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To the NBTF Co-Presidents
650 Montgomery St,
Fredericton, N.-B.

Dear Co-Presidents;

The present letter represents a proposal of the candidacy of Paul L. Bourgeois as the recipient of the Prix Wayne Nightingale Award, of which I was a proud recipient last October.

I first want to commend the NBTF for this excellent initiative aimed at extending and reinforcing the recognition of the extraordinary and significant contribution to NB Teachers' Economic welfare by the worthy champion who was Wayne.

Having myself been a party to much of this great adventure of Wayne's with NB teachers, (my involvement at some level or another extended between 1966 and 1995), I am in a position to state that the most important event, in Wayne's own view, was the 1979 to 1981 round of Bargaining, which led to the one day of strike in the history of NBTF. The results of that round of bargaining were not only the largest salary increase in the history of the NBTF but even more so the realisation throughout the NB Labour scene, that the NBTF bargaining unit is a very powerful political force in the NB public sector.

One of the Co-Presidents of the Negotiation team at the time was no other than Paul-L. Bourgeois, who had also served as Co-President with Margaret Brogan from 1973 to 1975. Having been part of that team, I was able to witness the tremendous complicity between Wayne and Paul, and I have no doubt that if was in a position to confirm this, he would gladly do so.

Because of his admirable humility and his sense of compromise, not just in negotiations, but also on the language issue, Paul L. Bourgeois represents, for me and many other people, as well and probably more than anyone else, the deep values of mutual respect demonstrated by francophone and anglophone members of the New Brunswick Teachers Federation, , but also of moderation and dialogue in terms of negotiations. In that sense, Paul and Wayne were indeed "soul Mates" and I am certain Wayne would be happy with such a metaphor.

Paul was also a strong member of the AIA at a time when the relationship between the two groups were rather tense. Having been a member of that Board at the time, I can attest that his approach of conciliation and compromise, with the tremendous contribution in the same vein, of another recipient, Ronald LeBreton, once again resulted

in the creation of the current NBTF structure, which is still the envy of many other organizations.

For these reasons, I have no hesitation in recommending Paul L. Bourgeois as the next recipient of the Prix Wayne Nightingale Award.

Thank you for your attention and I want to commend you for the dignified and professional way you represent our noble profession every day. I would of course be available for any further discussions should you deem it useful or appropriate,

Yours truly,

Edouard Allain

Hello,

I hereby propose my father's candidacy, Paul Louis Bourgeois, for the Wayne Nightingale Achievement Award. In my little girl's eyes, I remember thinking that my father often had to attend meetings. Later on, I understood the importance of all that work.

Many colleagues he worked with shared with me how his diplomatic qualities and the ease with which he interacted with people contributed to the compromise and collaboration that exists today within the NBTF.

In his 30 years of involvement, at the end of the 1960 through the end of 1990, Paul L. Bourgeois played many roles:

- Representative for his local branch in 1965
- AEFNB representative on the Work Reorganization Committee in 1969
- Committee on By-Laws and Procedures for both associations
- AEFNB representative at the Board of Directors of SNA
- First Chair of History Council of AEFNB
- Drafting Committee of the NBTF Act of Incorporation
- NBTF Executive Committee from 1970 to 1976
- AEFNB President from 1973 to 1975
- During his NBTF co-presidency from 1974 to 1976
 - Employee-Employer Committee
 - Grievance Committee
 - Federation Committee on Conditions of Employment
 - Finance Committee
 - Participated in the development of a union education program
- 1973-1974 – Committee on Professional Improvement
- 1973-1974 – Committee on Sabbatical Leave
- 1974 – Chair when implementation of linguistic duality within the Department of Education
- Co-President of Negotiations Committee that led to a successful contract (as per his contemporaries) in 1981
- Participated in many AEFNB AGM's until the end of his career.

Please consider the candidacy of Mr. Paul L. Bourgeois as recipient of the Wayne Nightingale Achievement Award.

Recommendation for the candidacy of Paul L. Bourgeois to be the recipient of the Wayne Nightingale Achievement Award

During my career as Executive Director of the AEFNB from 1969 to 1999, I had the pleasure of knowing Paul L. Bourgeois, **a great builder of AEFNB and NBTF**. Paul was very involved with the important files with the AEFNB and NBTF. He was well prepared to share his opinions as to the governance and strategies that the AEFNB, NBTA and NBTF should adopt to meet their objectives. **He played a very important role as a member of the NBTF Negotiations Committee and he once again demonstrated his leadership qualities by actively participating in discussions pertaining to collective bargaining with the government as an employer. His cheerfulness and his sense of humour contributed in lightening the atmosphere which was often tense and also helped the decision-making in difficult situations. It has resulted in the NBTF determining its orientation and collective bargaining strategies which had great results in the adoption of collective agreements by members.**

Paul was very involved in the establishment of the constitution and structures of the AEFNB, NBTA and NBTF. He was chair of the "Comité constitutionnel" of the AEFNB and invited the interested members to give their opinions in the establishment of a new AIA (AEFNB), a new NBTA and a new NBTF. This was achieved by the adoption of a law pertaining to **The New Brunswick Teachers' Federation, the New Brunswick Teachers' Association and l'Association des enseignantes et des enseignants francophones du Nouveau-Brunswick in 1983, chapter 107.**

Paul L. Bourgeois was AEFNB President from 1973 to 1975. As President of the AEFNB, he was attending the Board of Directors Meetings and AGM's of the Canadian Teachers Federation (CTF). During those meetings, he made a point to emphasize the existence of the AEFNB as a French organization for teachers in New Brunswick enjoying a level of autonomy that the other teachers organizations, except the CEQ, didn't have.

Having heard what contribution Paul L. Bourgeois contributed to the fulfillment of the AEFNB, NBTA and NBTF, I believe that Paul deserves the recognition for the work he has done by being the recipient of the Wayne Nightingale Achievement Award.

Ronald LeBreton
January 19, 2018