



Labour Relations Board

**Annual Report
2024-25**

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Message from the Chairperson

I am pleased to present the annual report of the Labour Relations Board (the Board) for 2024-25. This report was prepared in accordance with the **Transparency and Accountability Act** as a category three entity. My signature below is indicative of the entire Board's accountability for the actual results reported.

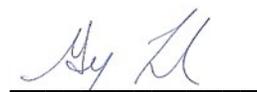
The Board is an independent, specialized, quasi-judicial body, which plays a central role in contributing to and promoting harmonious labour relations in the province. The Board's primary objectives include fair and efficient processing of applications and rendering decisions which are clear, consistent, and in accordance with sound legal principles.

As of March 31, 2025, the Board consisted of a Chairperson, four Vice-Chairpersons, regular, and alternate Board members. The Board has representation of both employers and employees. Customarily, the Board schedules monthly panel meetings, with other meetings held as needed. The Board reviews and considers various types of applications, including applications for certification, unfair labour practice complaints, and complaints with respect to 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, the Board will decide matters based on the affidavit evidence provided, submissions of parties and the investigation reports of its Board Officers. The Board often conducts a hearing before making a final decision.

It is essential to the Board's role that files are processed in a timely manner. The Board continues to make significant improvements in the processing of Applications. All Applications for Certification are up to date and have either been referred to a Hearing, are with the parties for next steps, or are new and have not had all filings completed.

Further information about the Board can be found on its [website](#). This includes a searchable database of the Board's reasons for decisions as well as copies of its policy circulars, forms, and publications.

Thank you.



Gregory A. French, K.C.
Chairperson

Public Body Overview

Introduction

The Labour Relations Board (the 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 **Act**). The Board is composed 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.

Lines of Business

The legislation confers on the Board, authority over many aspects of labour relations. These include but are not limited to:

- the certification of unions to represent employees;
- the revocation of certification upon application by interested parties 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 has responsibilities under the **Canada-Newfoundland and Labrador Atlantic Accord Implementation Newfoundland and Labrador Act** with respect to the determination of reprisal complaints. The Board has exclusive authority to exercise the power conferred upon it in the **Act** in relation to determining questions of fact or law that come before it. It also has the power to reconsider any of its decisions and a privative clause in the **Act** limits the scope of judicial review. 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, or referrals made pursuant to the legislation and the mediation of differences in attempts to limit the extent and need for formal adjudication and to reinforce the ability of the parties to resolve their own disputes. The Board also provides education of the provinces' labour relations community in the interpretation of the legislation, the Board's rules, policies and procedures.

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 of the Board

In 2024-25, 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 (two males, four females). The Board's financial statement is attached as Appendix A.

The Board's offices are located on the fifth floor of the Beothuck Building, 20 Crosbie Place, St. John's, with hearings held in St. John's and throughout the province. The mailing address for the Labour Relations Board is P.O. Box 8700, St. John's, NL, A1B 4J6. Telephone (709) 729-2707; Fax (709) 729-5738. The email address is lrb@gov.nl.ca.

Statistical Snapshot

During 2024-25, there were 64 new applications filed with the Board and 54 applications were carried forward from the previous years. The Board considered 59 applications during the period, which culminated in the issuance of 104 Orders of the Board. A total of 59 of the applications considered were finalized. There were 34 applications finalized that were carried forward to 2024-25. There were 26 representation votes conducted in applications for certification and two votes conducted in relation to termination of bargaining rights applications, with 1,478 individuals eligible to vote in the elections. The Board held meetings and hearings over 106 days. Twenty matters were referred to hearings.

Biographical information on Board members is contained in Appendix B. For a listing of the Reasons for Decision issued by the Board in 2024-25, please see Appendix C. A listing of the applications which were the subject of judicial review can be found in Appendix D. Descriptions of bargaining units certified by the Board in 2024-25 are shown in Appendix E. All Board decisions dating from 1975 have been made 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; the Chair, Vice-Chairs, and members of the Board fulfill the adjudicative function. There are five main issues assessed as an indication of the efficacy of the Board. These include processing applications, considering applications, communicating results and orders, circulating publications, and enhancing information management practices.

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, 2025, the Labour Relations Board will have initiated the processing of all applications filed with the Board.

Indicators	2024-25
Number of applications received	64
Number of applications in process	38
Number of applications completed	26

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

In addition to those applications processed, which the Board received during the reporting period, the Board also processed and completed 34 other applications during 2024-25 that were 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 hearings, or defer the matter pending receipt of additional information.

Objective 2: By March 31, 2025, the Labour Relations Board will have considered all processed applications which are put before the Board at its meetings.

