
<td>687-9551</td>
<td><a href="mailto:vgould@nape.nf.ca">vgould@nape.nf.ca</a></td>
</tr>
<tr>
<td>Chris Henley</td>
<td>General Service</td>
<td>570-2476</td>
<td>687-9556</td>
<td><a href="mailto:chenley@nape.nf.ca">chenley@nape.nf.ca</a></td>
</tr>
<tr>
<td>Chris Henley</td>
<td>CONA Support Staff</td>
<td>570-2476</td>
<td>687-9556</td>
<td><a href="mailto:chenley@nape.nf.ca">chenley@nape.nf.ca</a></td>
</tr>
<tr>
<td>Ed Hogan</td>
<td>Air Service</td>
<td>570-2478</td>
<td>685-1634</td>
<td><a href="mailto:ehogan@nape.nf.ca">ehogan@nape.nf.ca</a></td>
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<tr>
<td>Ed Hogan</td>
<td>Marine Services</td>
<td>570-2478</td>
<td>685-1634</td>
<td><a href="mailto:ehogan@nape.nf.ca">ehogan@nape.nf.ca</a></td>
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<tr>
<td>Phyllis Loder*</td>
<td></td>
<td>570-2474</td>
<td>687-9552</td>
<td><a href="mailto:ploder@nape.nf.ca">ploder@nape.nf.ca</a></td>
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<tr>
<td>Frank Pittman</td>
<td></td>
<td>570-2500</td>
<td>728-7656</td>
<td><a href="mailto:fpittman@nape.nf.ca">fpittman@nape.nf.ca</a></td>
</tr>
<tr>
<td>Fred Oates</td>
<td></td>
<td>639-8171</td>
<td>632-0201</td>
<td><a href="mailto:foates@nape.nf.ca">foates@nape.nf.ca</a></td>
</tr>
<tr>
<td>Hubert Sutton</td>
<td>School Boards</td>
<td>489-6619</td>
<td>486-0121</td>
<td><a href="mailto:hsutton@nape.nf.ca">hsutton@nape.nf.ca</a></td>
</tr>
<tr>
<td>Elaine Price</td>
<td></td>
<td>489-6619</td>
<td>486-1835</td>
<td><a href="mailto:eprice@nape.nf.ca">eprice@nape.nf.ca</a></td>
</tr>
<tr>
<td>Gerard Ward</td>
<td>Laboratory &amp; X-Ray</td>
<td>639-8171</td>
<td>632-0602</td>
<td><a href="mailto:gward@nape.nf.ca">gward@nape.nf.ca</a></td>
</tr>
</tbody>
</table>

*senior negotiator
D. Questions from the Media; Picket Line News:

Judy Snow  Phone 570-2473 or 1-800-563-4442 (office) 687-8551 (cell)
jsnow@nape.nf.ca (e-mail)

E. Negotiating Team Members

Air Services: Shawn Canning  Derrick Chaulk
             Ed Hogan (NAPE negotiator)
             Craig Lambert
             Jeff Pollett
             David Walsh

College of the North  Atlantic Support Staff:
                     Robert Breen  Daniel Culleton
                     Chris Henley (NAPE negotiator)
                     Robert Gulliver
                     Joan Hickman
                     Bradford White

General Service: Bram Avery
                 Mary Cleary
                 Brenda Eldridge
                 Chris Henley (NAPE negotiator)
                 Vida Hoffe
                 Kevin McDonald
                 Robert Savoury
                 Judy Shaw

Health Professionals: Iris Bussey
                    Tina Coombs
                    Austin Deir (NAPE negotiator)
                    Ruth Hayley
                    Danielle Head
                    Andy Parsons
                    Dallas Pearce

Hospital Support Staff: Paul Cramm
                        Abbie Downey
Jerry Earle (NAPE negotiator)
Glyn Hannam
Glen Little
Ron Ryan
Linda Walsh
Vanessa Wiseman

