



Labour Relations Board

**Annual Report
2025-2026**

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Message from the Chairperson

I am pleased to present the Annual Report of the Labour Relations Board (the Board) for the fiscal year April 1, 2025 to March 31, 2026. This report has been prepared in accordance with the **Transparency and Accountability Act** as a Category 3 Provincial Government entity. My signature below signifies the Board's accountability for the results reported herein.

The Board is an independent, specialized, quasi-judicial tribunal that plays an important role in fostering and maintaining harmonious labour relations throughout the province. The Board's primary objectives are to ensure the fair and efficient processing of applications and to issue decisions that are clear, consistent, and grounded in sound legal principles.

As of March 31, 2026, the Board consisted of a Chairperson, four Vice-chairpersons, regular Board members, and alternate Board members. The Board includes representatives of both employers and employees. The Board typically schedules monthly panel meetings, with additional meetings convened as required. It reviews and considers a variety of applications, including certification applications, unfair labour practice complaints, and complaints concerning the duty of fair representation. The Board also conducts reviews of labour standards decisions and occupational health and safety matters. Depending on the circumstances of each case, matters may be decided based on affidavit evidence, submissions from the parties, and investigation reports prepared by Board officers. In some instances, the Board conducts a hearing before rendering a final decision.

Timely processing of matters remains a key priority for the Board. During the year, the Board continued its efforts to improve application processing and case management practices. Applications for certification remain current and have either been referred to a hearing, are progressing through the next stages of the process with the parties, or are newly filed matters awaiting completion of the required filings.

Additional information about the Board is available on its [website](#), including a searchable database of the Board's written reasons for decision, as well as policy circulars, forms, and publications.

Thank you.

A handwritten signature in blue ink, appearing to read 'Greg French', is written over a horizontal line.

Gregory A. French, K.C.
Chairperson

Public Body Overview

Introduction

The Labour Relations Board is an independent, representational, quasi-judicial tribunal responsible for the interpretation and application of certain provisions of the following labour relations statutes:

- **Labour Relations Act;**
- **Public Service Collective Bargaining Act;**
- **Fishing Industry Collective Bargaining Act;**
- **Teachers' Collective Bargaining Act;**
- **Interns and Residents Collective Bargaining Act;**
- **Labour Standards Act;**
- **Occupational Health and Safety Act;**
- **Smoke-Free Environment Act, 2005;**
- **House of Assembly Accountability, Integrity and Administration Act;**
- **Public Interest Disclosure and Whistleblower Protection Act;**
- **Canada-Newfoundland and Labrador Atlantic Accord Implementation Newfoundland and Labrador Act;** and
- **Essential Ambulance Services Act.**

The Board is established under the **Labour Relations Act**. The Board is comprised of the Chairperson, four Vice-chairpersons, and employer and employee representatives. The **Act** contains provisions outlining the labour relations rights and responsibilities of employers, trade unions, and employees. The **Act** guarantees employees the right to seek collective bargaining with their employers and establishes a framework for employees to freely make this choice.

Between April 1, 2025 and March 31, 2026, the Labour Relations Board consisted of the following members:

- Greg French, K.C., Chair
- Vivian Arenillas, Vice-Chair
- W. John Clarke, K.C., Vice-Chair
- Chantelle MacDonald Newhook, K.C., Vice-Chair
- Chris Peddigrew, K.C., Vice-Chair
- David Hammond, Employee Representative (Regular)
- Sean Noah, Employee Representative (Regular)
- Dermot Cain, Employee Representative (Alternate)
- Randy Clarke, Employee Representative (Alternate)

- Sharon King, Employee Representative (Alternate)
- James Martin, Employee Representative (Alternate)
- Janis Byrne, K.C., Employer Representative (Regular)
- Roseanne Saturley, Employer Representative (Regular)
- Gail Hickey, Employer Representative (Alternate)
- Sean Kennedy, Employer Representative (Alternate)
- Jacqueline Penney, K.C., Employer Representative (Alternate)
- Larry Pittman, Employer Representative (Alternate)

Lines of Business

The legislation confers on the Board, authority over many aspects of labour relations, including but not limited to:

- the certification of unions to represent employees;
- the revocation of certification where certified unions no longer have the support of a majority of bargaining unit members;
- unfair labour practices;
- bad faith bargaining complaints;
- successor rights determinations;
- common employer applications;
- first collective agreement applications;
- duty of fair representation complaints;
- essential employee declarations;
- discriminatory action under the **Occupational Health and Safety Act**;
- appeals of determinations under the **Labour Standards Act**; and
- essential ambulance service agreements under the **Essential Ambulance Services Act**.

