



# Bargaining

# Brief

Vol. 12 No. 1, December 20, 2016

In accordance with Association policy, regular communication will be provided to NLTA members by way of periodic updates on the status of the collective bargaining process.

The opening proposals for negotiations on the Provincial Collective Agreement were approved by Provincial Executive in March 2016 following a presentation to Joint Council on the priorities for negotiations identified by the Collective Bargaining Committee. The process is still ongoing for the development of the opening package for the Labrador West Collective Agreement.

The current Provincial and Labrador West Collective Agreements expired on August 31, 2016. Government served notice to open negotiations for both Agreements on June 8, 2016. Pursuant to Article 43 of the Provincial Collective Agreement (Labrador West Article 3), the Agreements in place remain in full force and effect until such time as a new agreement is negotiated.

On August 25, President Jim Dinn was invited by the Minister of Finance to attend a “fiscal and economic overview” presentation for public sector union leaders on September 1, which was intended to “provide important context” for upcoming collective bargaining discussions. Given the short notice just prior to the Labour Day weekend, the President was unable to attend. Government subsequently provided copies of the presentation slides and speaking notes on September 2, 2016 and invited any questions to be brought forward. The NLTA replied on September 8, posing a number of questions regarding the presentation information and requesting a time to meet for further discussion. To date, there has been no response from Government.

Government communicated the name of its Chief Negotiator by correspondence on September 13, to which the Association responded on September 21. On December 12, Government wrote to advise of the members of its negotiating team, who are:

**Bernadette Cole-Gendron**, Chief Negotiator—Staff Relations Specialist, Human Resource Secretariat

**Georgina Lake**—Director of School Services, Department of Education

**Jim Tuff**—Director of CDLI, Department of Education

**Lloyd Collins**—NLESD Assistant Director for Human Resources

**Darryl Feener**—NLESD SEO (Programs/Human Resources)

**John George**—NLESD Trustee

**Wayne Lee**—NLESD Trustee

The Association responded to Government on Tuesday, December 20, seeking a response to our September 8 letter, including answers to the questions posed by the NLTA in relation to Government’s fiscal and economic overview presentation. We have also informed Government of the members of the NLTA negotiating team. There was a significant response to the President’s call for expressions of interest from teachers wishing to serve on the team and some very tough decisions had to be made. The team composition was determined in accordance with Association policy and is representative of a wide spectrum of the membership in terms of gender and generational equity, geography, school size and work assignment. The individuals appointed to the 2016-17 NLTA negotiating team for the Provincial Collective Agreement are:

**Dean Ingram** (Chairperson)—NLTA Vice-President

**Stefanie Tuff** (Chief Negotiator)—NLTA Assistant Executive Director

**Craig Hicks**—NLTA Provincial Executive Member, Vice-Principal/Teacher, Phoenix Academy, Carmanville

**Dayle Denny**—Educational Psychologist, NLESD office, Spaniard’s Bay

**Susan Whitten**—Replacement Teacher, St. James Elementary, Port aux Basques

**Lee Anne Johnson**—Kindergarten Teacher, Gander Academy, Gander

**James O’Brien**—Junior/Senior High Science/Math Teacher, Mealy Mountain Collegiate, Happy Valley-Goose Bay

**Joe Brown**—K-6 and Junior High Multi-Age Teacher, Mary Simms All-Grade, Main Brook

**Paulette Colbourne**—SAC Representative, Vice-Principal/IRT, Memorial Academy, Botwood

**Miriam Sheppard** (Staff Consultant)—NLTA Administrative Officer

No date has yet been confirmed for the commencement of negotiations, which will start with an exchange of opening proposals, followed by Branch meetings across the province to present both the Association’s and Government’s opening packages. We will keep you advised of any significant developments or progress in negotiations through subsequent Bargaining Briefs and other communications as necessary in the new year.

***Best wishes to all for a relaxing and restorative Christmas break!***