

# PROVINCIAL EXECUTIVE COUNCIL MINUTES

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**Second Regular Executive Meeting  
October 20, 2023**

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**Boardroom  
NLTA Building**

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## PRELIMINARIES

The Second regular meeting of the 2023-25 Provincial Executive Council was held in the NLTA Boardroom on Friday, October 20, 2023. The meeting convened at 9:00 a.m. and adjourned at 6:30 p.m. Participating in the meeting from Provincial Executive were: Trent Langdon (Chair), Dale Lambe, Angela Dawe, Lynette Snook, Sheldon Slaney, Della Way, Colin Short, Sean Weir, Hollis Cull, Russell Stockley, Tracey Payne, and Darryl George. Participating from Staff were Stefanie Tuff, Ian Crewe, Wade Rogers, Jennifer Tulk, Darlene Johnson, Jody Saunders, John Veitch, Deana Hatcher, Bob Johnston, Miriam Sheppard, Gabriel Ryan, and Samantha Lee.

The President acknowledged the recent passing of a Grade 2 student in Holyrood and offered his condolences to the family. President Langdon welcomed Jody Saunders, Administrative Officer, to her first Provincial Executive meeting. He then welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement.

### I. ADOPTION OF AGENDA

**Payne/George:** That the Agenda be adopted as presented.

**CARRIED**

### II. MINUTES OF AUGUST 22-24, 2023

**Slaney/Stockley:** That the minutes of August 22-24, 2023, be accepted as presented.

**CARRIED**

### III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending August 31, 2023, was reviewed by Mr. Sheldon Slaney for the information of members. *(A copy is attached to the Official Minutes.)*

### IV. BUSINESS ARISING

#### 1. Negotiations Update

**Dawe/Payne:** That the meeting be moved to an in-camera session.

**CARRIED**

Executive held an in-camera session to discuss the current status of provincial negotiations.

**Short/Dawe:** That the meeting be moved out of an in-camera session.

**CARRIED**

## V. ASSOCIATION PRIORITIES FOR 2023-25

Updates on the NLTA Priorities for 2023-25 were provided to the Provincial Executive for review, questions, and comment. The five Association Priorities for 2021-23 are: Workload Concerns; Membership Well-being and Protection; Collective Bargaining and Services for Members; Retention, Recruitment, and Resourcing; and, Advocacy on and Response to Government Initiatives. *(A copy of the document is attached to the Official Minutes).*

## VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

**Short/Dawe:** That the following committee reports and subsequent recommendations be approved in block.

**CARRIED**

### 1. Finance and Property, October 19, 2023

The following motions were brought forward by the Finance and Property Committee:

- a) That Provincial Executive approve the changes to the Child/Dependent Care Policy.
- b) That Provincial Executive approve the maximum daily rate (24-hr period) for child/dependent care of \$120.00, with an effective date of October 20, 2023.

### 2. Group Insurance Committee, August 22, 2023

There were no recommendations from the committee at this time.

### 3. Group Insurance Managers, August 22, 2023

There were no recommendations from the committee at this time.

Discussion ensued, and the following motions were brought forward by the Chair of the Professional Issues Committee:

**Cull/Snook:** That the Professional Issues Committee be based in Deer Lake.

**CARRIED**

**Cull/Snook:** That the Professional Issues Committee be granted permission to appoint a committee member from outside of the general locality.

**CARRIED**

*Mr. Lambe took the Chair.*

## VII. TABLE OFFICERS

**Langdon/Short:** That the April 2024 Provincial Executive meeting be held in Clarenville. **CARRIED**

**Langdon/Dawe:** That the donation request from the Citizen Crime Prevention Association of NL be approved for a contribution amount of \$260. **CARRIED**

**Langdon/Short:** That the donation request from CTF/Education International – Morocco be approved for a contribution amount of \$500. **CARRIED**

**Langdon/Dawe:** That the donation request from the Murphy Centre Readiness Program be approved for a contribution amount of \$950. **CARRIED**

**Langdon/Short:** That the donation request from the Kids Eat Smart Foundation NL be approved for a contribution amount of \$7,500. **CARRIED**

## VII. PRESIDENT'S REPORT

In a written report, the President outlined for Executive members activities undertaken since the last Executive meeting including meetings, school visits, and media interviews. *(A copy of the report is on file with the Official Minutes.)*

*President Langdon took the Chair.*

## VIII. BRANCH OUTREACH REPORT

The report of Provincial Executive members on their contacts with NLTA branches and special interest councils was reviewed. Discussion ensued. *(A copy of the report is on file with the Official Minutes).*

## IX. NEW BUSINESS

### a) Notice of Motions

#### 1. Preparation for Labrador Benefits Agreement Negotiations (Sean Weir)

Mr. Weir expressed concern over the high cost of living in Labrador. He suggested that a cost-of-living analysis should be completed to support efforts to address this issue, including the next round of Labrador Benefits Agreement negotiations. Significant improvements in remuneration are required to address retention/recruitment issues in all public sector professions in Labrador. It is hoped that such a project could include studying the cost of food, flights/travel, rent, fuels, etc. within the various regions of Labrador and that the results of the study could be used by the LBA Negotiating Team to achieve significant improvements for members.