The Board determines its own practices and procedures and makes rules prescribing the procedures to be followed in respect of its administrative functions.

Mandate

The Board's primary mandate is to resolve labour relations and employment matters in accordance with its jurisdiction. In fulfilling its mandate, the Labour Relations Board offers resolution of labour relations matters involving the processing, investigation, and adjudication of applications made to the Board by unions, employers, organizations and individual employees.

Vision

The vision of the Board is one of fair and equitable application of the provisions of labour and employment legislation pursuant to which the Board has jurisdiction.

Staff

In 2025-2026, the administrative staff of the Board was comprised of a Chief Executive Officer, Deputy Chief Executive Officer, two Labour Relations Board Officers, and two support staff. The Board's financial statement is attached as Appendix A.

The Board's offices are located on the third floor, 33 Pippy Place, St. John's. The mailing address for the Labour Relations Board is P.O. Box 8700, St. John's, Newfoundland and Labrador, A1B 4J6. Telephone (709) 729-2707; Fax (709) 729-5738. The email address is lrb@gov.nl.ca.

Descriptions of bargaining units certified by the Board in 2025-2026 are shown in Appendix B. All decisions dating from 1975 are available to stakeholders and the public on the Labour Relations Board's [website](#). Full text versions of Board decisions are also available on [CanLII](#).

Report on Performance

Objectives and Indicators

The objectives discussed below represent the Board's annual focus and include performance measurement information to allow both the Board and the public to monitor and evaluate success. The Board performs two functions: 1) administrative and 2) adjudicative. The Chief Executive Officer and staff fulfill the administrative function, which generally entails processing applications, while the Chair, Vice-chairs, and Board members fulfill the adjudicative function. In 2025-26, four main issues were assessed as an indication of Board efficacy: applications processed, applications considered, communicating results and orders, and circulating publications.

Issue 1: Processing Applications

The processing of applications includes administrative and adjudicative functions. The administrative branch receives the application and initiates the process before presenting the application to the adjudicative branch for completion.

Objective 1: By March 31, 2026, the Labour Relations Board will have initiated the processing of all applications filed with the Board.

Indicators	2025-2026
Number of applications received	73
Number of applications in process	32
Number of applications completed	41

The Board met its objective of initiating all applications filed during the fiscal year.

In addition to those applications received during the reporting period as outlined in the above table, the Board also completed an additional 38 applications during 2025-2026 that had been carried forward from previous years.

Issue 2: Considering Applications

The adjudicative branch considers an application after the administrative branch provides the information on record. When considering an application, the Board may: decide the matter and issue an order; order a hearing; or defer the matter pending receipt of additional information.

Objective 2: By March 31, 2026, the Labour Relations Board will have considered all processed applications which are put before the Board at its meetings.

Indicators	2025-2026
Number of orders made by the Board at its meetings	117
Number of applications referred to the hearing process	8
Number of hearings scheduled	17
Number of applications considered	80
Number of considered applications deferred	1

All processed applications were considered by the Board. The Board considered and finalized 80 matters in the reporting period. Forty-two of these were received in 2025-2026 and 38 were carried forward from previous years. There were six hearings scheduled beyond the end of 2025-2026.

Issue 3: Communicating Results of Decisions and Orders

Providing access to Board decisions improves transparency, ensures legal consistency, and helps people understand their rights. In 2025-26, the Labour Relations Board ensured stakeholders were provided with access to its decisions and orders.

Objective 3: By March 31, 2026, the Labour Relations Board will have communicated the results of decisions and orders relevant to parties.

Indicators	2025-2026
Number of orders issued and number communicated to parties	117
Number of reasons for decision issued and communicated to parties	27
Number of reasons for decision uploaded to the Board's Internet-based decision system	27

There were a total of 117 orders issued in 2025-2026 and all were communicated to relevant parties. In addition to issuing orders, the Board may also issue reasons for its decisions where the Board determines appropriate or when requested by one of the parties. All reasons for decisions are uploaded to the [Internet-based decision system](#) and are also available via CanLII.

