

NEWFOUNDLAND & LABRADOR FEDERATION OF LABOUR



PARTY QUESTIONNAIRE: RESPONSES & ANALYSIS

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TABLE OF CONTENTS

LETTER FROM THE PRESIDENT	3
QUESTIONS ASKED	4 - 6
NL FED ANALYSIS OVERVIEW	7
LIBERAL ANALYSIS	8 - 13
PC ANALYSIS	14 - 19
NDP ANALYSIS	20 - 25
LIBERAL FULL RESPONSE	26 - 36
PC FULL RESPONSE	37 - 43
NDP FULL RESPONSE	44 - 63

LETTER FROM THE PRESIDENT

YOUR VOTE, YOUR FUTURE: AN ANALYSIS OF PARTY RESPONSES TO THE NLFL ELECTION QUESTIONNAIRE



Greetings!

This election, it's time to choose a better future. A future where working people in Newfoundland and Labrador can thrive, not just survive. That means good jobs with safe workplaces. It means strong public healthcare, education, and services for our families. It's about building a province that works for everyone, not just the wealthy few.

To help make an informed choice, our Federation invited every major political party to outline their commitments to workers on the issues that matter most to you. We asked them direct questions about workers' rights,

public services, economic justice, and building a more equitable province.

Attached, you will find the full, unedited responses we received from the Progressive Conservative Party, the Liberal Party, and the New Democratic Party.

We have also provided a brief analysis of each party's responses from a labour perspective. This analysis is intended as a tool to help you navigate the responses.

Ultimately, the power rests with you. It is up to workers to do their own analysis, ask the questions that are important to you and your family, and scrutinize the platforms and records of those asking for your vote.

Get engaged. Have conversations with your co-workers and family. And on Election Day, vote.

Let's elect a government that works for workers.

In solidarity,

Jessica McCormick

QUESTIONS

THE FOLLOWING QUESTIONS WERE SENT TO EACH PARTY AT THE START OF THE ELECTION:

1. Workers' Rights, Health and Safety, and Legislative Protections

Workers need modern legislative protections to ensure fairness and safety.

- Will your party commit to introducing anti-scab legislation to prevent the use of replacement workers during strikes and lockouts?
- Will your party commit to the re-implementation of card-check certification?
- What are your plans to strengthen and enforce workplace health and safety regulations?
- Will your party commit to implementing paid sick days for all workers?
- Will your party increase the income replacement rate for workers compensation which has been recommended by the statutory review process?
- What actions would your government take to address increasing incidents of violence in the workplace?

2. Strengthening and Protecting Public Services

Strong public services are the essential foundation upon which a prosperous economy and a healthy and equitable society are built for everyone in our province. The contracting out and privatization of public services erodes quality, reduces accountability, and undermines good, unionized jobs.

- Will your party commit to ending the privatization of public services? If yes, please provide concrete actions that your government will take to end privatization? If not, why not?
- If elected, what concrete measures would you take to strengthen public services in our province?

3. Tariff Response and Economic Resiliency

- What specific, actionable policies will your party implement to shield Newfoundland and Labrador's workers, industries, and communities from the negative impacts of U.S. tariffs, such as supply chain disruptions, rising costs, and retaliatory trade measures?
- How will your party ensure our economy becomes more resilient and less vulnerable to external trade shocks?

QUESTIONS (CONT'D)

4. Economic Justice and the Cost of Living

With rising costs, workers are struggling to keep up. A fair economy must provide wages and benefits that allow people to live with dignity.

- How will your government ensure that the minimum wage becomes a living wage?
- Beyond minimum wage, what policies will you introduce to help all workers keep up with the rising cost of living?
- Will your party commit to signing on to the national Pharmacare program as soon as possible following the election?

5. Strengthening Public Healthcare and Education

- What is your plan to recruit, retain, and fairly compensate healthcare workers to address critical staffing shortages, improve retention and recruitment, and improve outcomes for patients and residents?
- Will your party commit to strengthening and protecting Newfoundland and Labrador's public, universal healthcare system by banning for-profit delivery of public health services?
- How will you ensure the education system (including post-secondary) has the resources and staffing complement necessary to provide the highest quality education?

6. Ensuring Local Benefits and Good Jobs

- What concrete legislative and policy measures will your party implement to ensure that the people of Newfoundland and Labrador are the primary beneficiaries of major projects? Will you mandate the use of strong, enforceable Community Benefit Agreements that prioritize local hiring, ensure good union jobs with fair wages, include equity provisions for underrepresented groups, and require investment in local supply chains?

QUESTIONS (CONT'D)

7. Building a More Just and Equitable Province for All

True progress requires a commitment to justice and equity for all.

- How will your government actively implement the Calls to Action of the Truth and Reconciliation Commission within the provincial jurisdiction?
- Will your party commit to altering the Occupational Health and Safety regulations to mandate employers to provide menstrual products for workers?
- Given the urgent need to address the gender pay gap and ensure economic justice for all workers, what is your party's plan to finally implement and enforce the Pay Equity and Pay Transparency Act?
- What is your party's plan to not only create new childcare spaces but also to recruit, retain, and fairly compensate the early childhood educators required to make this expansion sustainable?

8. Transparency and Good Governance

- How will your government ensure transparency and accountability in its decision-making processes, especially regarding public finances and contracts?

9. Just Transition: Ensuring No Worker or Community is Left Behind

- Will your party commit to legislating a Just Transition Act that guarantees training, income support, and new unionized job creation for workers in transitioning industries, and ensure workers and unions have a direct seat at the planning table?
- What specific, immediate investments will your government make in Newfoundland and Labrador to create good jobs in renewable energy and energy efficiency?
- What is your plan to address the impacts of climate change in workplaces and communities (e.g. Heat stress, extreme weather, wildfires...)?



NLFL ANALYSIS

This document provides a brief, overarching analysis of the responses received from the three main political parties to our Federation's election questionnaire.

Our analysis is based solely on the written answers provided by each party; it does not consider other platform planks.

We offer this summary as a tool to help you, our members, understand where each party stands on key labour issues. However, this is only a starting point. We encourage you to use this information to ask further questions, engage with candidates in your district, and make your own informed decision.

Ultimately, an election is about securing commitments, and our work continues after the votes are counted to ensure that whoever forms the next government is held accountable for the promises they have made.

LIBERAL RESPONSE ANALYSIS

This analysis evaluates the responses from Liberal Leader John Hogan against the concrete commitments sought by our Federation. The core questions guiding this review are:

- 1. Does the response provide a clear, actionable commitment?
- 2. Does the response defer decisions to future consultations?
- 3. Does the response avoid answering the question in part or in whole?

SUMMARY:

The Liberal response heavily emphasizes the party's record in government, using past actions and existing legislation as answers to questions about future commitments. While this demonstrates a history of action on some files, it often fails to commit to the new, specific actions our Federation is seeking. On several core labour rights issues, the response is non-committal, deferring to the federal government or promising further review. The language is often that of an incumbent defending its record rather than a party making bold new pledges. However, there are fairly strong commitments and policies on a number of questions (i.e. Pharmacare).

Question Theme	Specific Ask	Liberal Response Summary	Snapshot Analysis
1. Workers' Rights	Anti-Scab Legislation	Federal law will "help inform decisions." Committed to "good-faith bargaining."	No commitment. Defers to the federal example and promises only to be "informed" by it.
	Card-Check Certification	"Stand ready to engage and consult with the NL Federation of Labour... on the issue."	No commitment to re-implement. A promise to consult, not to act.
	Strengthen Health & Safety	Points to existing OHS Act (reviewed 2024), "Your Rights at Work" campaign, regular review.	Describes the status quo and an awareness campaign. No concrete plans for <i>strengthening</i> regulations or enforcement.

LIBERAL RESPONSE ANALYSIS

	Paid Sick Days	Recognizes "significant financial implications." Will "commit to engaging key stakeholders... to consider the impacts."	Acknowledges the issue but provides no commitment. Defers to consultation, citing cost to businesses.
	Increase Workers' Comp Rate	Lists factors preventing 90% rate. "Monitoring" to achieve the goal.	No commitment to the recommended increase. Describes challenges without a plan to overcome them.
	Address Workplace Violence	Establishing an Independent Health Sector Safety Council. Employers must have policies.	Partial Commitment. A specific, actionable promise for the healthcare sector. However, lacks a broader legislative plan for all workplaces.
2. Public Services	End Privatization	"Does not support the privatization of public sector services." Says it has "never been considered."	Positive. Partial Commitment. Opposition to privatization. However, it is not a legislative ban. References the use of P3s.
	Strengthen Public Services	"Continued collaboration," "productive collective bargaining," "no plans to reduce public services."	Focuses on process and maintaining the status quo. Lacks concrete new measures or significant new investments beyond existing plans.

LIBERAL RESPONSE ANALYSIS

3. Economic Resiliency	Shield from U.S. Tariffs	\$200M contingency fund, Workforce Relief Fund (\$5M), Fair Registration Practices Act.	Partial Response. Provides specific, actionable policies with dedicated funding.
4. Cost of Living	Living Wage	Points to current \$16.00/hour wage and annual CPI-based increases. Committed to "monitor."	No commitment to transform the minimum wage into a <i>living wage</i> . Defends the status quo indexing mechanism.
	Other Cost-of-Living Policies	Lists past measures (\$750M). New promise: Remove HST from electricity, make fuel tax cut permanent, no new taxes.	Positive Response / Commitment. Provides a list of past actions and several specific, new affordability measures.
	National Pharmacare	"Will absolutely commit to joining the National Pharmacare Program."	Positive Response / Commitment. A full commitment to the ask, though no timeline provided.
5. Healthcare & Education	Recruit/Retain Healthcare Workers	Cites progress (reduced vacancies, workers hired). New Crown corp for recruitment, new mobile teams, more incentives.	Positive Response / Partial Commitment. A detailed, multi-faceted plan with specific targets and a new administrative structure (Crown Corp).
	Ban For-Profit Healthcare	"No plans, either now or in the future, to reduce... or to offload them to the private sector."	Partial Commitment. A statement of intent but falls short of a legislative <i>ban</i> on for-profit delivery.

LIBERAL RESPONSE ANALYSIS

	Resource Education System	400 new teachers/assistants, funding for recruitment, school food program, tech, reduced class sizes.	Positive Response / Commitment. Provides specific, quantifiable investments and staffing increases. Focus on k-12.
6. Local Benefits & Jobs	Local Benefit Agreements	Requires Benefits Agreements for resource projects. Cites examples (Churchill Falls). "Committed to continuous improvement."	Partial Commitment. Points to a strong existing policy framework and historical examples. However, lacks a commitment to a <i>legislated, universal</i> mandate for all major projects as asked.
7. Equity & Justice	TRC Calls to Action	Lists past and current funding allocations to Indigenous initiatives and services.	Describes financial support but lacks a concrete, overarching plan for implementing TRC Calls to Action. Focuses on inputs, not outcomes.
	Menstrual Products in OHS	Highlights free products in schools and community organizations. Commits only to "review this initiative and any opportunities for expansion."	No commitment to a <i>mandate for employers</i> . Celebrates a related achievement but deflects the specific workplace ask to a future review.
	Implement Pay Equity Act	Notes the Act was passed in 2022 for the public sector. The "next step is the development of pay equity regulations."	No timeline or firm commitment for the crucial next step of developing regulations. This delays actual implementation and enforcement.

LIBERAL RESPONSE ANALYSIS

	Childcare Spaces & ECE Compensation	\$10/day childcare, single waitlist, increased wage grid, medical benefits, \$7,500 recruitment grant.	Positive Response / Partial Commitment. An answer that addresses both spaces and the critical issue of ECE compensation and benefits with specific measures. However, there is no commitment on pensions.
8. Transparency	Ensure Transparency	Points to existing policies: open data, Auditor General, access to information laws.	Describes the status quo. Offers no new, concrete measures to enhance transparency or accountability.
9. Just Transition	Just Transition Act	"Meaningful engagement and consultation with various stakeholders." Points to existing programs.	No commitment to legislate a Just Transition Act. Promises only consultation and references pre-existing, general programs.
	Renewable Energy Jobs	Invested \$2M in clean energy workforce development. Points to college programs.	The response is vague and lacks a bold, specific investment plan for creating good jobs in renewables.
	Climate Impacts in Workplaces	Highlights two recent Climate Change Action Plans (Mitigation & Adaptation).	Partial Commitment. Commits to provincial-level planning for community adaptation but is weak on legislative action and specific workplace protections (e.g., heat stress).

