



# Bargaining

# Brief

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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 Collective Bargaining Committee, based in Lewisporte, has been working hard since early Fall 2019 developing opening proposals for negotiations on the Provincial Collective Agreement. In fulfilling their mandate, the Committee has considered submissions provided by individuals through the membership survey and other forums, input from Branches and Special Interest Councils, direction from BGM resolutions and Joint Council motions, current NLTA policy, suggestions from NLTA standing committees, and feedback received during the recent series of Town Hall meetings across the province. The Committee adopted a demanding meeting schedule and will be working again on January 24–25, 2020 with plans to finalize a draft opening package to recommend to Provincial Executive for review at their January 31 meeting. Once Executive has approved opening proposals, they will then be in a position to consider a strategic decision on the timing for the Association to serve notice to open negotiations.

The current Provincial and Labrador West Collective Agreements will expire on August 31, 2020 and, as per Article 43 of the Provincial Collective Agreement (Labrador West Article 3), the Association is in a position to open negotiations on both Agreements. As well, the collective agreements remain in full force and effect until such time as new agreements are negotiated. The process for developing the opening package for the Labrador West Collective Agreement has not yet commenced.

There was a significant response to NLTA President Dean Ingram's call for expressions of interest from members wishing to serve on the

Negotiating Team for the upcoming round of provincial collective bargaining, 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 2020 NLTA Negotiating Team for the Provincial Collective Agreement are:

- **Trent Langdon** (Chairperson) – NLTA Vice-President
- **Stefanie Tuff** (Chief Negotiator) – NLTA Assistant Executive Director
- **Craig Hicks** – NLTA Provincial Executive Member, Vice-Principal/Teacher, Phoenix Academy, Carmanville
- **Stephanie Drover-Edmunds** – IRT, Holy Redeemer Elementary, Spaniard's Bay
- **Kim Crocker** – Replacement Teacher, East Point Elementary, St. John's
- **Paul May** – Itinerant Teacher for the Deaf and Hard of Hearing, NLESD Western Regional Office, Corner Brook
- **Amanda Gibson** – Senior High English Teacher, Mealy Mountain Collegiate, Happy Valley-Goose Bay
- **Russell Stockley** – Elementary Multi-Grade Teacher, LeGallais Memorial, Isle aux Morts
- **Christina Pike** – Principal, Macdonald Drive Junior High, St. John's
- **Christine Lilly** – Teaching and Learning Assistant, St. Andrew's Elementary, St. John's
- **John Veitch** – Staff Consultant, NLTA Administrative Officer

The Negotiating Team will be meeting for training on January 23–24, 2020 in St. John's. As noted above, notice to open negotiations has not yet been served by either the NLTA or the employer, but Provincial Executive will be considering this decision very soon.