Issue 4: Circulating Publications

During the year, publications are circulated to inform the labour relations community of current practices and/or procedural changes of the Board. This information sharing helps support labour relations stakeholders as informed participants are better able to understand, comply with, and effectively exercise their rights and obligations under labour relations legislation.

Objective 4: By March 31, 2026, the Labour Relations Board will have circulated necessary publications related to Board processes and procedures.

Education supports fair, efficient, and stable labour relations systems. The Board helps support labour relations stakeholders by communicating information about the legislation, rules, policies, and procedures of the Board through its policy circulars and information bulletins, general enquires, and presentations to entities who requested them.

In 2025-26, the Board continued its efforts to educate the labour relations community through the development and updating of numerous information bulletins and policy circulars on its website. In total, 13 policy circulars and eight information bulletins were circulated via the Board's website.

Total New Applications Filed in 2025-2026

Labour Relations Act	
Applications for Certification	16
Applications for Revocation of Certification	4
Termination of Bargaining Rights	0
Unfair Labour Practices	12
Duty of Fair Representation	12
Successorship/Transfer of Business	0
Common Employer	0
Reconsideration of Decision	3
Amendment of Bargaining Unit	2
First Collective Agreement	2
Questions under Section 18 of the Act	
Whether a person is a member in good standing	0
Whether organization is party to or bound by Collective Agreement	1
Review of Labour Standards Determination	0
Submission by Director of Labour Standards	0
Change of name on Certification/Accreditation Order	0
Successor Bargaining Agent	0
Alter Terms and Conditions of Employment	2
Discriminatory Action under PID & WP Act	0
Unfair Denial of Union Membership	5
Public Service Collective Bargaining Act	
Duty of Fair Representation	5
Application for Certification	1
Revocation of Certification	1
Amendment of bargaining unit	1
Reconsideration of decision	1
Whether Collective Agreement in Effect	1
Question Arising from Transfer of Business	3
Fishing Industry Collective Bargaining Act	
Application for Certification	0
Whether Processor Failed to Comply with Provision of Collective Agreement	1
Occupational Health and Safety Act	
Appeal of Occupational Health and Safety Order	0
Discriminatory Action	0
Teachers' Collective Bargaining Act	
Amendment of Bargaining Unit	0
Essential Ambulance Services Act	
Settle Provisions of the Essential Ambulance Services Agreement	0
TOTAL APPLICATIONS	
	73

Highlights, Opportunities, and Challenges

As outlined herein, the Board received 73 applications in the 2025-2026 reporting year. This is a slight increase from the 64 applications received during the previous year.

The Board continues its engagement with stakeholders including regular Board-Bar liaison meetings and interactions with labour and employer representatives. Board staff also remain available to meet with stakeholders to discuss workflow challenges and resolve specific issues as identified through the processing of applications. These ongoing engagements provide valuable opportunities to identify emerging concerns, improve service delivery, and strengthen stakeholder relationships.

The Board is committed to addressing the timely processing of applications and will be setting objectives accordingly in its 2026-2029 Activity Plan.

The Board is committed to standardizing and strengthening the application process, which will be a focus for the upcoming years. This initiative presents an opportunity to improve workflow efficiency and reduce processing delays thereby ensuring that applications are processed in an efficient and transparent manner.

In addition, the Board is committed to improving information sharing with stakeholders to enhance their understanding of and compliance with labour relations legislation so they may effectively exercise their rights.

Appendix A - Financial Statement

The following information is for the fiscal year April 1, 2025, to March 31, 2026.

Labour Relations Board
Statement of Expenditure and Related Revenue
Unaudited
For the Year Ended March 31, 2026

Activity – 5.1.01	Actual \$	Amended \$	Original \$
Salaries	738,960	739,000	652,000
<i>Employee Benefits</i>	0	4,200	4,200
<i>Transportation and Communications</i>	18,871	15,400	15,400
<i>Supplies</i>	4,082	5,800	5,800
<i>Professional Services</i>	95,376	102,700	72,700
<i>Purchased Services</i>	12,948	10,200	10,200
<i>Property, Furnishings and Equipment</i>	1,347	700	700
Operating Accounts	132,624	139,000	109,000
Total: Labour Relations Board	871,584	878,000	761,000

Note: Budgets and expenditures reflect year-end actuals at March 31, 2026. These figures have been reported to Finance for inclusion in the Report of the Program Expenditures and Revenues of the Consolidated Revenue Fund for the year ended March 31, 2026. The Report has not been produced yet and the numbers have not been verified.