LIBERAL RESPONSE ANALYSIS

KEY TAKEAWAYS FOR WORKERS

- **Strongest Commitments:** The Liberals provide actionable commitments on Pharmacare, healthcare recruitment, education resources, and some cost-of-living measures.
- **Non-commitment:** The Liberals use "consultation" as a key tool, especially on card-check, anti-scab, and just transition. This provides no guarantee of action.
- **Defending the Record, Avoiding New Pledges in Some Areas:** The Liberal response frequently points to past accomplishments and existing legislation (\$10/day childcare, Pay Equity Act passage, minimum wage increases) as its primary answer. This shows a history of action but often avoids making new, concrete commitments for the next term on the specific asks.
- **Core Labour Rights:** On fundamental issues that would help shift power to workers (anti-scab legislation, card-check certification, and paid sick days) the response is notably weak. The answers are non-committal, citing the need for consultation, the cost to business, or deferring to other levels of government.
- **Equity Gaps:** While providing some commitments on childcare, the response is weak on pay equity implementation (no timeline for regulations) and menstrual products in workplaces (only a review promised). The commitment to TRC Calls to Action is presented as a list of funding announcements rather than a strategic plan.

CONCLUSION

The Liberal response, as presented in this questionnaire, is a mix of deliverable commitments coupled with cautious avoidance on core labour rights reforms. The party is asking for a mandate based on its record and a promise of stability, not a mandate for substantive change in a number of areas, including labour relations.

PC RESPONSE ANALYSIS

This analysis evaluates the responses from PCNL Leader Tony Wakeham against the concrete commitments sought by our Federation. The core questions guiding this review are:

1. Does the response provide a clear, actionable commitment?
2. Does the response defer decisions to future consultations?
3. Does the response avoid answering the question in part or in whole?

SUMMARY:

The PCNL response is characterized by a rhetoric of collaboration, respect for workers, and criticism of the incumbent Liberals. However, it largely avoids making specific, concrete legislative or policy commitments on the key issues presented.

The responses often provide mechanisms for future consultation with "unions, employers, and workers" or "stakeholders," which often functions as a non-committal response. This approach provides flexibility for a future government but offers little guarantee of specific action for workers.

There are a few notable exceptions where firmer commitments are made, particularly around jobs, local benefit, and certain economic measures.

Question Theme	Specific Ask	PCNL Response Summary	Snapshot Analysis
1. Workers' Rights	Anti-Scab Legislation	Will "work collaboratively" and "consult on the specific issues."	No commitment to introduce legislation. Only a promise to consult.
	Card-Check Certification	"Open to discussing this with unions, workers, and employers."	No commitment to re-implement. Framed as a topic for discussion, not action.
	Strengthen Health & Safety	"Top priority," "strict enforcement," "continuous monitoring."	Positive language but lacks concrete plans for new regulations or enhanced enforcement resources.

PC RESPONSE ANALYSIS

	Paid Sick Days	Changes will be "carefully considered in consultation... to avoid unintended consequences."	No commitment. Defers to consultation, implying potential negative consequences.
	Increase Workers' Comp Rate	"Carefully considered in consultation with all stakeholders."	No commitment to the recommended increase. Defers to consultation.
	Address Workplace Violence	"Urgent commitment," "stronger protections," "tougher penalties," "supports."	Partial Commitment. Identifies a clear problem and outlines a comprehensive approach, but lacks specific legislative or regulatory details. Stronger than other answers in this section.
2. Public Services	End Privatization	"Essential public services should be delivered by the public sector." Respects right to unionize. Criticizes Liberal travel nurse scandal.	Partial Commitment. A commitment against privatization is stated, backed by a concrete example of opposing a specific Liberal policy. However, it stops short of a legislative ban.
	Strengthen Public Services	"Work with frontline workers," "end Liberal waste," "direct resources to real priorities."	Focuses on process (collaboration) and criticism of opponents, but offers no concrete measures or new investments.
3. Economic Resiliency	Shield from U.S. Tariffs	Diversify markets, interprovincial trade missions, labour mobility, "buy local first," dedicated Minister for trade.	Partial Commitment. Provides a multi-pronged strategy and specific administrative actions (e.g., dedicated Minister). Lacks specific funding or legislative details.

PC RESPONSE ANALYSIS

4. Cost of Living	Living Wage	No direct answer. Focuses on tax cuts (remove sugar tax, lower gas tax, raise basic personal amount).	No Commitment. Fails to address the core question about the minimum wage. Responds with a different, pre-existing policy platform.
	Other Cost-of-Living Policies	Tuition refunds, expand child benefit, raise seniors' benefit, Poverty Reduction Strategy.	Partial Commitment. Lists several specific, actionable policies that would put money in workers' pockets, though some are conditional.
	National Pharmacare	"Will negotiate with the federal government to secure a national pharmacare program."	Partial Commitment. A clear commitment in principle to pursue pharmacare. However, it is conditional on federal negotiations and lacks a firm timeline.
5. Healthcare & Education	Recruit/Retain Healthcare Workers	Pay students for work terms, refund tuition, train more professionals, replace travel nurses with local nurses.	Positive Response / Commitment. Provides several specific, actionable policies that directly address the question.
	Ban For-Profit Healthcare	No direct answer. Focuses on collaboration and criticism of Liberals.	No Commitment. Does not address the question of a legislative ban.

PC RESPONSE ANALYSIS

	Resource Education System	Train more teachers, better conditions, smaller class sizes, mental health supports, respect for assistants.	Partial Commitment. Outlines a clear direction and specific intentions (e.g., training more teachers at MUN). Lacks concrete funding commitments.
6. Local Benefits & Jobs	Local Benefit Agreements	Will require CBAs for all resource projects and public infrastructure over \$500,000. Prioritizes local hiring, local companies, equity groups.	Positive Response / Commitment. A direct, unambiguous "will" statement with a specific financial threshold and clear, enforceable priorities.
7. Equity & Justice	TRC Calls to Action	"Continue to implement" TRC and other inquiries "in collaboration with Indigenous communities."	No specific new commitments. A promise to continue existing work and consult.
	Menstrual Products in OHS	No answer.	No Commitment. The question is ignored.
	Implement Pay Equity Act	No answer.	No Commitment. The question is ignored.
	Childcare Spaces & ECE Compensation	Permanent advisory panel, reduce paperwork, create spaces in new schools, work with communities.	Partial Commitment. Steps on creating spaces and a process for consultation. However, the critical issue of fair compensation/pensions for ECEs is not directly addressed.

PC RESPONSE ANALYSIS

8. Transparency	Ensure Transparency	"Raise the bar," "follow public procurement processes," ask "is this in the best interest."	Commits to a general principle and following existing rules, but offers no new, concrete accountability mechanisms (e.g., strengthening the Access to Information Act).
9. Just Transition	Just Transition Act	Work with stakeholders (incl. unions) on a Climate Change Action Plan. Ensure workers have "a direct voice."	Partial Commitment. Explicitly includes unions at the table and commits to a plan. However, stops short of committing to legislate a Just Transition Act with guaranteed income support.
	Renewable Energy Jobs	Promote local innovation, advance low-carbon oil, ensure community benefits from clean energy.	Vague. "Promote" and "advance" are not concrete investments. The focus on "low-carbon oil" is a concerning pivot away from the question about renewables.
	Climate Impacts in Workplaces	Strengthen emergency preparedness, review responses, improve equipment, provide direct aid.	Partial Commitment. Addresses community resilience but is weak on specific workplace protections (e.g., heat stress regulations). The focus is on disaster response rather than occupational health.

PC RESPONSE ANALYSIS

KEY TAKEAWAYS FOR WORKERS

- **Strongest Commitments:** The clearest, most actionable commitments are in:
 - Requiring Local Community Benefit Agreements for major projects.
 - Specific healthcare recruitment and retention strategies (tuition refunds, paid work terms).
 - Certain cost-of-living measures like tax changes and benefit expansions.
- **Non-Commitment:** On core labour issues like anti-scab legislation, card-check certification, paid sick days, and increasing workers' compensation rates, the PCNL offers no promises. The response is to "consult," which is a way of avoiding a direct "yes" or "no" and leaves the door open to inaction.
- **Omissions:** The response ignores key questions on pay equity, pay transparency, and mandating menstrual products in workplaces. Taken together, omissions signal that these are not priorities for the party.
- **Rhetoric vs. Concrete Action:** The responses contain positive language praising workers and unions, which is welcomed. However, this pro-worker language is often not backed by actionable pro-worker policy commitments on the specific legislative changes the labour movement is seeking. While collaboration is positive and always welcomed, in this context it is frequently used as a substitute for concrete legislative or structural action.

CONCLUSION

This response package offers concrete action on local jobs and healthcare staffing, which are positive and welcomed. However, it is non-committal on the fundamental structural issues that would strengthen workers' rights and bargaining power, such as the right to strike without the use of scabs and the right to organize workplaces in a fair manner. Workers should recognize that the repeated promise of "consultation" is not a guarantee of action.

NDP RESPONSE ANALYSIS

This analysis evaluates the responses from NDP Leader Jim Dinn against the concrete commitments sought by our Federation. The core questions guiding this review are:

- 1. Does the response provide a clear, actionable commitment?
- 2. Does the response defer decisions to future consultations?
- 3. Does the response avoid answering the question in part or in whole?

SUMMARY

The NLNDP's response is characterized by direct and detailed commitments that align closely with the labour movement's key asks in this provincial election. The language is consistently strong and positive, using terms like "absolutely," "yes," "will," and "fight for." The party not only commits to the specific asks but often expands on them with additional progressive measures.

There are very few instances of deferring to consultation; instead, the response package is presented as a series of firm pledges. This response is the most comprehensive and action-oriented of the three parties analyzed.

Question Theme	Specific Ask	NDP Response Summary	Snapshot Analysis
1. Workers' Rights	Anti-Scab Legislation	"Absolutely!" Cites consistent historical support and frames it as a Charter right.	Positive Response / Commitment. An unambiguous, full commitment backed by a record of support.
	Card-Check Certification	"The NLNDP has long advocated for... implementing card check certification."	Positive Response / Commitment. A clear, historical, and philosophical commitment.
	Strengthen Health & Safety	Detailed plan: more inspectors, publish inspections, create Occupational Health Clinic, strengthen violence protections, raise WCB to 90%, eliminate sick notes, 10 paid sick days.	Positive Response / Commitment. Provides a comprehensive list of specific, actionable measures.

NDP RESPONSE ANALYSIS

	Paid Sick Days	"Will fight for a minimum of ten (10) paid sick days a year."	Positive Response / Commitment. A direct, quantitative commitment.
	Increase Workers' Comp Rate	"Yes." Commits to immediately increasing IRR to 90%.	Positive Response / Commitment. A direct "yes" with a clear action.
	Address Workplace Violence	Comprehensive plan: amend Criminal Code, fund prevention, strengthen OHS legislation, intimate partner violence leave, independent Health Sector Safety Council.	Positive Response / Commitment. A multi-faceted, detailed plan addressing the issue from multiple angles.
2. Public Services	End Privatization	"Opposed to any/all attempts to privatize... including P3s." Pledges a moratorium and review of existing P3s.	Positive Response / Commitment. A philosophical and actionable commitment with a specific "day one" action.
	Strengthen Public Services	Lists concrete measures: Crown corp for housing, restore post-secondary funding, lobby feds on health act, expand universal public healthcare.	Positive Response / Commitment. Provides a clear list of specific, concrete measures to strengthen services.
3. Economic Resiliency	Shield from U.S. Tariffs	Plan includes: direct financial support for laid-off workers, using contingency fund, adding \$50M to IBIC, tripling diversification funds, \$125M for small biz.	Positive Response / Commitment. A multi-point plan with specific financial commitments and a safety net for workers.

