



Bargaining

Brief

November 14, 2022

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 2020–2022 Labrador West Collective Agreement was ratified in June 2022 with an 82.4% acceptance vote.

The Agreement provided some positive movement on salaries, including a retroactive increase, some improved language around leaves, housing, and a committee to consider recruitment and retention issues in the region.

The changes in the Labrador West Collective Agreement came into effect upon signing on August 31, 2022, including salary increases as indicated:

- September 1, 2020 – 2%
- September 1, 2021 – 1%
- March 1, 2022 – 1%

Retroactive payment for these increases was scheduled for the November 10, 2022 pay period.

As per the conditions of the 2020–2022 Labrador West Collective Agreement, both parties committed to pursue an application to combine the Labrador West and Provincial bargaining units of the Newfoundland and Labrador Teachers' Association. This process has gone through the required stages and the application has been submitted to the Provincial Labour Relations Board. Once a decision is made by that Board, all parties will be notified.

If the Provincial Labour Relations Board approves the combining of the Labrador West and Provincial bargaining units, all NLTA members who were covered by the Labrador West Collective Agreement at the time of ratification shall receive a one-time non-pensionable payment of \$1,000, pro-rated based on the number of days of service credited for the 2021–2022 school year.

Additionally, new items negotiated in the 2020–2022 Labrador West Collective Agreement that provide an additional benefit/right for teachers shall automatically apply to NLTA members who are currently covered by the Provincial Collective Agreement.

The full Agreement is available on the NLTA [website](#). The new salary scales are also available [here](#).