Appendix B – Bargaining Units

Certification Orders Issued in 2025-2026

Labour Relations Act

1. United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 9508 And D.F. Barnes Industrial Limited

Bargaining Unit

A unit of employees of D.F. Barnes Industrial Limited comprising of all employees employed at Vale's Hydromet Processing Plant Site in Long Harbour performing maintenance, repair, and renovation work, save and except those above the rank of crew supervisor, office staff, quality assurance and control staff, human resources and safety personnel, and those excluded under the **Labour Relations Act** of Newfoundland and Labrador as managers and/or acting in a confidential labour relations capacity.

2. United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 9508 And Hays Specialist Recruitment (Canada) Inc.

Bargaining Unit

A unit of employees of Hays Specialist Recruitment (Canada) Inc. comprising all employees employed at the Long Harbour Processing Plant in Long Harbour, Newfoundland and Labrador, including warehouse attendants and warehouse lead technician, save and except managers, coordinators, bill of materials creator, senior journeyman bill of material creator, non-working supervisors, those above the rank of non-working supervisor.

3. International Association of Bridge, Structural and Ornamental Ironworkers, Local 764 And Gisborne Industrial Construction Ltd.

Bargaining Unit

A unit of employees of Gisborne Industrial Construction Ltd. comprising all employees save and except superintendents and those above the rank of superintendent.

4. Unifor, Local 2121 And Cenovus Energy Inc.

Bargaining Unit

A unit of employees of Cenovus Energy Inc. comprising all employees employed on the SeaRose FPSO, save and except supervisors, those above the rank of supervisor, those excluded by the **Labour Relations Act**, and those employees the Board determines are employed in construction and startup on the SeaRose FPSO.

5. United Food and Commercial Workers, Local 1252 And VetStrategy Newfoundland Inc.

Bargaining Unit

A unit of employees of VetStrategy Newfoundland Inc. comprising all employees of Sunrise Animal Hospital (VetStrategy) located in Mount Pearl, NL, save and except non-working supervisors and those above the rank of non-working supervisor.

6. Hotel and Restaurant Workers Union, Local 779 And Spectrum Investigation and Security (1998) Ltd.

Bargaining Unit

A unit of employees of Spectrum Investigations and Security (1998) Limited, comprising security personnel working for the employer at the Calibre Valentine Gold Mine Site in the Central Region of the Province of Newfoundland and Labrador, save and except office staff, non-working supervisors, and those above the rank of non-working supervisor.

7. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 203 And Gisborne Industrial Construction

Bargaining Unit

A unit of employees of Gisborne Industrial Construction Ltd. comprising all workers engaged as Boilermaker Apprentices, Journeypersons, Working Forepersons, Forepersons and General Forepersons employed by the Employer in Newfoundland and Labrador.

8. United Food and Commercial Workers, Local 1252 And Canadian Linen and Uniform Services

Bargaining Unit

A unit of employees of Canadian Linen and Uniform Services comprising all employees located in Mount Pearl, NL, save and except non-working Supervisors, and those above the rank of non-working Supervisor.

9. Construction General Labourers, Rock and Tunnel Workers, Local 1208 And Grieg Marine NL Ltd.

Bargaining Unit

A unit of employees of Grieg Marine NL Ltd. comprising all employees save and except managers, sales, administrative staff, finance staff and clerical employees.

10. Newfoundland and Labrador Association of Public & Private Employees And Fish, Food and Allied Workers (FFAW-Unifor)

Bargaining Unit

A unit of employees of Fish, Food and Allied Workers (FFAW-Unifor) comprising all employees save and except the President, Secretary Treasurer, Director of Communications, Fisheries Scientist, HR Manager, Coordinator, Solicitor/IRO Director, Inshore Director and Controller.

11. United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) Local 9508 And eTeam Incorporated

Bargaining Unit

A unit of employees of eTeam Incorporated comprising all full-time, regular part-time, and casual employees of eTeam Incorporated, working for the Emergency Response Team at the Long Harbour Nickel Processing Plant, save and except non-working supervisors and those above the rank of non-working supervisor.

12. International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local 764 And Avalon Rebar Inc.

Bargaining Unit

A unit of employees of Avalon Rebar Inc. comprising all Ironworkers and Ironworker Apprentices working for the Employer in the Province of Newfoundland and Labrador, save and except superintendents and those above the rank of superintendent.