NDP RESPONSE ANALYSIS

4. Cost of Living	Living Wage	"Supports raising the minimum wage to \$22/hour over the next four years."	Positive Response / Commitment. A specific and quantitative commitment to a living wage with a timeline for implementation.
	Other Cost-of-Living Policies	Lists complementary policies: affordable housing, HST off home energy/kids' goods, pharmacare, \$10/day childcare.	Positive Response / Commitment. Goes "beyond minimum wage" with a suite of specific affordability measures.
	National Pharmacare	"We wholeheartedly support... and we would sign on immediately." Also pushes for universal, single-payer model.	Positive Response / Commitment. An immediate, full commitment to the ask, plus a further goal.
5. Healthcare & Education	Recruit/Retain Healthcare Workers	"NL Cares Plan": Recruit 1,000 <i>additional</i> workers. Specifics: independent Safety Council, shift flexibility, job eval review, 20 new med school seats, paid work terms, recruiters, bursaries.	Positive Response / Commitment. A detailed, multi-faceted plan with specific targets and progressive ideas.
	Ban For-Profit Healthcare	"Yes... no room for profit in our public system." Will lobby feds to attach conditions to funding.	Positive Response / Commitment. A clear, philosophical commitment backed by a specific action plan.
	Resource Education System	Hire 200 more student/teaching assistants, pay teachers for internships, hire more clinical specialists, make ECE jobs attractive.	Positive Response / Commitment. Provides specific, quantifiable investments and staffing increases.

NDP RESPONSE ANALYSIS

6. Local Benefits & Jobs	Local Benefit Agreements	Policy: max financial value, hire NLers first, strong CBAs, strong standards. Will "withhold approval" if not met.	Positive Response / Commitment. A clear, firm policy framework with an enforcement mechanism ("withhold approval").
	Mandate Enforceable CBAs	"Pledge that any new major resource project only be accepted if it comes with a strong local benefits policy..." Includes equity, local supply chains.	Positive Response / Commitment. A direct, unambiguous commitment to mandate the requested CBAs.
7. Equity & Justice	TRC Calls to Action	"Implement all the provincially applicable Calls to Action." Also commit to UNDRIP legislation and specific equity measures.	Positive Response / Commitment. A full, comprehensive commitment to implement all applicable Calls to Action.
	Menstrual Products in OHS	"Committed to including the requirement... among the amendments we would support."	Positive Response / Commitment. A direct "yes" and commitment to action.
	Implement Pay Equity Act	Will "bring in real pay equity and transparency legislation with teeth." Extend to private sector, create Pay Equity Commission and Tribunal.	Positive Response / Commitment. A detailed plan to not just implement but strengthen and enforce the Act.
	Childcare Spaces & ECE Compensation	Treat ECEs as professionals, provide funds for "benefits, pensions and ten days of sick leave per year."	Positive Response / Commitment. Directly addresses compensation and benefits, making the sector sustainable.

NDP RESPONSE ANALYSIS

8. Transparency	Ensure Transparency	Pledges to be "the most transparent government in NL history." Specifics: proactive publishing, strengthen ATIP, modernize laws, updated procurement.	Positive Response / Commitment. A strong philosophical commitment backed by a detailed list of concrete measures.
9. Just Transition	Just Transition Act	"Will set up a Climate Transition Secretariat" to bring labour, etc. to the table. Plan includes income support, retraining, green job creation.	Positive Response / Commitment. Commits to a legislated framework with a direct seat for workers and unions, and includes all requested guarantees.
	Renewable Energy Jobs	Will invest in clean jobs, housing retrofits, public transit, renewable energy, green transition fund, critical minerals.	Positive Response / Commitment. A clear commitment to invest, with a focus on creating good, union jobs.
	Climate Impacts in Workplaces	Municipal climate fund, repair water bomber, public transit plan. Specifically supports NLFL's heat stress campaign and will "work towards legislation."	Positive Response / Commitment. Addresses both community and workplace impacts, with a specific pledge to legislate on heat stress.

NDP RESPONSE ANALYSIS

KEY TAKEAWAYS FOR WORKERS

- **Support for Labour's Key Asks in this Election:** The responses are not conditional on consultation; they are presented as firm pledges. The response package directly addresses many of labour's core issues (card-check, anti-scab, health and safety, equity), worker power, and the creation of good, unionized jobs in a sustainable economy.
- **Comprehensive and Detailed:** The NDP's responses are characterized by a high level of detail and specificity. The party provides clear, actionable plans for their commitments, such as the "NL Cares Plan" for healthcare and a multi-point economic resiliency strategy, offering a concrete vision for how they would implement their agenda.
- **Omissions:** There are no significant gaps or evasions in their responses.

CONCLUSION

From a labour movement perspective, the NDP's questionnaire response is comprehensive and action oriented. The party's answers are characterized by a high degree of specificity, often outlining multi-faceted plans and clear legislative intentions.



Jessica McCormick
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Dear President McCormick,

Thank you for your letter and questionnaire which covers several important topics and challenges facing our province.

I want to first agree with your statement that the workers of this province are the backbone of our communities and economy, and they deserve to know where we stand on the issues that matter most to their livelihoods.

We have provided answers to your questions in the order they were presented. We trust that you will find this informative and given our long-term relationship, it almost goes without saying, if you have further questions stemming from this correspondence feel free to reach out.

I look forward to working with you in the future.

Sincerely,

John Hogan, Leader
Liberal Party of Newfoundland and Labrador



NL Federation of Labour 2025 Election Questionnaire

1. Workers' Rights, Health and Safety, and Legislative Protections Workers need modern legislative protections to ensure fairness and safety.

- Will your party commit to introducing anti-scab legislation to prevent the use of replacement workers during strikes and lockouts?
- Will your party commit to re-implementation of card-check certification?
- What are your plans to strengthen and enforce workplace health and safety regulations?
- Will your party commit to implementing paid sick days for all workers?
- Will your party increase the income replacement rate for workers' compensation which has been recommended by the statutory review process?
- What actions would your government take to address increasing incidents of violence in the workplace?

Our Liberal Government continually reviews legislation for opportunities to modernize and make improvements for the betterment of Newfoundlanders and Labradorians. Supporting our hard-working labour force is a key priority. Our Liberal team supports unionized workers legal right to strike, and within the public service we are committed to an open and good-faith bargaining process. In the private sector, we believe that should be common practice.

The recently passed legislation banning the use of replacement workers at the federal level will help inform decisions to be taken by the province as we move forward. We stand ready to engage and consult with the NL Federation of Labour and other stakeholders on the issue of card-check certification.

The health and safety of workers in the workplace is paramount. The Occupational Health and Safety Division administer the OHS Act and enforce health and safety regulations. The Act, which was last reviewed in March 2024, sets minimum standards to protect and promote the health and safety of workers in the province.

Recent amendments made at that time were designed to simplify compliance for smaller businesses without compromising the health and safety of workers. We are committed to regular review and general enforcement of the OHS regulations to strengthen them when and where needed.

We know that young workers are at the greatest risk of becoming ill or injured while on the job. In August, our Liberal Government launched the "Your Rights at Work" campaign to inform workers – particularly young and non-unionized employees – of their rights in the workplace, while helping employers understand their responsibilities under provincial labour legislation and Occupational Health and Safety legislation.



Section 43.11 of the Labour Standards Act calls for an employer to provide up to 7 days of unpaid sick leave if the person has been in their employ for a continuous period of 30 days or more. While we recognize that amending this article to implement paid sick days would have significant financial implications and impacts on small businesses that provide employment opportunities across the province, this is a matter that deserves further attention. A re-elected Liberal Government will commit to engaging key stakeholders such as the NL Federation of Labour to consider the impacts of paid sick leave on both employees and their employer.

The income replacement rate for injured workers today stands at 85%, and there are some factors which have an impact on our ability to reach the recommended 90%. A continuing decline in the number of accidents is wonderful progress. Maintaining this declining trend, achieving a reasonable assessment rate for employers, and ensuring our investment funds produce exceptional performance are things we are monitoring to achieve the 90% replacement rate goal.

Violence and harassment in the workplace is unacceptable. Employers in Newfoundland and Labrador have responsibilities under Occupational Health and Safety legislation to implement measures to identify and control violence. All employers are to develop violence and harassment policies and prevention plans.

There are some sectors where violence in the workplace is more common – health care as an example. Our Liberal team recently announced that a re-elected Liberal Government will establish an Independent Health Sector Safety Council to provide oversight to protect health care workers and patients. We are committed to ensuring workers can work safely, and free from harassment and violence.

2. Strengthening and Protecting Public Services

Strong public services are the essential foundation upon which a prosperous economy and a healthy and equitable society are built for everyone in our province. The contracting out and privatization of public services erodes quality, reduces accountability, and undermines good, unionized jobs.

- Will your party commit to ending the privatization of public services? If yes, please provide concrete actions that your government will take to end privatization? If not, why not?
- If elected, what concrete measures would you take to strengthen public services in our province?

Through continued collaboration, productive collective bargaining, and recognition of the valuable contributions they make, we can strengthen our public service and achieve the best results for the communities we serve.

Our Liberal government does not support the privatization of public sector services. While the Provincial Government has engaged with the private sector through public private partnerships on infrastructure development, the privatization of government service to citizens has never been considered.



Our Party has no plans to reduce public services or to offload them to the private sector. We appreciate our dedicated public service employees and the incredible work they do to support our province every day.

3. Tariff Response and Economic Resiliency

- What specific, actionable policies will your party implement to shield Newfoundland and Labrador's workers, industries, and communities from the negative impacts of U.S. tariffs, such as supply chain disruptions, rising costs, and retaliatory trade measures?
- How will your party ensure our economy becomes more resilient and less vulnerable to external trade shocks?

Last winter, Canada was faced with a challenging and changing relationship with the United States. We know that tariffs present a challenge for the Canadian economy, including in Newfoundland and Labrador. In light of the tariff dispute, we allotted \$200 million as a contingency fund to prepare for any possible impacts.

In August, Premier Hogan announced a series of initiatives being advanced to promote internal trade across Canada. The initiatives were highlighted by the proclamation of the Fair Registration Practices Act, and associated regulations, which will help improve foreign recognition and labour mobility for many occupations in the province.

Premier Hogan also launched the Workforce Relief Fund to assist businesses impacted by tariffs. Up to \$250,000 per organization will be available from the \$5 million Workforce Relief Fund, supported through the Labour Market Development Agreement. This funding may be used to cover costs associated with training, retaining and upskilling workers impacted by tariffs.

Premier Hogan and our Liberal Government is an active participant in the discussions to improve internal trade in Canada, which creates a stronger national economy in the face of United States tariffs. A re-elected Liberal Government will continue to work with its partners across Canada, as well as the roundtable of industry, community, and labour leaders to identify further opportunities to create a stronger provincial economy.

4. Economic Justice and the Cost of Living

With rising costs, workers are struggling to keep up. A fair economy must provide wages and benefits that allow people to live with dignity.

- How will your government ensure that the minimum wage becomes a living wage?
- Beyond minimum wage, what policies will you introduce to help all workers keep up with the rising cost of living?
- Will your party commit to signing on to the national Pharmacare program as soon as possible following the election?



Minimum wage rates in the province have increased significantly over the life of this administration. Today our minimum wage rate is \$16.00 per hour, and the minimum overtime rate is now \$24.00. An annual increase is required under the Labour Standards Regulations and is based on the percentage change in the National Consumer Price Index.

Our Liberal government understands the importance of the minimum wage rate to employees and employers in Newfoundland and Labrador, and we are committed to regularly monitor the minimum wage in our province to ensure it remains relevant, responsive and comparable to other Canadian jurisdictions.

Our Liberal government is committed to addressing the cost of living that has risen globally and across Canada in recent years, so life is more affordable for everyone across the province.