Indicators	2024-25
Number of orders made by the Board at its meetings	104
Number of applications referred to the hearing process	20
Number of hearings scheduled	12
Number of applications considered	59
Number of considered applications deferred	0

All processed applications were considered by the Board. The Board considered and finalized 59 matters in the reporting period. Twenty-five of these were received in 2024-25 and 34 were carried forward from previous years. There were eight hearings scheduled beyond the end of 2024-25.

In some matters, more than one order was made. There were 26 orders issued by the Board at its regular meetings and the Board issued 69 orders in relation to applications referred to panels of the Board for consideration or applications dealt with by the Chair or Vice-Chair alone. The Board also issued nine orders, in relation to applications, which was referred to a hearing, for a total of 104 orders.

When the Board refers matters to the hearing process and schedules hearings, the hearings may take place during the same reporting year or at a later date. In some cases, a hearing may involve several matters. There were six matters received and referred to the hearing process and scheduled for hearings during the 2024-25 reporting period.

Issue 3: Communicating Results of Decisions and Orders

Decisions of the Board could impact future applications to the Board. The availability of the Board’s decisions allows for the use of the information in future applications.

Objective 3: By March 31, 2025, the Labour Relations Board will have communicated the results of decisions and orders relevant to parties.

Indicators	2024-25
Number of orders issued and number communicated to parties	104
Number of reasons for decision issued and communicated to parties	16
Number of reasons for decision uploaded to the Board's Internet-based decision system	11

There were a total of 104 orders issued by the Board in 2024-25 and all were communicated to the parties. Reasons for decision are issued by the Board when requested by one of the parties to the application or where hearings have been conducted into an application. The Board can also write reasons where it determines appropriate. A total of 16 reasons for decision were issued by the Board in relation to 21 matters and were communicated to the affected parties. There were 11 reasons for decision uploaded to the Board's [Internet-based decision system](#). Six decisions were issued in a matter where a hearing was conducted and 10 were issued as a result of requests from one of the affected parties (see Appendix C – Reasons for Decision).

The communication and circulation of decisions and publications through the Board's searchable decision system and website ensures that the public and the parties appearing before the Board have ready access to the Board's policies and decisions.

Issue 4: Circulating Publications

The circulation of publications allows the Board to educate and inform the labour relations community as to current practices and procedural changes.

Objective 4: By March 31, 2025, the Labour Relations Board will have circulated necessary publications related to Board processes and procedures.

Indicators	2024-25
Number of reports, information bulletins and policy circulars distributed	1

The Board fulfilled its mandate through the resolution of labour relations matters and by educating the labour relations community and workers generally 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.

The Board continued its efforts to educate the labour relations community on its various processes. The Board engaged with stakeholders with respect to ways to improve voting processes and has implemented online voting as an option.

The Board continues to develop and maintain numerous information bulletins and policy circulars on its website. These documents describe the numerous types of applications which the Board is responsible for dealing with and explain the Board's procedures for handling such applications and complaints, reflecting the current procedures and policies of the Board. The Board also posts its Annual Report to its website on an annual basis.

Total New Applications Filed in 2024-25

Labour Relations Act	
Applications for Certification	28
Applications for Revocation of Certification	2
Termination of Bargaining Rights	0
Unfair Labour Practices	11
Duty of Fair Representation	8
Successorship/Transfer of Business	1
Common Employer	1
Reconsideration of Decision	5
Amendment of Bargaining Unit	1
First Collective Agreement	0
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	0
Review of Labour Standards Determination	1
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
Public Service Collective Bargaining Act	
Duty of Fair Representation	3
Designation of essential employees	0
Application for Certification	0
Amendment of bargaining unit	0
Reconsideration of decision	0
Fishing Industry Collective Bargaining Act	
Application for Certification	0
Whether an organization is a trade union	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	64

Highlights, Opportunities, and Challenges

As outlined herein, the Board received 64 applications in the 2024-25 reporting year. This is a decrease from the 94 applications received during the previous reporting year.

The Board continues to increase its engagement with stakeholders including regular Board-Bar Liaison meetings and interactions with labour and employer representatives.

The Board continues to review its processes and structure with the view to improving its services. The Board is regularly looking for opportunities to provide better service to the Labour Relations community.

The Board has faced challenges with staffing, and ensuring there is enough resources in the office to conduct work in a timely and effective matter.

Appendix A - Financial Statement

The following information is for the fiscal year April 1, 2024 to March 31, 2025.