Lab and X-Ray:
Gilbert Butt
Neil Duffy
June Hynes
Trevor King
Shawn Monahan
Gerard Ward (NAPE negotiator)

Marine Services:
Harry Bowles
Howard Dodge
Steve Hayes
Ed Hogan (NAPE Negotiator)
Peter Penney

Maintenance and:
Operational Services
Bert Blundon (NAPE Negotiator)
Glenn Bussey
David Gillingham
Rod Lucas
Rod Roberts
Gordon Snow
Oliver Stringer
Gervase White

Newfoundland Liquor:
Corporation
Cathy Corcoran
Austin Deir (NAPE negotiator)
John Gardner
Robert Hopkins
Keith Lane
Gaynor Power

School Boards:
Support Staff
Gary Butt
Norman Chaulk
Sheila Cooze
Lorne Head
Brenda Marsh  
Ted Rouzes  
Hubert Sutton (NAPE negotiator)  
Ed Traverse  
Brian Wall  

Student Assistants: Carolyn Burton  
Betty Goodyear  
Vina Gould (NAPE negotiator)  
Lois Milley  
Pauline Parsons  
Gloria Peddle  

F. General Contact Information for NAPE  

Head Office (St. John’s)  

330 Portugal Cove Place  
P.O. Box 8100  
St. John's, NF   A1B 3M9  
Phone (709) 754-0700 or 1-800-563-4442  
Fax (709) 754-0726  

Central Office  
15 Hardy Avenue  
P.O. Box 160  
Grand Falls-Windsor, NF   A2A 2J4  
Phone (709) 489-6619 or 1-800-563-1050  
Fax (709) 489-6657  

Western Office  
10 Main Street  
P.O. Box 884  
Corner Brook, NF   A2H 6H6  
Phone (709) 639-8483 or 1-800-563-9343  
Fax (709) 639-1079  

E-Mail: enquiries@nape.nf.ca
XIV. How Can Members Get General Information While on Strike?

If there is a strike on April 1, 2004, we will have a tollfree number set up with an outgoing message, updated daily, on the general status of the strike, state of negotiations, response to rumours, etc. No sensitive information will be contained in this message. In the event of a strike, this number will be activated on April 1.

For more detailed information on the status of the strike, state of negotiations, response to rumours, etc., updated daily, check out www.nape.nf.ca/onstrike. This website will be activated on April 1.

Every effort will be made to fax, e-mail, or hand deliver "On the Line," a daily update, to your picket line.
Schedule A: Picket Captain Contact Information Form

Name ___________________________________________

Social Insurance Number ____________________________ or

Membership Number __________________________________

Local Number ______________________________________

Component _________________________________________

Worksite ___________________________________________

Community _________________________________________

Shifts you're responsible for (please use 24-hour clock):

Sunday _____ to _____  Monday _____ to _____  Tuesday _____ to _____

Wednesday _____ to _____  Thursday _____ to _____  Friday _____ to _____

Saturday _____ to ______

Home Phone Number __________________________________

Cellular Phone Number ________________________________

Private E-Mail Address ________________________________

Private Fax Number ___________________________________

If you’re using a phone fax and need to be notified by telephone before a fax is sent, please indicate here what telephone number we should call before sending a fax:

_______________________________

__ I do not have a private e-mail address or fax number.

Please fax this form to (709) 754-0726. This fax machine is in heavy use, and it may take several attempts to get through.
<table>
<thead>
<tr>
<th>Name</th>
<th>Home Phone</th>
<th>Cell Phone</th>
<th>E-Mail</th>
<th>Sun.*</th>
<th>Mon.*</th>
<th>Tues.*</th>
<th>Wed.*</th>
<th>Thur.*</th>
<th>Fri.*</th>
<th>Sat.*</th>
<th>Child Care Concerns</th>
</tr>
</thead>
</table>

*Indicate time essential worker duties performed with letter "E"