Our government announced more than \$750 million in targeted short- and long-term measures since March 2022 to help residents with affordability. These included adjusting the Seniors' Benefit threshold and indexing it to the consumer price index, benefiting more than 50,000 seniors, as well as increasing the income supplement by 15% over the last 3 years. We also cut childcare costs with \$10-a-day child care for 11,200 children and cut the cost of registering passenger vehicles by 50%.

A re-elected Liberal government will go even further to reduce the cost of living by removing the provincial portion of the HST from all residential electricity bills in the province, saving customers 10% on their bills every month.

We also reduced the cost of gas by cutting the provincial fuel tax by 50%, saving customer 8 cents per litre every time they fill up at the pump. A re-elected Liberal government will make this tax cut permanent and maintain the home heating supplement of up to \$500 for residents who rely on home heating fuel. The Liberal government also commits to no new taxes or government fees, if re-elected.

The Pharmacare Act proposes a publicly funded nationwide health-care insurance program to subsidize the cost of prescription drugs in Canada. A re-elected Liberal government will absolutely commit to joining the National Pharmacare Program, and will engage the Federal Government to negotiate a funding agreement to join the national pharmacare program.

5. Strengthening Public Healthcare and Education

- What is your plan to recruit, retain, and fairly compensate healthcare workers to address critical staffing shortages, improve retention and recruitment, and improve outcomes for patients and residents?
- Will your party commit to strengthening and protecting Newfoundland and Labrador's public, universal healthcare system by banning for-profit delivery of public health services?
- How will you ensure the education system (including post-secondary) has the resources and staffing complement necessary to provide the highest quality



education?

Health care represents the single largest investment in our province at nearly \$4.5 billion in Budget 2025. Our Liberal Government is transforming health care in Newfoundland and Labrador to modernize the system through our 10-year Health Accord NL plan.

We are making meaningful progress with our recruitment and retention strategies, which include one of the most attractive incentive packages in the country and a health human resource plan.

We've reduced vacancies across health care disciplines and added seats in programs including medical school, nursing, paramedicine, and licensed practical nursing. More than 90 per cent of last year's nursing class has been successfully recruited, with a 40 per cent reduction in the use of agency nurses from its highest point. Registered nurse vacancies reduced from 418 to 280 from October 2024 to April 2025. Nurse practitioner vacancies reduced from 82 to 65 from October 2024 to April 2025. We've hired 1,300 nurses and 140 physicians since April 2023.

Among other things, in the coming year a re-elected liberal government will not only increase the number of people connected to a family care team but will also increase incentives to recruit and retain more doctors and nurses in rural areas, and to retain doctors and nurses who are educated in Newfoundland and Labrador.

A re-elected Liberal government will establish a dedicated crown corporation tasked with health professional recruitment, retention, and workforce planning. This organization will work directly with NLHS, provincial and federal government departments, as well as labour organizations and licensing bodies to address vacancies across all health care disciplines.

It will focus on local education and training capacities, international recruitment, credential recognition, and immigration support. Wraparound settlement support will also be coordinated. This strategy will be informed by the health human resources plan, as well as the core staffing review currently underway.

We have already created 21 family care teams, which collectively connected more than 110,000 additional patients to primary care. A re-elected Liberal Government will continue to increase investment in our family care teams to increase the number of patients connected to primary care to 155,000 by the end of next year. We are committed to opening 14 more family care teams across the province to meet the goal of 35 family care teams envisioned by the Health Accord.

A re-elected Liberal government will also introduce 10 new Mobile Primary Care Teams. These Mobile Primary Care Teams will travel to rural communities in the region with the specific goal of providing in-person care to those without a primary care provider.

Our Liberal team is committed to protecting and maintaining our public health care system. We have no plans, either now or in the future, to reduce the number of public services being provided or to offload them to the private sector.



The Liberal Party fully recognizes the value in our public education system, and providing the best possible education and learning environment is a priority. This past spring, our government announced a significant increase in funding for the K-12 system, including adding 400 new teachers and learning assistants to the classroom, \$850,000 for targeted recruitment and retention initiatives for hard-to-fill rural and remote areas, \$24 million for continued expansion of school food programming to all pre-kindergarten and K-9 schools, \$5 million for technology devices and infrastructure in schools, and continuation of the \$1.4 million increase for the equivalent of 50 full-time student assistant positions.

At the end of the last school year, we also made improvements to the Teacher Allocation Model, which included a reduction of class sizes in the grade 1-9 English stream and additional Speech Language Pathologists and Educational Psychologists allocated to the school system.

We are currently in negotiations with the government of Quebec to finalize the Churchill Falls MOU. This is an opportunity that will provide significant new revenue for our province, money that will be invested in the delivery of important services such as our public education system.

Last week, our party announced that we will provide free school supplies to all students from kindergarten to grade 6 beginning in September 2026 and continue to expand the school food program to all Pre-Kindergarten to Grade 9 students by the end of the 2026-2027 school year.

6. Ensuring Local Benefits and Good Jobs

- What concrete legislative and policy measures will your party implement to ensure that the people of Newfoundland and Labrador are the primary beneficiaries of major projects? Will you mandate the use of strong, enforceable Community Benefit Agreements that prioritize local hiring, ensure good union jobs with fair wages, include equity provisions for underrepresented groups, and require investment in local supply chains?

Our government requires that all natural resources projects in Newfoundland and Labrador have benefits agreements. These agreements maximize jobs and business opportunities for Newfoundlanders and Labradorians. We take a strategic, project-specific approach and we are committed to continuous improvement and work diligently on behalf of Newfoundlanders and Labradorians.

Our Liberal Government has always strived to ensure that the principal beneficiaries of any and all major developments must be the people of the province. For example; the Churchill River hydroelectric projects, full and fair opportunity for local businesses from Newfoundland and Labrador is engrained in the MOU.



Gull Island is part of the environmental release for the Lower Churchill Project, which includes a requirement to offer full and fair opportunity for Newfoundland and Labrador businesses as part of the construction of those projects. Our Liberal Government is committed to continuing to maximize local procurement benefits.

Any megaproject that happens in Newfoundland and Labrador requires an environmental assessment before construction happens. Those assessments often require hiring priority for Newfoundlanders and Labradorians. In the case of Gull Island, as an example, hiring protocol for Newfoundlanders and Labradorians is already in place, and Churchill Falls expansion under the MOU will also require an environmental assessment.

Our Liberal Government will ensure any similar hiring priority for Newfoundlanders and Labradorians before any construction begins.

7. Building a More Just and Equitable Province for All True progress requires a commitment to justice and equity for all.

- How will your government actively implement the Calls to Action of the Truth and Reconciliation Commission within the provincial jurisdiction?
- Will your party commit to altering the Occupational Health and Safety regulations to mandate employers to provide menstrual products for workers?
- Given the urgent need to address the gender pay gap and ensure economic justice for all workers, what is your party's plan to finally implement and enforce the Pay Equity and Pay Transparency Act?
- What is your party's plan to not only create new childcare spaces but also to recruit, retain, and fairly compensate the early childhood educators required to make this expansion sustainable?

If re-elected, our government will continue to advance reconciliation with Indigenous Peoples. Only by working together, will we foster a future where Indigenous people preserve traditions while creating new opportunities for future generations. Over the last number of years, we have made significant investments to support both Indigenous communities, as well as the awareness, recognition and inclusion of Indigenous voices in government and society at large. And there is a lot more work to do, together.

Recently in Budget 2025, our Liberal Government announced \$5 million for the Inquiry Respecting the Treatment, Experiences and Outcomes of Innu in the Child Protection System, as well as \$316,500 for Indigenous Violence Prevention Grants, and \$250,000 for Indigenous education resources in our K-12 schools. We also allocated \$133,900 for the Aboriginal Women's Network and continued our core funding for friendship centres.

This is in addition to investments year over year since 2015, including \$910,649 for the Office of Indigenous and Northern Skilled Trades in Corner Brook, St. John's and Happy Valley-Goose Bay, and \$4.2 million in 2021 for the Inquiry into the Treatment of Innu Children in Care. Also, the Gladue Report Project received \$225,000 to support its work.



Newfoundland and Labrador was a leader in Canada in announcing plans to make menstrual products available to students in the K-12 school system in 2021, implemented in schools with grades 4-12 classrooms in January 2022.

In January 2025, our Liberal government announced an agreement with Shoppers Drug Mart to further advance menstrual equity in the province. This makes Newfoundland and Labrador the first jurisdiction in the country to also distribute menstrual products free of charge to post-secondary institutions, women's centres and equity-seeking organizations, transition houses, friendship centres, emergency shelters, and food banks. A re-elected Liberal government would commit to reviewing this initiative and any opportunities that exist for expansion.

The Pay Equity and Pay Transparency Act was passed in October of 2022. The Act requires public sector employers to establish and maintain pay equity and provide reports while also prohibiting employers from asking about salary histories or penalizing employees for discussing salary information. The pay transparency provisions of the Act apply to all employers in the province, both public and private, but does not currently include pay equity provisions for private sector employers and excludes contract workers and students. The next step in the process is the development of pay equity regulations.

Our Liberal government has lowered child care costs from an average of \$40 a day before 2021 to \$10/day or less. There are more than 11,200 children currently in \$10/day a less spaces, saving families an estimated \$6,300 a year for each child in care.

In partnership with stakeholders, we have been working hard to add more spaces and have created a single waitlist (Early Learning Gateway) to more accurately meet the demand. Having trained early childhood educators is critical to creating more early learning spaces in Newfoundland and Labrador. To recruit and retain early childhood educators our government increased wages (the wage grid) and made medical benefits available for the early learning workforce.

This is in addition to a recruitment and retention grant for early childhood educators of up to \$7,500.

8. Transparency and Good Governance

- How will your government ensure transparency and accountability in its decision-making processes, especially regarding public finances and contracts?

Our Liberal government ensures accountability through several policies and operational activities. We provide open data on everything from public spending to crime statistics and use technology to do it. We also audited reports to the House of Assembly on a regular basis, through the Independent Auditor General's office. We have laws and regulations around access to information and the public's right to information on government workings and decisions.



We report to the House and to the people of the province on a regular basis.

9. Just Transition: Ensuring No Worker or Community is Left Behind

- Will your party commit to legislating a Just Transition Act that guarantees training, income support, and new unionized job creation for workers in transitioning industries, and ensure workers and unions have a direct seat at the planning table?
- What specific, immediate investments will your government make in Newfoundland and Labrador to create good jobs in renewable energy and energy efficiency?
- What is your plan to address the impacts of climate change in workplaces and communities (e.g. Heat stress, extreme weather, wildfires...)?

The Liberal Party of Newfoundland and Labrador recognizes that there will be social and economic impacts as the world transitions to a low-carbon economy. We are aware of the changing face of our workforce and the types of jobs that will be called for in the future and we have taken steps to prepare for this transition.

By way of example, we have an Apprenticeship Wage Subsidy program that allows apprentices to earn while they learn, a Make It Excellent in the Skilled Trades campaign to encourage youth and underemployed individuals to pursue careers in the skilled trades, and a Youth Apprenticeship Summer Program through Skills Canada Newfoundland and Labrador. Notably, the College of the North Atlantic, one of our public post-secondary education institutions offers programs in the School of Sustainable Development, which are designed to develop expertise required to service the Green Energy sector and support local employment opportunities for the residents of Newfoundland and Labrador, locally, nationally, and globally.

Additionally, our Liberal Government invested nearly \$2 million to support clean energy workforce development this summer. We have also Increased collaboration with industry and other labour market partners to determine future workforce requirements and awareness of job possibilities in the skilled trades.

This workforce development initiative is part of a series of targeted Provincial Government investments to ensure Newfoundlanders and Labradorians have high-quality jobs and the tools to succeed across all sectors of the provincial economy.

We continue to be committed to preparing our workforce for this time of transition by way of meaningful engagement and consultation with various stakeholders, such as the NL Federation of Labour, and community groups. Our government is very conscious of the realities of climate change and the impact it is having on communities and workplaces.



On June 30th of this year the Department of Environment and Climate Change announced two new provincial Climate Change Action Plans for the 2025-30 period; a Climate Change Mitigation Plan to reduce greenhouse gas emissions by 30% by 2030 and a Climate Change Adaptation Action Plan to help communities prepare for climate impacts like increased storms and wildfires.

