LUCELEC And CSA Sign Union Agreement For Grades 1-3 Employees

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Castries, December 8, 2025 – St. Lucia Electricity Services Limited (LUCELEC) and the Civil Service Association (CSA) have signed a new union agreement for its Grade 1–3 employees, covering two triennia: 2020–2022 and 2023–2025. The agreement introduces a combined 14% wage increase, 7% for each triennium, and a range of enhanced benefits for both fortnightly and monthly paid workers.

Other key benefits of the agreement included enhancements to laundry, live line, shift and meal/subsistence allowances. Monthly salaried employees received adjusted salaries and backpay at the end of November, while fortnightly employees received adjustments in November and will receive the backpay in the first fortnight of December.

LUCELEC Chief Human Resources Officer Sharon Narcisse expressed thanks to the CSA and the Company's negotiating team, for their commitment to this successful outcome.

"This milestone marks the successful conclusion of the negotiation process and is a testament to the power of collaboration, shared vision and a commitment to maintaining a fair and collaborative working relationship. The newly signed Agreement incorporates all revised and newly agreed clauses discussed during the negotiations, including the provisions for wages and other benefits. We extend heartfelt appreciation to Mr. Julian Monrose, Assistant General Secretary, Ms. Sue-Nelly Mark, Industrial Relations Officer, for their leadership and guidance, and the Shop Stewards for their exemplary professionalism and perseverance throughout the negotiation process," she said.

Mrs Narcisse also thanked employees for their patience, expressing hope that the new agreement would continue the work of building a workplace defined by collaboration, a shared vision and commitment to excellence.

"This agreement is a shared victory, one that strengthens our foundation and empowers us to move forward together in the spirit of our core values."

The agreement was signed on November 3 at the Labour Department and covers both fortnightly and monthly paid workers within Grades 1-3.

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