

Newfoundland and Labrador Teachers' Association



Priorities for 2025-27

Provincial Executive
October 17-18, 2025

Workload Concerns

(including class size, composition, and allocations)

Goal: To improve the working conditions of teachers generally and to address individual teacher workload concerns

- Programs and services staff responded to several concerns relating to teaching assignments and supervision duty. Some were resolved, and there are grievance extensions on another matter.
- On October 1, 2025, MUNSU held a Day of Action rally at Memorial University. The NLTA President, Executive Director and Communications Officer attended, along with hundreds of other supporters, including other unions representatives and university students. President Lambe spoke at the rally, emphasizing the importance of properly funding public education and ensuring access to Memorial University so teaching students trained here remain in the province.
- As part of its Provincial Election engagement efforts, the NLTA launched several initiatives:
 - On October 1, 2025, the Election Bulletin was issued, inviting party leaders to respond to critical education questions and outline their positions.
 - On October 1, 2025, a Call to Action was launched in the form of a letter-writing campaign. Members and the public were provided with a link and QR code to send letters to their local candidates.
 - The NLTA planned to host a Leaders Forum on Education on October 2, 2025, inviting all party leaders. Only the Leader of the NDP confirmed participation, the PC Leader agreed to attend only if all leaders participated, and the Liberal Leader declined. The NLTA expressed disappointment through a news release and media interviews.
- Between August 28 and October 1, 2025, the NLTA President gave multiple media interviews on topics including concerns about the validity of the Education Accord NL, the MUNSU Day of Action, the NLTA's election engagement initiatives, and the cancellation of the Leaders Forum on Education.
- The latest Invest in our Kids campaign was launched on September 29, 2025, and will run for four weeks on television, social media, Spotify and digital billboards. The campaign, entitled "Reserved", emphasizes the importance of dedicated and sustained education funding for the future of the province.

Services for Members

(protection, well-being, and collective bargaining)

Goal: To provide general services for members and promote/improve supports for member health and wellness through direct support and collective bargaining.

- On September 12, 2025, the President and Executive Director visited several schools in the Conception Bay North area that had been affected by the summer wildfires. Conversations with several of the staff from Cabot Academy and others affected by the fire took place.
- EAP Coordinator prepared an article for the September/October 2025 edition of *The Bulletin*, "Prioritizing Your Well-being: The Heart of a Successful School Year".
- EAP funding limits for membership increased from \$3,000 to \$3,600 on September 1, 2025.
- A focus on the wellness component of EAP has been prioritized with a goal of developing comprehensive workshops for teachers.
- A review of EAP internal processes (systems/invoice management) has been scheduled in an effort to identify inefficiencies and improve program delivery.
- A focus on completing a new and member friendly EAP website has been prioritized.
- On September 21-22, 2025, staff consultant for Group Insurance met with group insurance staff consultants for NBTF, NSTU and PEITF.
- Programs and Services staff assisted members in return-to-work meeting with WorkplaceNL and the employer.
- Programs and Services staff responded to member concerns in relation to a memo related to SmartFind which prohibited Administrators from overriding the SmartFind software during the first 3 days of a vacancy. Through discussions and advocacy with the Employer, the rules which were established in December 2022 because of focus group discussions and the signing of a MOA between the Employer and the Association, are once again in effect.
- Programs and Services staff are responding to members concerns related to the payout of retroactive Labrador Benefits. The payment date was set as September 18, 2025. Retirees and Subs were not paid and the payment date is now scheduled for October 17, 2025. Work is continuing on the issue of Labrador Travel and other individual concerns.
- The Collective Bargaining Committee has finished reviewing materials in preparation for proposal development. The subcommittee will now commence drafting.
- Numerous teachers receiving representation in discipline matters.
- 2 teachers receiving representation in harassment complaint.
- Numerous teachers received support in rectifying payrolls errors. One grievance has been filed in relation to charges incurred.