Labour Relations Board
Statement of Expenditure and Related Revenue
Unaudited
For the Year Ended March 31, 2025

Activity – 5.1.01	Actual \$	Amended \$	Original \$
Salaries	630,086	630,300	658,800
<i>Employee Benefits</i>	0	4,200	4,200
<i>Transportation and Communications</i>	9,717	15,400	15,400
<i>Supplies</i>	3,223	5,800	5,800
<i>Professional Services</i>	112,532	101,200	72,700
<i>Purchased Services</i>	7,621	10,200	10,200
<i>Property, Furnishings and Equipment</i>	0	700	700
Operating Accounts	133,093	137,500	109,000
Total: Labour Relations Board	763,179	767,800	767,800

Note: Budgets and expenditures reflect year-end actuals at March 31, 2025. 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, 2025. The Report has not been produced yet and the numbers have not been verified.

Appendix B – Members of the Board

Between April 1, 2024 to March 31, 2025, the Board consisted of the following members:

Greg French, K.C., Chairperson

Mr. French graduated from Dalhousie University with a Bachelor of Commerce (Hons) Co-op, a law degree from the University of New Brunswick, and a Master of Laws from the University of Toronto. Prior to his appointment, he was the Chair of the Teachers' Certification Panel, the Chief Adjudicator with the RNC Adjudication Panel, and a Board member of the Legal Aid Commission.

Mr. French has extensive experience in labour and employment matters and most recently operated his own firm. He also has experience as in-house counsel having worked at Memorial University. He started his career at Curtis, Dawe.

Mr. French is a serving officer in the Canadian Armed Forces (Primary Reserve). He was appointed Chairperson of the Labour Relations Board on March 9, 2022, for a five-year term.

Vivian Arenillas, Vice-Chairperson

After several years in private practice as a lawyer, Vivian Arenillas spent thirteen years as a labour relations professional in the public and private sector. Ms. Arenillas has worked for both management and a union, having first worked for the Newfoundland and Labrador Health Boards Association providing labour relations advice to management of the four (as there were at the time) Regional Health Authorities, and then for the Canadian Merchant Service Guild, a union representing ships' Officers in the marine industry. During that time, she was the lead negotiator for twelve collective agreements, including several first agreements, and served as an advisor on the negotiating committees for many more. She has either advised on or presented at a wide variety of arbitrations and Labour Board matters and other federal and provincial administrative tribunals. Ms. Arenillas holds a Bachelor of Commerce (Co-op) and a Bachelor of Arts (Sociology and Anthropology) from Memorial University, and a Bachelor of Laws from Dalhousie University.

Ms. Arenillas was appointed to the Labour Relations Board as Vice-Chairperson on March 7, 2022 for a five-year term.

W. John Clarke, K.C., Vice-Chairperson

Mr. Clarke is a lawyer admitted to the bar in 1979, and has been involved in the area of dispute resolution since 1979 when he first became a trainee with the Labour Management Co-operation Committee, a self-regulating body which set qualification standards for labour arbitrators and maintained the listing of qualified arbitrators in the province of Newfoundland and Labrador. He was first admitted to the list in 1984 when he first served as Vice-Chair of the provincial Labour Relations Board and Chair of its Construction Panel. He has been an active labour arbitrator within and outside the province since then. He has been a member of the panel of Labour Adjudicators maintained by the Federal Department of Labour. He has been appointed in several hundred labour cases. He has served as a member of the Canadian Motor Vehicle Arbitration Plan (CAMVAP).

In 1994, Mr. Clarke began academic training as a mediator attending theoretical training in Toronto, ON, and St. John's, NL as well as practical training in Victoria and Vancouver, BC and St. John's, NL. In October, 2006, Mr. Clarke attended specialized workplace mediation training in Los Angeles, California. He has taken a Life Time Learning course in Facilitation at Memorial University of Newfoundland and has attended the Harvard University course on Mediation. He attended a week-long training program at Pepperdine University in Malibu, California in 2016. He has conducted several hundred mediations in personal injury, labour relations, estates, construction and commercial matters.

In addition to his dispute resolution career, Mr. Clarke has served as a director on the board of Directors of Cornerstone Capital Resources Inc., a publicly traded mineral exploration company listed on the TSX-V exchange in Toronto from 1996 to 2022. He also served on the Audit Committee and was Chair of the Governance and Compensation Committee of that corporation.

Mr. Clarke was a sole dispute resolution practitioner and was a principal in the Centre for Innovative Dispute Resolution which was a self-contained business arrangement devoted exclusively to the processes of dispute resolution as alternatives to the court structure in the province.

