

MEMORANDUM
PROGRAMS AND SERVICES
March 11, 2016

Attention NLTA School Reps:
Please distribute this memo to all
teachers on your school staff.



TO: All NLTA Members Working in Labrador
FROM: Perry Downey, Administrative Officer
RE: Labrador Benefits - Tentative Agreement

Since June 2014, the multi-union negotiating team representing provincial employees in Labrador has been negotiating with the employers and Treasury Board officials in an attempt to improve the Labrador Benefits Agreement. Over the last few weeks, the final details of a tentative agreement were agreed upon. The NLTA Provincial Executive considered the tentative agreement at a meeting held on March 10 and voted in favour of recommending approval of the new contract to teachers in Labrador. The four other unions who are party to the Agreement (NLAPE, CUPE, RNUNL and RNCA) will also be recommending acceptance of the tentative agreement to their respective members.

Detailed information on the tentative agreement and voting materials are being prepared and should arrive in all schools and District offices in Labrador early next week. The date for the vote on the tentative agreement is **Tuesday, March 22**. As in past rounds of negotiations, final ratification of a new Labrador Benefits Agreement cannot take place until all unions have conducted their votes.

The following is a summary of the main changes to the Labrador Benefits Agreement that were negotiated in the tentative agreement:

- the duration of the new Agreement will be from April 1, 2013 to March 31, 2016. **This is a change from a 4-year agreement to a 3-year agreement**, which will bring the expiration date of the Labrador Benefits Agreement in line with that of the other public sector collective agreements;
- an overall increase of 4% in the single and dependent rates for the Labrador Allowance and the Travel Allowance for all communities, which is applied retroactively to the second and third years (1% as of April 1, 2014, and 3% as of April 1, 2015) of the new agreement;
- the Labrador Allowance will be payable for all employees on maternity and/or parental leave; and
- the definition of a “dependent” has been broadened to include disabled children between the ages of 18-24 who are living at home.

As already indicated, a detailed tentative agreement package and voting instructions/materials are in the mail to school reps. In the meantime, any questions may be directed to me via email or phone at: pdowney@nlta.nl.ca or 1-800-563-3599, ext. 226.