These two action plans build on the progress completed to date and will guide further efforts to reduce emissions and assist communities in adapting to the realities of climate change.

The need for climate change action plans is highlighted by the increased costs associated with the impacts of climate change, which include the rising prevalence of wildfires, flooding and sea levels.



Jessica McCormick
President, Newfoundland and Labrador Federation of Labour
P.O. Box 8597
St John's, NL A1B 3P2

Dear Ms. McCormick,

Thank you for inviting me to provide responses to your questionnaire, which you will share with the 70,000 workers you represent across Newfoundland and Labrador. I will address each of your questions, one by one. I believe you will find my approach progressive and my openness to collaborate on solutions refreshing. If workers are tired of the status quo and looking for real change that works for all of us, look closely at what I am offering, because I think you will find it aligns closely with the objectives your workers share. I am offering to work with you on all of this. It's time for a government that listens, delivers, and puts the people of this province first. Together, with the choices we make right now in this election, we can choose a PC government that works for all of us.

1. Workers' Rights, Health and Safety, and Legislative Protections

- ***Will your party commit to introducing anti-scab legislation to prevent the use of replacement workers during strikes and lockouts?***
- ***Will your party commit to the re-implementation of card-check certification?***
- ***What are your plans to strengthen and enforce workplace health and safety regulations?***
- ***Will your party commit to implementing paid sick days for all workers?***
- ***Will your party increase the income replacement rate for workers compensation which has been recommended by the statutory review process?***
- ***What actions would your government take to address increasing incidents of violence in the workplace?***

A PC government will work collaboratively with labour unions, employers, and workers to ensure fairness, safety, and balance in workplaces across the province. This includes consulting on the specific issues you raise. We will respect workers' Charter rights to organize and negotiate.

Specifically, regarding the unionization process. We are aware of many delays with the Labor Relations Board. A delay in organizing votes does not help anyone - it creates stress and harm in a workplace. We will make sure that the Labour Relations Board follows the timelines outlined in legislation. Regarding card-check, we are open to discussing this with unions, workers, and employers.

Workplace health and safety will be a top priority, with strict enforcement of regulations and continuous monitoring to prevent tragedies and even minor incidents that can deeply affect workers. Any changes to paid or unpaid leave, as well as increases to workers' compensation income replacement rates, will only be carefully considered in consultation with all stakeholders to avoid unintended consequences.

Addressing workplace violence is another urgent commitment. From healthcare and education to retail and service industries, violence is rising and must be met with stronger protections, clear consequences for offenders, and better prevention strategies. Protective measures, tougher penalties for violent offenders, and supports for those struggling with addiction will be part of a comprehensive response. The goal is to ensure workers feel safe, respected, and protected, with government leading efforts to foster harmony and reduce violence in workplaces and communities.

2. Strengthening and Protecting Public Services

- ***Will your party commit to ending the privatization of public services? If yes, please provide concrete actions that your government will take to end privatization? If not, why not?***
- ***If elected, what concrete measures would you take to strengthen public services in our province?***

I believe essential public services should be delivered by the public sector, and I fully respect the constitutional right of workers—public or private—to organize and seek representation from unions. This right, enshrined in Canada's Charter, ensures that all workers are protected, regardless of whether they serve under government or private employers. Employers must meet high standards and treat workers fairly, and when they fail, it is the duty of workers, unions, government, and the public to step in. The NL Federation of Labour plays a vital role in representing workers across the province, and I see it as an important partner in protecting and strengthening workplace rights.

As Premier, I will work with frontline workers—who are the true experts—on how best to deliver services, ensuring decisions are made collaboratively, not imposed from the top down. My focus will be on providing the highest-quality services to Newfoundlanders and Labradorians at reasonable costs, ending Liberal waste, and ensuring resources are directed to real priorities. Teamwork and respect will define my administration, and unions will always have a seat at the table.

Everything my government does will be guided by one question: *How will this improve the lives of Newfoundlanders and Labradorians?* We have seen recent failures in public services marked by waste, mismanagement, and disrespect toward workers. The Liberals' travel nurse scandal is a glaring example, where unionized healthcare staff were sidelined in favor of expensive temporary hires. Such reckless practices create chaos and demoralize our workforce. Careful planning and collaboration with workers and unions would prevent this. In healthcare, hundreds of millions are wasted on unnecessary or harmful procedures; in education, pressing needs go unmet while the government repeatedly restarts plans instead of implementing them. These failures show a lack of willingness to act on advice from auditors, experts, and frontline staff.

A government I lead will be different. I will listen to and support the workers who deliver our public services, making positive, practical changes that strengthen healthcare, education, and other vital systems. By working together with unions and employees, we will restore respect, improve efficiency, and ensure that public services truly serve the people of Newfoundland and Labrador.

3. Tariff Response and Economic Resiliency

- What specific, actionable policies will your party implement to shield Newfoundland and Labrador's workers, industries, and communities from the negative impacts of U.S. tariffs, such as supply chain disruptions, rising costs, and retaliatory trade measures?***
- How will your party ensure our economy becomes more resilient and less vulnerable to external trade shocks?***

Canada's trading relationship with the United States has long benefited people on both sides of the border, but recent tariffs have created new threats to our local industries, including seafood, oil, and iron ore. We will continue building markets in the U.S., but we must also diversify our markets abroad—in Europe, Asia, the Americas, and Africa—and maximize trade within Canada. A government I lead will host regular roundtables to chart strategies, identify challenges, and develop an innovative export strategy that grows local industries, creates opportunities, and encourages people to buy local.

To drive growth through trade, a Wakeham PC government will eliminate unnecessary regulations that prevent local businesses from expanding or bidding on projects in other provinces; cut red tape between provinces so goods and services can move freely; and ensure professional credentials are recognized across jurisdictions so workers certified here can work anywhere in Canada without redundant training. We will adopt a “buy local first” approach for government spending so tax dollars strengthen communities, and we will task a dedicated Minister with helping Newfoundland and Labrador businesses—including the fishery—find and expand into international markets.

4. Economic Justice and the Cost of Living

- How will your government ensure that the minimum wage becomes a living wage?***
- Beyond minimum wage, what policies will you introduce to help all workers keep up with the rising cost of living?***
- Will your party commit to signing on to the national Pharmacare program as soon as possible following the election?***

No challenge weighs more heavily on people than the rising cost of living. Poverty has lifelong consequences. One of the best ways to prevent this is to ensure people have enough money to live on.. A Wakeham PC government will review all taxes and fees, permanently remove the sugar tax, lower the gas tax, and raise the basic personal amount to \$15,000—giving Newfoundland and Labrador the highest tax-free income threshold in Atlantic Canada.

We will also support workers and families directly by refunding tuition to graduates who stay, live, and work in the province, expanding the NL Child Benefit, and raising and indexing the Seniors' Benefit. A comprehensive Poverty Reduction and Prevention Strategy will be launched with the goal of once again making our province's poverty rates the lowest in the country. Our approach will be transparent, adaptable, and responsive, ensuring resources are directed where they are needed most.

We are committed to lowering the costs of healthcare for Newfoundlanders and Labradorians. We have heard the concerns of the Seniors' Advocate, who has spoken about seniors in our province being forced to split their prescriptions because they cannot afford the full dosage, and we know too many families are struggling with the high cost of diabetic medications and supplies. That is unacceptable. A Progressive Conservative government will negotiate with the federal government to secure a national pharmacare program that lowers the cost of prescription drugs and diabetic supplies for the people of this province because we believe in better healthcare for all of us.

5. Strengthening Public Healthcare and Education

- What is your plan to recruit, retain, and fairly compensate healthcare workers to address critical staffing shortages, improve retention and recruitment, and improve outcomes for patients and residents?***
- Will your party commit to strengthening and protecting Newfoundland and Labrador's public, universal healthcare system by banning for-profit delivery of public health services?***
- How will you ensure the education system (including post-secondary) has the resources and staffing complement necessary to provide the highest quality education?***

The healthcare crisis we face today is the result of a decade of Liberal neglect. Instead of listening to healthcare workers, they dismissed their concerns, driving doctors, nurses, and other health professionals away. 163,000 people do not have a family doctor, procedures have been cancelled, and ERs are routinely only offering virtual coverage. The Liberal "solution" was to hire out-of-province travel nurses at exorbitant costs, insulting local staff and wasting public money.

As Premier, I will take a collaborative approach, working with healthcare workers and associations to retain staff, recruit new professionals, and support them from training through to practice. We will pay students for their work terms, refund tuition for graduates who stay, live and work in the province, and train more doctors, nurses, and nurse practitioners. I have already committed to implementing a recommendation of the Registered Nurses' Union to replace travel nurses with local nurses.

Our education system is also in crisis. Teachers have warned us, yet the Liberals keep stalling, recycling plans without delivering results. Students cannot afford years of delay. A PC government will act: training more teachers at Memorial, hiring and retaining them with better working conditions, smaller class sizes, and stronger mental health and classroom supports. We will respect and properly employ Student and Teaching Assistants, commit to inclusive education, and strengthen core skills while supporting creativity and well-being. At the post-secondary level, Memorial University must end administrative waste and focus on students.

The bottom line is clear: we need urgent action, not excuses. A Wakeham government will listen, collaborate, and deliver better healthcare, stronger education, and improved outcomes for all of us.

6. Ensuring Local Benefits and Good Jobs

- ***What concrete legislative and policy measures will your party implement to ensure that the people of Newfoundland and Labrador are the primary beneficiaries of major projects?***
- ***Will you mandate the use of strong, enforceable Community Benefit Agreements that prioritize local hiring, ensure good union jobs with fair wages, include equity provisions for underrepresented groups, and require investment in local supply chains?***
- ***Will you mandate the use of strong, enforceable Community Benefit Agreements that prioritize local hiring, ensure good union jobs with fair wages, include equity provisions for underrepresented groups, and require investment in local supply chains?***

A PC government, under my leadership, will require local community benefits agreements for all natural resource projects and public infrastructure contracts valued over \$500,000. This will ensure the principal beneficiary of our resources will always be the people of our province. This will prioritize the hiring of local skilled trade workers, awarding of contracts to local companies, and opportunity for apprentices and underrepresented groups such as women, gender diverse individuals, and Indigenous workers. I believe that when our resources are developed, it should be done by Newfoundlanders and Labradorians.

7. Building a More Just and Equitable Province for All

- ***How will your government actively implement the Calls to Action of the Truth and Reconciliation Commission within the provincial jurisdiction?***
- ***Will your party commit to altering the Occupational Health and Safety regulations to mandate employers to provide menstrual products for workers?***
- ***Given the urgent need to address the gender pay gap and ensure economic justice for all workers, what is your party's plan to finally implement and enforce the Pay Equity and Pay Transparency Act?***
- ***What is your party's plan to not only create new childcare spaces but also to recruit, retain, and fairly compensate the early childhood educators required to make this expansion sustainable?***

Truth and reconciliation means being honest about the wrongs of the past and making meaningful changes in partnership with Indigenous Peoples. Imposed solutions without true consultation only cause more harm. A PC government I lead will continue to implement the recommendations of the Truth and Reconciliation Commission, the Inquiry into Innu Child Protection, and the Calls for Change—always in collaboration with Indigenous communities.

A Wakeham PC government will include appropriate content on Indigenous histories, cultures, stories, and languages in the K–12 curriculum. We will work with Indigenous communities to provide opportunities for Indigenous children and youth to learn and champion traditional language, craft, and skills, while also providing opportunities for them to share their heritage with non-Indigenous children and youth throughout the province. Our government will create a Police Oversight Board that is independent of police, civilian-led, politically neutral, and

representative of the province's diverse communities. We will also make progress on the implementation of the United Nations Declaration on the Rights of Indigenous Peoples.

Our party's plan focuses on both expanding childcare spaces and ensuring the workforce that supports them is respected and able to thrive. We will establish a permanent advisory panel of early childhood education operators and care providers so that policy decisions are guided by the voices of those on the frontlines. By listening directly to early childhood educators and operators—and reducing the paperwork burden they face—we will make their work more sustainable.