A vote was called, and the following motion was accepted:

**Weir/Way:** That the NLTA lobby the other public sector unions covered under the Labrador Benefits Agreement to cost share a cost-of-living analysis in the various regions of Labrador (referred to in the LBA by community) by an outside agency to determine the adequacy/effectiveness of remuneration paid to all members covered under the LBA.

**CARRIED**

#### 2. Payment Options (Sean Weir)

Mr. Weir spoke about membership concerns regarding the three-week pay gap that occurred recently. It is a collective bargaining issue but often fails to appear in the submissions for opening proposals because the collective bargaining cycle and occurrence of the three-week pay gap often do not coincide. Data from such a survey could be used by the next Collective Bargaining Committee to consider putting forth a proposal to government to address this issue.

A vote was called, and the following motion was accepted:

**Weir/Way:** That the NLTA consider conducting a membership survey (with reasonable options from other jurisdictions) to determine which payment method the majority of members would prefer (including keeping as is) to address the periodic 3-week pay gap.

**CARRIED**

#### 3. Orientation Sessions

Mr. Weir suggested that teacher orientation sessions for new hires should be held prior to the commencement of work. This could help to reduce stress/confusion for

new members and the workload for colleagues who often need to help new hires become familiar with employer/school systems, technology, protocols, etc..

A vote was called, and the following motion was accepted:

**Weir/Way:** That the NLTA lobby the employer to hold paid orientation sessions for all new hires prior to the commencement of work for the member(s).

**CARRIED**

## b) Agenda Items

### 1. Sick Leave Data (Angela Dawe)

Ms. Dawe expressed concern about members not having timely and confidential access to information on personal sick leave accrual and usage data. The Assistant Executive Director advised that teacher payroll systems that generate/store this information are currently under review for upgrade/integration, and the Association has and is advocating for the inclusion of self-service functionality for teachers to be able to access their own leave information. Further discussion ensued.

A vote was called, and the following motion was accepted:

**Dawe/Way:** That the NLTA lobby the employer to provide employees with timely access to information on personal sick leave accrual and usage upon request without having to seek this from their school secretary.

**CARRIED**

### 2. Public Opinion Poll (Sean Weir)

This agenda item was withdrawn based on discussion during the Priorities update.

### 3. Unadvertised Vacant Positions (Sean Weir)

This agenda item was withdrawn based on discussion during the Priorities update.

### 4. SmartFind (Della Way)

Ms. Way raised concern regarding SmartFind not calling retiree substitute teachers before the morning of an absence in areas where there are only retired substitutes are on the list. Teachers are requesting leave in advance, and planning/preparing lesson plans would be easier if they knew the qualifications of the substitute in advance. Further discussion ensued. The Assistant Executive Director advised that liaison with NLESD re SmartFind is ongoing and this issue will be included in future discussions.

### 5. Specialty Positions (Della Way)

This agenda item was withdrawn based on discussion during the Priorities update.

**6. Inner City Primary School Crisis (Lynette Snook)**

**Short/Stockley:** That the meeting be moved to an in-camera session.

**CARRIED**

Executive held an in-camera session to discuss Agenda item #6 in order to respect the privacy and potential for identification of individual staff members at a particular school.

**Lambe/Slaney:** That the meeting be moved out of an in-camera session.

**CARRIED**

**7. RTL Update (Dale Lambe)**

This agenda item was withdrawn based on discussion during the Priorities update.

**8. IRT & Hearing & Vision Assessments/Screening (Tracey Payne)**

Ms. Payne spoke about membership concerns regarding discussions suggesting that IRTs will be expected to conduct hearing/vision screenings required for students to engage in comprehensive assessments. Ms. Johnson, Administrative Officer, advised that the expectations expected to come from the Department of Education would be that hearing/vision screening would be completed by the lead assessor for the comprehensive assessment team, which is never an IRT. The screenings are not assessments of a student's hearing/vision and would only be used to find out if there are hearing/vision issues that would impact the integrity of the comprehensive assessment. Ms. Johnson informed Executive that a memo on this matter will be coming from the Department, along with a plan for PL. NLTA staff continue to monitor this matter closely.

**9. NLTA Violence Tracker Form (Russell Stockley)**

This agenda item was withdrawn based on discussion during the Priorities update.

**X. IN-CAMERA SESSION**

Executive held an in-camera session with the NLTA Executive Director and Assistant Executive Director in attendance.

**XI. DATE OF NEXT MEETING**

The next regular meeting of Provincial Executive is scheduled for Thursday, November 30, 2023.

**XII. ADJOURNMENT**

The meeting adjourned at 6:30 p.m.

**CONFIRMED:**

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**PRESIDENT**

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**EXECUTIVE DIRECTOR**

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**DATE**

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