- A grievance was settled in relation to alleged bias in the hiring process, shortly before the hearing. An impartial panel reconsidered the applicants.
- A disciplinary matter involving a teacher is scheduled for hearing in November 2025.
- Numerous teachers were provided support and advice in relation to conflict in the workplace, and their options.
- Teachers continue to be supported in seeking medical and family status accommodation.
- Teachers continue to be provided with OHS advice, particularly as it relates to violence in the workplace and the right to refuse. There are several refusals ongoing, some continuing from last year.
- A teacher has been provided advice in relation to the denial of their claim to WorkplaceNL and a potential application for internal review of that decision.
- A Bulletin article was published on violence in the workplace.
- A group grievance is being prepared on a Schedule D issue (extension of workday).
- A policy grievance was filed regarding the payment of school counsellor allowances for those filling in a vacant time claim. The employer is in agreement and working through a process going forward.
- NLTA staff were involved in extensive work related to the revision of the regulations for Teacher Certification under the Teacher Training Act and related policy work.
- The first of five pre-retirement seminars was held on October 2-3, 2025, in Grand Falls-Windsor with a new session entitled “Thriving in Transition: Mental Health & Retirement” offered by EAP in response to feedback from past seminars.
- On August 20, 2025, the NLTA held its Stuff the Bus for CBN event. NLTA members and the public donated enough supplies and materials to fill four school buses, along with significant monetary donations. As a result, on September 11, 2025, President Dale Lambe presented a \$15,000 cheque to the Red Cross, which was tripled through donation matching by the Provincial and Federal governments.
- World Teachers’ Day 2025 was celebrated on October 5. To mark the occasion and highlight the impact of teachers, the NLTA President contributed to a CTF video and shared his own video message with NLTA members.
- On August 28, 2025, senior Staff met with the DM, Jamie O’Dea and ADM, Terry Hall to discuss and plan support for displaced staff of Cabot Academy and others directly impacted by forest fires.
- On September 25, 2025, senior staff met with the DM, Jamie O’Dea and ADM, Terry Hall to discuss a teacher induction program for new teachers.
- Senior Staff met with the Employer to discuss access to a new Respectful Workplace Program which will be implemented during the 2025/2026 school year.

- Programs and Services staff met as part of the Payroll Working Group on August 28, 2025, and September 26, 2025, to continue to push the Employer to address and resolve systemic issues with teacher payroll.
- A new payroll dispute resolution procedure is in draft form with the Employer. This procedure aims to establish a new process to resolve payroll errors in a timely and efficient manner.
- Programs and Services Staff met with the Employer to discuss the provision of leave time for the Beginning Teachers Conference and SAC Provincial Conference.
- Planning is underway for the Beginning Teachers' Conference 2025/2026.
- Programs and Services staff hosted the CAPTTO PD group on October 8-10, 2025.
- Programs and Services staff met with Working Together on September 23 and October 1, 2025.
- Programs and Services staff hosted Computer for Schools group on October 1, 2025.
- Programs and Services staff assisted, and responded to questions from, members related to Review 360 not being available for the first 5-6 weeks of the school year.

Retention, Recruitment, and Resourcing

Goal: To address teacher retention and recruitment challenges and proper resourcing of public education through advocacy for effective Government/Employer action and investment and promotion of the teaching profession and public education

- Association staff have been in contact with NLSchools senior staff to relay/discuss concerns related to teacher housing and the lack of cleanliness and furniture in Labrador West.
- On September 17, 2025, Programs and Services staff represented the NLTA on the selection committee for Workplace NL Scholarship applications.
- Retention and Recruitment was considered in the context of opening proposal preparation.
- Numerous teachers have been assisted by Officers with resourcing concerns and questions.
- In late Fall 2025, the next Teachers Change Lives story will be released. The campaign is currently under development.
- The latest Invest in our Kids campaign was launched on September 29, 2025, and will run for four weeks on television, social media, Spotify and digital billboards. The campaign, entitled “Reserved”, emphasizes the importance of dedicated and sustained education funding for the future of the province.
- Between August 28 and October 1, 2025, the NLTA President gave multiple media interviews on topics including concerns about the validity of the Education Accord NL, the MUNSU Day of Action, the NLTA’s election engagement initiatives, and the cancellation of the Leaders Forum on Education.
- As part of its Provincial Election engagement efforts, the NLTA launched several initiatives:
 - On October 1, 2025, the Election Bulletin was issued, inviting party leaders to respond to critical education questions and outline their positions.
 - On October 1, 2025, a Call to Action was launched in the form of a letter-writing campaign. Members and the public were provided with a link and QR code to send letters to their local candidates.
 - The NLTA planned to host a Leaders Forum on Education on October 2, 2025, inviting all party leaders. Only the Leader of the NDP confirmed participation, the PC Leader agreed to attend only if all leaders participated, and the Liberal Leader declined. The NLTA expressed disappointment through a news release and media interviews.