Chantelle MacDonald Newhook, K.C., Vice-Chairperson

Chantelle MacDonald Newhook, K.C., Q.Arb. is a senior member of the Law Society of Newfoundland and Labrador. Via her strictly neutral law practice, Chantelle offers both in-person and online dispute resolution services and hearings, including for labour, employment, health professions, sports, civil law matters and more. With over 30 years

of experience in law and business, Chantelle delivers practical and cost-effective outcomes for her clients.

As a part-time Vice-Chair of the Labour Relations Board in Newfoundland and Labrador, she continues her public service contribution.

Chantelle is an Alternative Dispute Resolution Institute of Canada (ADRIC) Qualified Arbitrator and is listed on the Newfoundland and Labrador Labour Management Arbitration Committee's Roster of Arbitrators. She is an International Mediation Institute (IMI) Qualified Mediator, having attained in the UK, where mediation is a regulated profession, the highest available level of interpersonal mediation accreditation from UK Mediation and AIM Qualification and Assessment Group.

Chantelle also holds Osgoode Hall Law School's Advanced Workplace Investigations certificate and an Indigenous Canada Certificate from the University of Alberta. Chantelle is passionate about helping individuals and organizations resolve their disputes fairly, quickly, and cost-effectively.

Chris Peddigrew, K.C., Vice-Chairperson

Chris Peddigrew, graduated from Memorial University of Newfoundland with a Bachelor of Commerce (Co-operative) Honours degree in 1999, and in 2003 graduated from Dalhousie University Schulich School of Law. In 2004, Chris was called to the Bar in this Province and became a member of the Law Society of Newfoundland and Labrador. Since that time, Chris has been in private practice, currently as a partner in the firm Peddigrew Wade. Chris' practice is focused primarily in the areas of labour and employment law and alternative dispute resolution, including mediation and arbitration. Chris is also an arbitrator on the provincial roster of labour arbitrators. In addition to his labour and employment work, Chris also practices in the areas of personal injury, business law, administrative law, residential and commercial real estate transactions, and general litigation.

Chris has volunteered with a number of community organizations over the years and is currently Chair of the Board of the St. Patrick's Mercy Home Foundation and provincial Branch Chair of the Canadian Bar Association's Alternative Dispute Resolution section.

On March 5, 2018, Chris was appointed Vice-Chairperson of the Labour Relations Board.

David Hammond, Employee Representative (Regular)

With over 17 years of experience as a Chartered Professional in Human Resources within the provincial healthcare system, David Hammond brings a wealth of expertise in the field

of Human Resources. Beginning his career as a Human Resources Consultant with Eastern Health, he established a strong foundation for his professional journey. Progressing to the role of Labour Relations Officer for the Registered Nurses' Union of Newfoundland and Labrador, David demonstrated exemplary leadership, culminating in his appointment as Executive Director in December 2023. His academic qualifications include an undergraduate degree in Business Administration and a Master's in Employment Relations from Memorial University of Newfoundland and Labrador.

David's proficiency in human resources is comprehensive, spanning crucial domains such as recruitment, labour relations, and disability case management. Additionally, David has dedicated over 26 years to service as a Primary Reservist with the Canadian Armed Forces, where he currently serves as Deputy Commanding Officer with First Battalion, the Royal Newfoundland Regiment. David's commitment to public service extends to his appointment to the Labour Relations Board in December 2023, where he serves as a regular employee representative for a two-year term.

Sean Noah, Employee Representative (Regular)

Sean Noah has 30 years experience in the education system of our province, having been a teacher and administrator in Eastern, Central and Labrador School Districts. He is both a former President of the Newfoundland and Labrador Teachers' Association (NLTA) and a Vice-President of the Canadian Teachers' Federation (CTF). As CTF Vice-President, he worked with Board members promoting policies that would improve access to the teaching profession, including fair labour practices and recognition procedures for foreign teaching credentials and work experience. He also served as the Atlantic Canadian Representative on the CTF Board of Trustees for several years, assessing the efficacy of teaching projects in developing countries sponsored by CTF.

Mr. Noah has varied experience in collective bargaining, pension investment and group insurance services. He has chaired provincial committees in these and other areas, including school administration, teacher allocation and membership benefits and services. At the national level, he has chaired work focusing on the protection of human rights for children, as well as the promotion of diversity and equity in education. Mr. Noah was appointed to the Labour Relations Board in 2017 as an employee representative. He was subsequently reappointed to the Board in 2019, 2021 and 2023, participating in the adjudication of hundreds of labour relations cases throughout Newfoundland and Labrador. He holds Bachelor degrees in Arts and Education, as well as a Master's in Teaching from Memorial University of Newfoundland.

Dermot Cain, Employee Representative (Alternate)

Dermot Cain was born in Riverhead, Hr. Grace, but currently resides in Colliers, NL. Mr. Cain presently serves as Principal for Mid-Atlantic Project Solutions and JMDS Ventures Inc.