To expand access, we will provide space for early childhood education in all new school builds, while also working with communities, and the public and private sectors, to create new childcare spaces across the province. Right now, \$10-a-day childcare is out of reach for thousands of families due to a lack of available spaces, and we are committed to addressing that gap.

8. Transparency and Good Governance

• How will your government ensure transparency and accountability in its decision-making processes, especially regarding public finances and contracts?

I believe in openness and transparency. I believe in long-term planning, which means starting these processes with open dialogue and expert review long before the choices are locked in. The Auditor General is continually giving advice the government needs to heed. Frequently – as with the Liberal travel nurse scandal – the AG is finding practices that never should have happened in the first place.

Under the Liberals, best practices have been ignored. Tendering and procurement obligations have been ignored. Planning has given way to kneejerk choices scratched on the back of an envelope. Favouritism and political patronage have outraged the public, as people realize that hundreds of millions of their scarce public dollars are being squandered for friends of those in power while urgent needs are going unmet.

I will raise the bar on transparency and accountability, I will follow public procurement processes and I will ask of every decision “Is this in the best interest of Newfoundlanders and Labradorians?”

9. Just Transition: Ensuring No Worker or Community is Left Behind

- Will your party commit to legislating a Just Transition Act that guarantees training, income support, and new unionized job creation for workers in transitioning industries, and ensure workers and unions have a direct seat at the planning table?**
- What specific, immediate investments will your government make in Newfoundland and Labrador to create good jobs in renewable energy and energy efficiency?**
- What is your plan to address the impacts of climate change in workplaces and communities (e.g. Heat stress, extreme weather, wildfires...)?**



Our party is committed to protecting both workers and the environment as Newfoundland and Labrador transitions to a cleaner economy. A Wakeham PC government will work with stakeholders, including unions, to create a new, attainable Climate Change Action Plan with clear emission reduction targets by sector, reporting on progress regularly. We will ensure workers have a direct voice at the planning table and support training, innovation, and green technology research that drives sustainable solutions, while also fixing the Oil to Electric Incentive Program so more families can switch to affordable, clean energy.

We will invest in renewable energy and energy efficiency by promoting local innovation, advancing our low-carbon oil on the world stage, and ensuring community benefits from new clean energy projects. Our approach will emphasize local job creation, with long-term strategies to diversify the economy and grow opportunities in sustainable industries.

Finally, we recognize the impacts of climate change, the recent wildfires are examples of extreme events which are becoming too common. We will strengthen emergency preparedness by reviewing recent wildfire responses, improving equipment and training, and working with Indigenous leaders and communities to adapt. We will also provide direct aid to residents affected by floods, storms, and other disasters, ensuring Newfoundland and Labrador is better prepared and more resilient in the face of a changing climate.

Sincerely,

A handwritten signature in blue ink that reads "Tony Wakeham".

Tony Wakeham
Leader
Progressive Conservative Party of Newfoundland and Labrador

NLNDP Responses to the NL Federation of Labour 2025 Election Questionnaire

Workers' Rights, Health and Safety, and Legislative Protections Workers need modern legislative protections to ensure fairness and safety

1) Will your party commit to introducing anti-scab legislation to prevent the use of replacement workers during strikes and lockouts?

Absolutely! The NLNDP supports anti-scab legislation in NL and is on record as being the ONLY party that has consistently voted to support this law when previous motions in the House of Assembly were defeated under both Liberal and Progressive Conservative governments. This - even though the right to Collectively Bargain, which includes the right to withdraw labour as part of that process, is a Charter Right in Canada. We need strong anti-scab legislation as part of updated labour laws which ban the use of strike breakers and replacement workers and ensure that workers can bargain in good faith, and achieve a fair Collective Agreement.

2) Will your party commit to the re-implementation of card-check certification?

The NLNDP has long advocated for a complete modernization of the Province's labour legislation to reflect and protect workers' right to organize and strike. This includes implementing card check certification. We know that when workers choose to join a union, they do better - in wages, benefits, job security, and working conditions. This union advantage also pumps millions of extra dollars into our local economy every single pay day. We all do better, when the people around us do better. Our province had card check certification until a PC government scrapped it. Ever since then, PCs and Liberals have consistently voted against card check, while the NLNDP has always supported it. It makes sense to do so. The NLNDP will always stand up for basic rights for all workers. If a majority of workers in a workplace want to be unionized – then they should simply be given that right – period!

3) What are your plans to strengthen and enforce workplace health and safety regulations?

Our workplaces are changing and the NLNDP believes that ensuring healthy and safe workplaces and workers is paramount. We need to ensure that OHS laws and regulations reflect changing work environments and workers' realities - including gig and other precarious types of work, working in changing climate conditions including extreme heat or cold, responding to climate emergencies, working from home, working in violent, discriminatory, or other dangerous situations etc. However, laws and regulations are only as strong as they are enforceable. We need strong enforcement measures and adequate staff. We also need to ensure that when workers become injured or sick on, or because of

the job, that they receive adequate compensation while they are recovering. If a worker pays the ultimate price for an unsafe or unhealthy workplace and is killed or seriously injured on the job, then employers must be held accountable. If employers are found to have been negligent, then they should face criminal charges. We need strengthened laws, and regulations along with increased enforcement to hold employers accountable and prevent tragedies, because every worker deserves to return home to their loved ones at the end of their workday.

Employees have the right to know if their workplace is safe. The NLNDP will push for the following measures:

- insure there are enough inspectors and appropriate staff to enforce OHS laws and regulations,
- make it mandatory to publish all Occupational Health and Safety (OHS) inspections on the provincial government website,
- heed the call of labour groups, the NL Health Accord Task Force, and the last WCB Statutory Review to push for the creation of an Occupational Health Clinic, so that workers injured on the job, or who work in dangerous workplaces get quality, timely and preventative care as needed,
- strengthen legislation/regulations to protect workers against violence in the workplace, and work for presumptive WCB when needed,
- increase WCB Income Replacement Rate (IRR) from 85% to 90%,
- eliminate the requirement for doctors' sick notes,
- fight for a minimum of ten (10) paid sick days a year,
- ensure no project is exempt from federal or provincial regulations that safeguard workers' rights, environmental standards, and community well-being, and
- reject any harmonization of Occupational Health and Safety, or public safety laws or regulations that weaken worker or public safety.

4) Will your party commit to implementing paid sick days for all workers?

The NLDP supports and will fight for a minimum of ten (10) paid sick days a year. No worker should have to work while they are sick. They take longer to recover and can spread their illness to others. However, the reality is that many workers cannot afford to take unpaid sick time – which is all the current legislation permits. Being sick at work is bad for the worker, their co-workers, and it puts added pressure on an already overburdened health care system. The lack of paid sick days places a large portion of our workforce in an impossible

predicament. You can count on New Democrats to stand up workers and for public health. That's why we will fight to get all workers a minimum of ten paid sick days per year.

5) Will your party increase the income replacement rate for workers compensation which has been recommended by the statutory review process?

Yes. The NLNDP supports this recommendation from the statutory review process and applauds the NLFL for its steadfast advocacy. Justice Meridith believed that injured workers should be made whole by maintaining their income and same quality of life while they heal. Sadly, this is not the case for many injured workers today. The Liberal government, and the PCs before them have dragged their heels on this important issue for years. A strong Workers' Compensation system is crucial for workers. Injuries can happen at any time, and workers can suddenly find themselves with the same bills and household expenses to pay as before, but no means to cover them. It's a frightening situation that nobody wants to find themselves in, but that can suddenly happen to anyone at work. The Liberal government has not acted on the recommendation of their own review despite Workers' Comp being over funded at 124%. There is no reason not to immediately increase the IRR to 90% and the NLNDP will fight to do just that.

6) What actions would your government take to address increasing incidents of violence in the workplace?

The NLNDP understands that there has been an ongoing and widespread issue of harassment and violence at work, and that too many workers are experiencing it daily. Governments have a responsibility, working with unions and employers to work to address this very serious and growing issue which needs a comprehensive solution. ILO Convention 190 recognizes the right of everyone to a world of work free from harassment and violence and has established global standards to this end.

Violence in the workplace, like violence outside the workplace, is against the law and should be dealt with as such by government and criminal legislation. From a government perspective, the NLNDP will work with unions and employers to combat workplace violence including, pushing for amendment to the federal Criminal Code to include assault on workers as a serious aggravating circumstance, promoting violence prevention frameworks and policies, funding violence prevention infrastructure and supports, and strengthening staffing levels to improve safety.

We recognize violence in the workplace as an occupational hazard which requires strong and enforceable OHS legislation to address it.

We will also work to strengthen intimate partner violence leave legislation to ensure it meets the needs of the workers who rely on it.

We recognize that cuts to health care workers and staff shortages exasperates this problem, and the NL Cares Plan for Healthcare will fill the gaps in staffing, and supports an independent Health Sector Safety Council, shift flexibility, giving frontline health care workers a seat at the table when decisions are being made about their working conditions.

Strengthening and Protecting Public Services

- 1) Will your party commit to ending the privatization of public services? If yes, please provide concrete actions that your government will take to end privatization? If not, why not?**

The NLNDP is opposed to any /all attempts to privatize our cherished public services, including using public-private-partnerships (P3s). Research clearly shows that when profit is the main driver of any public service – something else gives – usually working conditions/staffing levels, or services, and often both, as employers look for ways to cut costs and increase their profit margins.

These secretive deals, and governments' lack of transparency have no place in our democracy. Yet the Liberals, and the PCs before them have lined their donors pockets with lucrative government contracts that belong in the Public service .

There is an important role for the private sector in our economy – but not in the operation and maintenance of our public services.

- 2) If elected, what concrete measures would you take to strengthen public services in our province?**

The NL NDP says we've had enough of selling off what our tax dollars built, just so that private companies can make a profit from it.

We pledge a moratorium on any further privatization of our public services and assets. On day one, we'll evaluate all existing P3s to make sure that the people of this province are really getting best value for their money.

We will continue to fight for a fully universal, public early learning and child care system, where ECEs are fairly compensated – including benefits and pensions

We will create a Crown corporation called N.L. Homes, which would focus on the growing waitlist for affordable housing across the province.

We will restore funding to public post-second Institutions, and bring tuition levels back to pre-2022.

We will lobby the Federal Government to comply with the Canada Health Act by halting privatization, ensuring that public health dollars are spent only on public health, and to the federal share of funding so that provinces like NL cannot justify using the private sector to fill in the gaps in the public system.

And we will work towards a universal publicly funded and delivered health system that includes dental care, pharmacare, long-term-care, home care, and mental health care.

Tariff Response and Economic Resiliency

1) What specific, actionable policies will your party implement to shield Newfoundland and Labrador's workers, industries, and communities from the negative impacts of U.S. tariffs, such as supply chain disruptions, rising costs, and retaliatory trade measures?

The NLNDP knows that tariffs put pressure on the local economy by making our goods and services less competitive in their markets. Reduced demand for our products means that jobs and businesses in our province are under threat.

Predictions are that in the worst-case scenario, up to 20,000 jobs in Newfoundland and Labrador are at risk. Many workers are wondering whether they will have a job at the end of this year. It's not just those workers – there will be spin off job losses as well, fewer people dining out at restaurants, fewer customers in local shops, and fewer donations to charities and non-profits.

Newfoundlanders and Labradorians are rightfully anxious. They need reassurance. This is especially important as we see the goalposts continually change and demands continue to grow from the U.S. The people of NL deserve answers from a provincial government that explains in detail what will be done to protect them and their families.

The NLNDP will engage with labour, industry and other stakeholders to prepare workers and their unions to weather the storms ahead. Together, and in parallel with the federal plan, we will strategize and put together a comprehensive plan to support workers. Our plan must protect workers, industries, communities and our economy, and ensure that good, well-paying, unionized jobs stay right here; especially in industries like fishing, mining, energy and forestry, and in the public services that workers rely on.

