

# President's Letter

December 8, 2017



Lynn Dwyer, MD  
President

## MOA Signed

### Highlights:

- NLMA has signed the 2013-2017 Memorandum of Agreement.
- Salaried and APP members will start receiving the negotiated increases to their bi-weekly pay.
- FFS members will receive bi-weekly adjustments until the micro-allocations process is complete.
- We are still being given reasonable assurances by the Department of Health that retroactive payments will be made in calendar year 2017.
- While the bulk of retroactive pay will flow in the coming days, we have detected an anomaly in the government's calculations that could potentially lead to an underpayment in many members' retroactive payments. This misinterpretation only affects retroactive payments; not ongoing increases.
- NLMA will be aggressively pursuing the balance owing of the retroactive payments in the coming days.

Dear Colleagues:

I am pleased to inform you that the 2013-2017 Memorandum of Agreement has been signed. The agreement in its entirety is now available online [here](#). This is a technical document and a plain language summary will be sent to members early next week.

Now that the agreement is signed, we will return our attention to MOA implementation as well as resolving the binding arbitration mechanism. We have also begun the process of developing our priorities for the next round of negotiations.

### Compensation Increases

Going forward, salaried and APP physicians bi-weekly pay will be adjusted to reflect increases outlined in the agreement. Salaried and APP physicians will also see their regular quarterly payments incorporated in their biweekly pay.

Increases to specific fee codes will occur in early 2018 when the micro-allocations process is finalized. All but 5 fee-for-service (FFS) specialties have signed off on proposals for fee code allocations. In the interim, FFS physicians will have biweekly payments adjusted until the micro-allocations process is complete.

### Retroactive Payments

Government officials advised that systems are ready to make retroactive payments to salaried, fee-for-service and APP physicians within calendar year 2017. Barring any unforeseen circumstances, members should see their retroactive payments included in the December 29 payroll.

When we were reviewing the government's calculations for retroactive pay for two APPs, we detected an anomaly in the interpretation of the MOA by Department of Health staff that could potentially lead to an underpayment in many members' retroactive compensation. While we are very concerned about their misinterpretation, the bulk of the retroactive pay will flow to members as expected, and we will be aggressively pursuing the balance owing of the retroactive payments in the coming days. The misinterpretation does not affect ongoing micro-allocations or salary increases; only the one-time retroactive payments. We will provide all members with an update in the coming days.

If you have any questions regarding the MOA, please email [nlma@nlma.nl.ca](mailto:nlma@nlma.nl.ca).

Best Regards,



Lynn Dwyer, MD  
President



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