

JANUARY 12, 2021

**NLTA TENTATIVE AGREEMENT FOR A
TWO YEAR EXTENSION OF THE
PROVINCIAL COLLECTIVE AGREEMENT**

This Extension Agreement is made between the Newfoundland and Labrador Teachers' Association (NLTA) and Government of Newfoundland and Labrador (GNL), hereafter referred to as "the parties".

The parties hereby agree to the following:

1. Extension of Collective Agreement

The parties agree to an extension of the Provincial Collective Agreement (the Agreement) to August 31, 2022.

Furthermore, the parties agree that, save and except the amendments captured within this Extension Agreement, the Agreement shall remain the same and will continue in full force and effect until August 31, 2022.

2. Salaries (Schedules B & C)

September 1, 2020 - 2%

September 1, 2021 - 1%

March 1, 2022 - 1%

3. Group Insurance

The parties agree that Schedule L and Letter #9 will be amended as follows:

Schedule L - Clause 8

(a) For employees and retirees who were hired by March 31, 2020, the Government contribution to the NLTA required premium rate will be 50% of the lowest premium rate obtained for each Group Insurance plan option (identified in Items 1, 2, and 3 above) as determined by the calculation contained in Item 4. For example, where the Government required premium rate for Basic Health is greater than the NLTA required premium rate for Basic Health, Government will contribute 50% of the NLTA required premium rate. Conversely, where the Government required premium rate is less than the NLTA required premium rate, Government will contribute 50% of the Government required premium rate. Under no circumstances will the Government contribution to the NLTA **for employees and retirees who were hired by March 31, 2020** exceed 50% of the NLTA rate calculated under this schedule.

(b) For employees hired after March 31, 2020 ("Newly Hired Employees" as defined in Letter #9), the employer's share of the cost of post-employment NLTA group insurance premiums will be 40% of the lowest premium rate obtained for each Group Insurance plan option (identified in Items 1, 2, and 3 above) as determined by the calculation contained in Item 4. For example, where the Government required premium rate for Basic Health is greater than the NLTA required premium rate for Basic Health, Government will contribute 40% of the NLTA required premium rate. Conversely, where the Government required premium rate is less than the NLTA required premium rate, Government will contribute 40% of the Government required premium rate. Under no circumstances will the Government contribution to the post-employment NLTA group insurance premiums for Newly Hired Employees exceed 40% of the NLTA rate calculated under this schedule.

Letter #9

Re: Employer Cost Sharing for Post Employment NLTA Group Insurance Premiums

The parties hereby confirm and acknowledge that:

1. Employees ~~who are hired subsequent to the date of signing of the Collective Agreement~~ **March 31, 2020** ("Newly Hired Employees") shall receive post-employment employer cost sharing of NLTA group insurance premiums in accordance with clause 5 of this Letter of Understanding.
2. Former employees who are rehired subsequent to ~~the date of signing of the Collective Agreement~~ **March 31, 2020** following resignation, retirement, termination or layoff and who no longer have recall rights under the Collective Agreement, shall be considered to be Newly Hired Employees for the purpose of this Letter of Understanding.

3. Notwithstanding clause 2 above, former employees with service prior to ~~the date of signing of the Collective Agreement~~ **March 31, 2020** who are hired subsequent to ~~the date of signing of the Collective Agreement~~ **March 31, 2020** by another School Board or the same School Board within one hundred and twenty (120) calendar days of resignation, retirement or termination shall not be considered to be Newly Hired Employees for the purpose of this Letter of Understanding.
4. Excepting Newly Hired Employees who receive post-employment cost sharing of NLTA group insurance premiums in accordance with clause 5, the Employer's share of the cost of NLTA group insurance premiums for employees shall be based on the lowest required premium rate as determined in accordance with Schedule L of the Collective Agreement.
5. The Employer's share of the cost of post-employment NLTA group insurance premiums for Newly Hired Employees shall be calculated as follows ~~for the purpose of the rate setting process established~~ **40% of the lowest required premium rate as determined in accordance with Schedule L of the Collective Agreement.** The parties acknowledge that for any employee to access employer cost sharing of NLTA post-employment group insurance benefits, whether Newly Hired Employees or otherwise, a minimum of five years of pensionable service under the Teachers' Pension Plan is required.

*[*Delete table]*

Completed Years of Pensionable Service	Employee Share – Employer Share
5 – 19 years	85% – 15% of the lowest required premium rate as determined in accordance with Schedule L
20 – 24 years	70% – 30% of the lowest required premium rate as determined in accordance with Schedule L
25 – 29 years	55% – 45% of the lowest required premium rate as determined in accordance with Schedule L
30 + years	50% – 50% of the lowest required premium rate as determined in accordance with Schedule L

6. No change
7. No change
8. No change