We want to be ready for every scenario and use every tool at our disposal to keep our economy strong and keep workers working. Paramount, is the need to ensure adequate support measures for impacted workers and industries. We need to create and support good local businesses and jobs.

Now is not the time for austerity budgets, or balanced budget laws that hurt workers and our economy.

The looming trade war represents a dire threat to the livelihoods of thousands of Newfoundlanders and Labradorians. While we will do everything possible to protect local jobs, we need to have a back-up plan.

The NLNDP will provide direct financial support as necessary to those who lose their jobs at businesses that are significantly harmed by tariffs.

We will, if necessary, use part of the contingency fund to provide laid-off workers in businesses affected by tariffs with financial support.

2) How will your party ensure our economy becomes more resilient and less vulnerable to external trade shocks?

We must do everything possible, including investing in, and protecting local businesses, good, unionized jobs, and quality public services.

The looming trade war represents a dire threat to the livelihoods of thousands of Newfoundlanders and Labradorians. We will do everything possible to invest in, protect local jobs, which means helping our businesses find new markets for their goods and services. We will invest in a strengthened public sector, and quality public services that will be there when people need them.

We commit to inclusive and transparent engagement with labour, industry, Indigenous communities and all relevant partners.

The NL NDP will, if necessary, use part of the contingency fund to save local jobs, and businesses by:

- Adding an extra \$50 million to the Innovation and Business Investment Corporation (IBIC) to support businesses that will invest in Newfoundlanders and Labradorians.
- Tripling the money available for sector diversification initiatives, from \$1.8 million to \$5 million, and
- Making \$125 million available for revenue replacement at local small and

We will partner with Ottawa, the provinces, and territories to increase opportunities for interprovincial trade without threatening labour standards, safety provisions, or workers' jobs.

We will pull every lever possible to defend Newfoundland and Labrador jobs. The provincial government is the biggest purchaser of goods and services in this province. As such, it has a lot of power. Where the government decides to do business can have big effects on our economy.

That's why the NL NDP will strengthen our public procurement strategy to defend local jobs by:

- Mandating that the provincial government buy Canadian (local, Union) unless there are no other alternatives.
- Boosting rural businesses by increasing the local preference provision for them from 10 to 15 per cent.
- Studying the spending patterns of major local institutions such as municipalities, hospitals, and businesses, to guide a plan on how they can buy strategically to grow the local economy; and medium businesses directly harmed by the trade war.
- Adding clauses to our public procurement strategy to make sure that businesses claiming the local preference discount hire local staff for the contract and source more of their goods and services in this province

The NDP has traditionally been the voice of the mom-and-pop stores against the corporate giants. We believe that the economy works best when there's a strong network of businesses that employ and reinvest profits locally, who don't send our money out of province just to line rich investors' pockets.

You can count on New Democrats to stand for community and side with small business. That's why we will phase out the Corporate Income tax on small business with more than one employee.

- In Canada, small businesses are usually defined as those with fewer than 100 employees. That's the threshold we would use as well.
- Above all, we want to encourage small businesses to hire locally. For some, the tax relief might just be enough incentive for them to hire an additional staff person. That staff person would help the business expand, reach more customers, and grow revenue.
- We also recognize that our pledge to increase the minimum wage might put more pressure on some small businesses that are already facing high costs. So this pledge is a means of helping them adjust to the gradual minimum wage increase.

We believe that when Newfoundland and Labrador wins, so does Canada. That's why New Democrats will partner with the federal government to advance and help fund nation-building projects that would create local jobs and stimulate our economy, particularly:

- Renewable energy projects and new green industries.

- Critical minerals development.
- Churchill Falls expansion, building Gull Island, and constructing a third transmission line to Labrador West;
- Infrastructure development to help our natural resources reach world markets; and
- Re-development of the military base at Goose Bay as Canada reasserts its sovereignty over the Arctic.

As a fundamental principle, New Democrats believe in the duty to consult meaningfully with Indigenous governments and nations that are affected by economic projects. We cannot have economic development that benefits some on the back of Indigenous peoples.

- Instead, we insist that any new, large project have the backing of Indigenous nations and groups, treat them as partners, and create new opportunities for economic development and growth.

The NL NDP position on any major new economic projects, especially in the resource sector, is that:

- our province receives the greatest financial value possible in royalties and dividends,
- Newfoundlanders and Labradorians are hired first,
- there be solid community benefits agreements; and
- strong environmental and labour standards be upheld.

If a company can't demonstrate that they can make their project socially responsible, environmentally sustainable, and of maximum value to the province, we'll withhold approval. We anticipate others will come forward as competition grows for our resources, so we don't have to accept the first offer that comes along.

The NL NDP will invest more money in our mining sector to unlock our natural potential and help create good jobs right here at home. We will fight for new industries that will help power the world of the future and create good-paying, union jobs right here at home. That's why we believe in harnessing the potential of our critical minerals by:

- Creating a special Critical Minerals section within the Department of Industry, Energy, and Technology that would help guide companies through the regulatory process so they can start mining sooner.
- Conduct studies to examine what transportation infrastructure, such as new roads, rail lines, and ports, will be needed to get our critical minerals to market cheaper and more effectively; and

- Increasing funding to the Geological Survey so that mining companies can concentrate more on project development.

Our position for all new resource projects remains: Newfoundlanders and Labradorians must be the primary beneficiaries.

Economic Justice and the Cost of Living

1) How will your government ensure that the minimum wage becomes a living wage?

Nobody should work 40 hours per week and still not be able to afford the essentials. That's why the NL NDP supports raising the minimum wage to \$22/hour over the next four years.

The Canadian Centre for Policy Alternatives (CCPA), calculated that a liveable wage in this province as of August 2024 ranged from \$24.10 to \$27.30 per hour. That's nowhere near our current rate of \$16.00/hour.

New Democrats believe that's not enough. People who work a full 40 hours per week should be able to afford all the necessities.

New Democrats will champion a phased-in wage hike to \$22/hour over the next four years.

2) Beyond minimum wage, what policies will you introduce to help all workers keep up with the rising cost of living?

Although more recent research by CCPA, shows a 2025 liveable wage is somewhere between \$25 and \$28/hour, it may be necessary to give businesses time to adjust to the wage increases, so they can plan and absorb the costs gradually.

We also think that many other NDP policies – such as an expansion of affordable housing, taking the HST off home energy and children's goods, universal pharmacare, or expanding \$10/day childcare – will help decrease the cost of living for people, thereby reducing the affordability crunch from the other side of the equation, not just through improved wages.

3) Will your party commit to signing on to the national Pharmacare program as soon as possible following the election?

We wholeheartedly support the current Pharmacare program which will provide contraceptive and diabetes medications and devices to people. Newfoundlanders and Labradorians would benefit greatly by that, and we would sign on

immediately. However, we will continue to push for universal, publicly funded, single payer pharmacare as part of our public health care system.

Strengthening Public Healthcare and Education

1) What is your plan to recruit, retain, and fairly compensate healthcare workers to address critical staffing shortages, improve retention and recruitment, and improve outcomes for patients and residents?

For years, this province has struggled not only to recruit healthcare professionals of all types, but also to keep the ones we have. Since the pandemic, the shortage has become critical, threatening the stability of our public system.

An Access to Information Request in February 2025 found that there were 1,500 job vacancies in the healthcare system across the province. This didn't just include doctors, nurses, or personal care attendants, but everything from psychologists to social workers to speech language pathologists and lab technicians – the very people working behind the scenes that keep the system running. What's worse is that some of these positions had been vacant for several months!

Our public system cannot function without a full staff complement. Long-term vacancies mean more people have to travel for specialized care or wait longer for treatment while their health deteriorates. We need a serious, determined plan to stop the bleeding from our healthcare system and recruit all kinds of health professionals to fill the gaps.

That's why the NL NDP will address staffing shortages in the healthcare system by recruiting 1,000 additional health care workers over the course of four years. Our target of 1,000 is over and above the need to replace retiring workers. We will remain engaged with workers in the health care sector throughout this process.

New Democrats fully support a universal, publicly funded health care system. We believe that there is no room for profit in our public system and have called on the federal government to ensure that any health funding to Provinces/Territories come with the condition that it goes to public health care, and that the Canada Health Act be clear on ensuring our Public Health Care system remains public.

We will continue to advocate for our Public Health Care system to be expanded to include Dental Care, Pharmacare, Long Term Care, Home Care, and Mental Health Care.

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An Access to Information Request in February 2025 found that there were 1,500 job vacancies in the healthcare system across the province. This didn't just include doctors, nurses, or personal care attendants, but everything from psychologists to social workers to speech language pathologists and lab technicians, Licensed Practical Nurses (LPNs), Personal Care Attendants (PCAs) and all the other workers in the health care system that work behind the scenes and keep the system running. What's worse is that some of these positions had been vacant for far too long!

Our public system cannot function without a full staff complement. Long-term vacancies mean more people have to travel for specialized care or wait longer for treatment while their health deteriorates. We need a serious, determined plan to stop the bleeding from our healthcare system and recruit all kinds of health professionals to fill the gaps.

That's why the NL NDP will address staffing shortages in the healthcare system by recruiting 1,000 additional health care workers over the course of four years. Our target of 1,000 is over and above the need to replace retiring workers. We will remain engaged with workers in the health care sector throughout this process.

Our NL Cares Plan has two parts:

The first will help us keep the healthcare professionals we already have and make the Newfoundland and Labrador Health Service (NLHS) a more attractive place to work. These include:

- Setting up an independent Health Sector Safety Council, especially to deal with workplace violence and other safety issues in the health care sector.
- Making shift flexibility a reality by allowing health care workers, where appropriate greater power to self-schedule.
- Committing to a review of the Job Evaluation System applied to allied health professionals in 2015; and
- Giving frontline workers a seat at the table when the decisions being made affect how they work.

Healthcare workers of all sorts repeatedly say that they "feel unheard" by their employer and that the government "isn't listening" when they come forward with cost-effective solutions to the healthcare crisis.

We'll rely on those voices by having management work collaboratively and consult regularly with frontline workers, and their unions to improve work environment, quality of life, and patient care.

To recruit new health professionals, and fill the gaps in our system, the second part of the NL Cares plan will:

- Reduce the burden on nurses and health care professionals within the system by making it a priority to recruit allied health professionals and others to reduce workloads.

- Make primary care more accessible in rural and remote areas by expanding the nurse travel locum program province wide.
- Create 20 new seats at Memorial's Medical School.
- Implement support and mentorship systems for new health professional graduates
- Restore the full-time recruiter position in the MUN Medical School for physicians and hire two additional ones, one devoted to nursing and the other for health care worker vacancies in the College of the North Atlantic.
- Merge the new recruiters and those in the regions of NLHS into a single Office for Medical Professional Recruitment, so that they avoid duplicating effort and work together on common goals while sharing expertise and resources.
 - Start recruitment initiatives early, by building relationships with medical and nursing students in their first year; and
 - Create bursaries and accommodations allowances to ensure that vacant seats in smaller nursing schools outside St. John's and Corner Brook are filled every year.
 - Work with health care unions to establish which training courses and curricula are needed, and ensure adequate seats, and appropriate courses are available in the province's public post-secondary Institutions.
 - If we expect nursing, pharmacy, paramedicine, and PCA students to remain here after graduation and work in the public system, then the public system must show appreciation for the work they do and act like an ideal employer. That begins with paying students for their work terms. Not only is that fair, but it's also a sensible recruitment and retention strategy for the healthcare system.

This also means, the NLNDP will engage with health care unions to examine what other health care educational courses, etc. need to be introduced, and/or expanded in post-secondary institutions.

2) Will your party commit to strengthening and protecting Newfoundland and Labrador's public, universal healthcare system by banning for-profit delivery of public health services?

Yes, New Democrats fully support a universal, publicly funded health care system. We believe that there is no room for profit in our public system and have called on the federal government to ensure that any health funding to Provinces/Territories come with the condition that it goes to public health care, and that the Canada Health Act be clear on ensuring our Public Health Care system remains public. We will continue to advocate for our Public Health Care system to be expanded to include Dental Care, Pharmacare, Long Term Care, Home Care, and Mental Health Care.