Solidarity

(engagement, education, and communication)

Goal: To promote union solidarity through effective engagement, education, and communication with members

- A memo went to members on how to interpret aggregate totals for sick leave purposes, clarifying the Employer's memo relating to medical certificates.
- An Administrative Officer will present to three classes of MUN students on professionalism on October 10, 2025.
- A Bulletin article was published on violence in the workplace.
- On August 20, 2025, the NLTA held its Stuff the Bus for CBN event. NLTA members and the public donated enough supplies and materials to fill four school buses, along with significant monetary donations. As a result, on September 11, 2025, President Dale Lambe presented a \$15,000 cheque to the Red Cross, which was tripled through donation matching by the Provincial and Federal governments.
- In late Fall 2025, the next Teachers Change Lives story will be released. The campaign is currently under development.
- On September 19, 2025, the NLTA President and Communications Officer attended a Sharing our Cultures Open House event with other supporters of the program. SOC promotes the values of multiculturalism and inter-cultural relations and fosters belonging and acceptance among all school children.
- On September 23, 2025, during the CAPTTO Board Meeting, the NLTA President participated in a media training session facilitated by the Atlantic Communicators in Education group. The session provided training on media engagement techniques and included mock interview scenarios.
- On October 1, 2025, MUNSU held a Day of Action rally at Memorial University. The NLTA President, Executive Director and Communications Officer attended, along with hundreds of other supporters, including other unions representatives and university students. President Lambe spoke at the rally, emphasizing the importance of properly funding public education and ensuring access to Memorial University so teaching students trained here remain in the province.
- World Teachers' Day 2025 was celebrated on October 5, 2025. To mark the occasion and highlight the impact of teachers, the NLTA President contributed to a CTF video and shared his own video message with NLTA members.

- As part of its Provincial Election engagement efforts, the NLTA launched several initiatives:
 - On October 1, 2025, the Election Bulletin was issued, inviting party leaders to respond to critical education questions and outline their positions.
 - On October 1, 2025, a Call to Action was launched in the form of a letter-writing campaign. Members and the public were provided with a link and QR code to send letters to their local candidates.
 - The NLTA planned to host a Leaders Forum on Education on October 2, 2025, inviting all party leaders. Only the Leader of the NDP confirmed participation, the PC Leader agreed to attend only if all leaders participated, and the Liberal Leader declined. The NLTA expressed disappointment through a news release and media interviews.
- Between August 28 and October 1, 2025, the NLTA President gave multiple media interviews on topics including concerns about the validity of the Education Accord NL, the MUNSU Day of Action, the NLTA's election engagement initiatives, and the cancellation of the Leaders Forum on Education.
- The latest Invest in our Kids campaign was launched on September 29, 2025, and will run for four weeks on television, social media, Spotify and digital billboards. The campaign, entitled "Reserved", emphasizes the importance of dedicated and sustained education funding for the future of the province.
- Programs and Services staff met with the NLCPA on September 9, 2025, to provide assistance in making changes to their constitution.
- Programs and Services staff met with all SIC Presidents on October 1, 2025, to establish protocols and procedures for the 2025/2026 school year.
- Planning is underway for the SIC Leadership Seminar 2025.
- Planning is underway for the Beginning Teachers' Conference 2025/2026.

Advocacy on, and Response to, Government Initiatives

Goal: To take action, through meaningful consultation and advocacy efforts, to ensure that the development and implementation of Government policy, reports, and decisions that impact public education are informed by, and in keeping with, NLTA objectives and the interests of members

- On August 28, 2025, the President and Executive Director attended the release of the Education Accord. The President was interviewed after the event by several media outlets.
- On September 4, 2025, the President and Executive Director attended a Government press conference on the new Child/Youth Community Health Model.
- On September 15, 2025, the NLTA issued a media release raising concerns about the Education Accord NL and questioning the validity of its sources. The Association continues to seek clarity from the Provincial Government and expects full transparency.
- Senior Leadership and Senior Staff met with Government on September 18, 2025, to discuss concerns with the Education Accord. Government indicated that a follow-up meeting would be arranged once they had completed their investigation into the matter.