3) How will you ensure the education system (including post-secondary) has the resources and staffing complement necessary to provide the highest quality education?

In addition to what is mentioned above, the NLNDP will:

- Make \$10/day child care more accessible by attracting more early childhood educators with paid sick days, pensions, and the working conditions they deserve;
- Improve the quality of education in our schools by hiring 200 additional student and teaching assistants for the K-12 system, to make sure our children get the best head start in life;
- Entice more students to enter teaching by paying them for their internships;
- Slash the backlog in clinical assessments for children by hiring more specialists in the public system.
- Consult with appropriate stakeholders, academics, and educational Institutions to examine the province's labour market needs and gaps going forward with a goal to establishing training/educational curriculum at all public education levels to prepare workers for the needs of current and future work requirements.

Ensuring Local Benefits and Good Jobs

1) What concrete legislative and policy measures will your party implement to ensure that the people of Newfoundland and Labrador are the primary beneficiaries of major projects?

The NL NDP position on any major new economic projects, especially in the resource sector, is that:

- our province receives the greatest financial value possible in royalties and dividends,
- Newfoundlanders and Labradorians are hired first,
- there be solid, comprehensive community benefits agreements; and
- strong environmental and labour standards be upheld.

If a company can't demonstrate that they can make their project socially responsible, environmentally sustainable, equitable, and of maximum value to the province, we'll withhold approval. We anticipate others will come forward as competition grows for our resources, so we don't have to accept the first offer that comes along.

The NL NDP will invest today in the jobs needed tomorrow by increasing funding for training and skill enhancement in the trades. We'll make the right investment choices because we will also develop a labour market strategy in partnership with labour and business, and appropriate partners, to determine where funding needs to go.

We will pull every lever possible to create good, union jobs and fill them with Newfoundlanders and Labradorians.

2) Will you mandate the use of strong, enforceable Community Benefit Agreements that prioritize local hiring, ensure good union jobs with fair wages, include equity provisions for underrepresented groups, and require investment in local supply chains?

The NL NDP pledge that any new major resource project only be accepted if it comes with a strong local benefits policy that sees our province get the maximum gains possible. That included ensuring good union jobs with fair wages, equity provisions for underrepresented groups, and a requirement for investment in local supply chains.

We need to get tough and negotiate hard for the people of the province today and for generations to come.

Our province has a history of giving away our resources at rock-bottom prices out of fear and desperation for any economic opportunity. Both Liberal and conservative governments have been guilty of this, whether with the first

Churchill Falls agreement, concentration of ownership in the fisheries, or deals over our mineral resources. Enough is enough!

If our resources are so valuable, the people who want to invest in and develop them will be willing to pay a fair price. And if they don't want to, other buyers will certainly come along. The time for giveaways to already-rich investors is over.

The NL NDP will play hardball with the resources we all own and share. That's why we will make it government policy that any new resource project come with a strong benefits agreement ensuring that:

- Newfoundlanders and Labradorians are hired first;
- Equity provisions are included in the agreements;
- Municipalities and Indigenous governments receive a portion of the royalties generated from any new project;
- Strong environmental and labour standards are upheld; and
- The government receives the greatest return possible from royalties and other payments.

Building a More Just and Equitable Province for All

1) How will your government actively implement the Calls to Action of the Truth and Reconciliation Commission within the provincial jurisdiction?

New Democrats are committed to undertaking the important work of reconciliation in good faith, and in true and equal partnership with Indigenous communities. That's why we'll advance healing by implementing all the provincially applicable Calls to Action from the Truth and Reconciliation Commission.

New Democrats believe that we indeed have some responsibility for the welfare of our fellow human beings. Our government needs to advance Reconciliation, not just because it's the right thing to do, but because the actions required to achieve it will result in greater equity and social harmony. Our goal is to make sure that Indigenous people have the same chances in life as non-Indigenous people. But we're still far from that point and have lots of work to do.

New Democrats believe that the Crown's relationship to Indigenous peoples must be based on an acknowledgement of our colonial history of genocide and stolen lands – and include legally binding commitments to fair and equitable redress going forward.

As a means of righting historical wrongs, the NL NDP commits to:

- Passing legislation to adopt UNDRIP, with clear, achievable benchmarks and timelines for implementation;
- Implementing all Calls to Action by First Light's 2024 Reconciliation Report that fall within provincial jurisdiction;
- Increasing the number of Indigenous professionals working in the health care field; and
- Working with Indigenous governments and organizations to close the educational achievement gaps between Indigenous and non-Indigenous children.

Separately, we also commit to engaging in meaningful consultation with Indigenous and other equity-seeking groups to create an effective, civilian-led police oversight body for the province, with a goal of setting up that office in year 3 of a mandate.

2) Will your Party Commit to Altering the Occupational Health and Safety regulations to mandate employers to provide menstrual products for workers?

The NLNDP are committed to worker safety and equity, and as such would be committed to including the requirement for employers to provide menstrual products for workers among the amendments we would support in the Occupational Health and Safety regulations.

3) Given the urgent need to address the gender pay gap and ensure economic justice for all workers, what is your party's plan to finally implement and enforce the Pay Equity and Transparency Act?

In 2017, NDP MHA Gerry Rogers introduced a motion in the House of Assembly calling for modern pay equity and transparency legislation. It passed with the support of all three parties.

After public calls for modern pay equity and transparency legislation, the Liberals agreed to introduce it in 2022. The process was rushed and flawed. It lacked transparency, and consultation with affected groups, and upon notice of election in September, 2025, this legislation is still not even enacted.

Women, gender-diverse people, and racialized individuals deserve equal pay for equal work. That's why the NL NDP will bring in **real pay equity and**

transparency legislation with teeth, to make sure everyone in this province gets the pay they deserve for their work.

Because, the NL NDP strongly believes that this is not just an economic inequality issue – it's a human right, and is recognized internationally as such.

So why would we continue to deny whole groups of people the basic right of fair pay for the work they do?

New Democrats stand up for human rights and the rights of every worker. That's why we're the party to trust to bring in pay equity and transparency legislation that actually works.

After consultation with advocacy groups and businesses, we'll extend pay equity legislation to the private sector, so that the law covers all workers in all provincially regulated sectors. We'll also set up a Pay Equity Commission in government to help businesses adjust and provide oversight and enforcement.

- The Pay Equity Commission would consist of two parts:
 - The Pay Equity Office would offer information to help employers and employees understand their rights and responsibilities under the improved legislation we would pass. It would also investigate complaints brought forward alleging contravention of the law.
 - The Pay Equity Tribunal would be made up of individuals selected through the Independent Appointments process who would act as an appeals board for decisions as a result of complaints investigations by the Pay Equity Office.

4) What is your Party's plan to not only create new childcare spaces, but also to recruit, retain and fairly compensate the early childhood educators required to make this expansion sustainable?

The province desperately needs more early childhood educators (ECEs) to relieve pressure on ever-growing waitlists for childcare. But where will we get these new workers if early childhood education isn't an attractive career? Government could make a real difference if it wanted to.

The NL NDP believes the province should grow the number of available childcare spaces by treating ECEs as the professionals they are and improving their benefits.

Our ECEs are entrusted to care for and educate some of the most vulnerable in society. They're not just babysitters: ECEs are professionals who train and study before entering work, where they then serve with dedication and care.

If we want more people to become ECEs and grow the number of childcare spaces, we have to make the profession more attractive. That means treating ECEs with respect and providing them with the benefits they deserve.

For decades now, the NL NDP has called for quality, affordable childcare, and the we will continue to support it by treating ECEs like the professionals they are and by providing funds for benefits, pensions and ten days of sick leave per year.

Transparency and Good Governance

1) How will your government ensure transparency and accountability in its decision-making processes, especially regarding public finances and contracts?

The NL NDP pledges to be the most transparent government in NL history, and as government, we would ensure transparency and accountability through measures such as proactively publishing government spending and contract awards, strengthening access to information legislation, enhancing public reporting on performance and results, and promoting independent oversight of public finances and ethical conduct.

This includes:

- proactive information disclosure, making information easily accessible and available in various formats, strengthening access to information, integrating transparency into the daily operations of public bodies, putting a gender and an equity lens on all government policies, programs, laws, tenders, RFP, and community benefits, and seeking input and Indigenous consent.
- The NLNDP will modernize legislation, through engagement with relevant communities and stakeholders, especially the outdated labour laws in the province. We oppose the harmonization of any laws, or regulations that undermine workers' rights and public safety.
- We will optimize existing policies to ensure comprehensive, accurate, and timely reporting on government performance and results across all institutions, and we will ensure clear reporting on government borrowings and debt to provide Parliamentarians with a complete financial picture.
- We will continue to publish departmental audit and evaluation reports to hold public funds accountable and enforce strict ethical guidelines and statutory standards of conduct for public office holders, along with conflict of interest legislation, to prevent misuse of funds.
- We will mandate updated procurement policies that include clear criteria and selection methodologies, alongside training for procurement professionals to ensure fairness, openness, equity and transparency in contracting.

- We will encourage informed public participation by making information accessible and demonstrating a commitment to transparency and accountability in all government operations.
- We will proactively release information to counter misinformation and disinformation by ensuring timely access to government records.
- We will strengthen conflict-of-interest legislation to make it mandatory for MHAs' public disclosure statements of income and assets to be published annually online.

Just Transition: Ensuring No Worker or Community is Left Behind

1) Will your party commit to legislating a Just Transition Act that guarantees training, income support, and new unionized job creation for workers in transitioning industries, and ensure workers and unions have a direct seat at the planning table?

As the world shifts towards net-zero emissions, our province will also have to make the transition if we're going to do our part to halt climate change. That's why the NL NDP will set up a Climate Transition Secretariat within government to guide the process and ensure that all of society achieves our net-zero goals while fostering economic prosperity

The New Democrats will be the adults in the room and defend Newfoundland and Labrador's economic future. We'll set up a Climate Transition Secretariat within government that leads the fight to tackle the multiple challenges we face as a result of the climate crisis.

This body will bring labour, business, education, the community sector, and Indigenous governments and organizations to the table to collaborate on an all-of-society approach to fighting climate change, setting targets, drawing up plans to meet them, and reporting on progress to achieve them.

We will negotiate with Ottawa to secure more funding for a just transition that protect workers who lose their jobs, and communities that will be impacted.

A Just Transition plan would include, inclusive decision making and social dialogue especially with workers, industry, communities, worker support and social protection, equity and justice, economic diversification, and green job creation.

2) What specific, immediate investments will your government make in Newfoundland and Labrador to create good jobs in renewable energy and energy efficiency?

To summarize what has been responded to in other questions, the NL NDP government will make investments in clean, green jobs, our housing strategy, retrofits, public transportation, renewable energy, and continued support for a green transition fund to support green industries, critical minerals for renewable technology, and Indigenous energy sovereignty.

Core focus would be on using public funds to create good-well-paying union sustainable jobs for Newfoundlanders and Labradorians.

This will be done with full and comprehensive consultation with workers, employers, Indigenous Communities, communities, and all appropriate stakeholders.

3) What is your plan to address the impacts of climate change in workplaces and communities (e.g. Heat stress, extreme weather, wildfires...)?

Climate change is real. In Newfoundland and Labrador, we've seen record heat, snowfalls, storm surges, and wildfires in recent years.

Responsible governments have a duty to act, and that's why you'll see climate action throughout our platform.

An NL NDP government will set up a municipal climate fund to help communities rebuild better after storms and floods.

We'll protect communities from wildfires by repairing our fifth water bomber and hiring prevention staff year-round.

We'll build a regional public transit plan to cut emissions, while also reducing travel costs, and improving access for the entire province.

We'll partner with Ottawa to invest in renewable energy, and green industries that create good jobs, and benefit everyone in NL.

Our Climate Transition Secretariat will bring workers, employers, Indigenous governments, and all relevant voices to the table now, to set targets and build opportunities.

The NL NDP supports the NLFL's campaign to address excessive heat stress in workplaces, and will, with further consultation with them, work towards legislation and policies to that end.