Previously, Mr. Cain served as a Senior Advisor to the Project Director for Kiewit-Kvaerner Contractors, Hebron Project, Newfoundland and Labrador from 2013-2016. Prior to this, Mr. Cain held several Senior Positions with the International Union of Operating Engineers (IUOE) starting from 2003-2004 as International Representative, and from 2004-2010 as Canadian Director. Prior to his appointment with IUOE in November 2003, he served as President and Business Manager of IUOE Local 904 Newfoundland and Labrador for twenty-three years where he has been a member for over fifty years.

In addition to his work outlined above, Dermot Cain also served as a Board and/or Executive Member of many federal and provincial organizations, including: Board of Directors of the Construction Sector Council for Canada (CSC), Board of Directors of the Environmental Careers Organization (ECO Canada), Board of Directors for the International Foundation of Employee Benefits (Canadian Board), Vice President of Canadian Federation of Labour, President of the Newfoundland and Labrador Building and Construction Trades Council and Councilor for the Town of Colliers, NL, to name a few.

Prior to working full-time with the organizations and industries above, Dermot Cain, after completing his apprenticeship for Heavy Equipment Technician, worked extensively in the mining, oil and gas, construction and industrial service industries across Canada as a maintenance technician, maintenance supervisor and master mechanic. He was appointed to the Labour Relations Board as an Alternate Employee Representative on July 22, 2021.

Randy Clarke, Employee Representative (Alternate)

Randy Clarke of Petty Harbour, graduated in 2004 with a Bachelor of Commerce (BCOMM). He also attended Memorial University, graduating with a Master of Employment Relations (MER) in 2014. Beyond degrees, Mr. Clarke holds executive certifications in Change Management, Conflict Management, and is a Qualified Mediator with a Q.MED designation from the ADR Institute of Canada (ADRIC). He also has served on the Board of Directors for the ADR Atlantic Institute (ADRAI).

Mr. Clarke has over 16 years' experience working within unionized environments and practicing Labour Relations. He is currently employed as a Labour Relations Officer for one of the largest provincial unions in Newfoundland and Labrador, and has served as Local Shop Steward, Local Vice-President and Local President of his NAPE Local 7018

over the past 6 years. He has also participated in multiple rounds of bargaining for unionized members in his various capacities. Mr. Clarke has also worked as a consultant / provider of alternate dispute resolution (ADR) services (e.g. mediation, coaching and conflict resolution).

Mr. Clarke was appointed to the Labour Relations Board in November 2024 for a two-year term as an alternate employee representative

Christina R. Kennedy, Employee Representative (Alternate)

Christina R. Kennedy graduated from Memorial University in 1998 with a Bachelor of Arts (Hons). She attended both the University of New Brunswick and the University of Toronto for law school, graduating with a Bachelor of Laws in 2004. Ms. Kennedy is called to the Bar in Ontario and Newfoundland & Labrador and regularly practices in both provinces.

Ms. Kennedy worked at the Newfoundland & Labrador Association of Public and Private Employees (NAPE) from 2006-2023 where she practiced in all aspects of labour law, primarily as a litigator. In 2023, Ms. Kennedy moved to the Air Line Pilots Association, International ("ALPA") as Senior Labour Relations Counsel. Ms. Kennedy is also Legal Counsel for Memorial University of Newfoundland Faculty Association (MUNFA).

Ms. Kennedy was first appointed to the Labour Relations Board as a regular employee representative on June 30, 2017 for a two-year term and was reappointed for another two-year term on June 30, 2019. Ms. Kennedy was reappointed again on July 22, 2021 for another two-year term.

Sharon King, Employee Representative (Alternate)

Ms. King began her career in the Social Work Dept. at the Waterford Hospital in 1974. She became involved in her Local Union NAPE shortly after and her advocacy grew as she held various Local Executive positions. In 1979, Ms. King accepted a job at NAPE Head Office where she worked in various staff positions over the course of 6 years. During that time Ms. King attended the many educational sessions offered by her union, from leadership training to grievance handling.

In 1988 Ms. King accepted a position with the Association of Allied Health Professionals and in 1990 advanced to the position of Executive Director. This position entailed overseeing the operations of the union for some 1200 health professionals province wide including organizing, grievance and arbitration on behalf of members, representing members during changes to health boards. She also served as Chief Negotiator for the union until her retirement in 2013.

Following her retirement, after almost forty years in the labour movement, she continues with volunteer work in her community, artistic exploration, travelling and RVing. She looks

forward to acting as an alternate on the Labour Relations Board and is honored to be offered this position.

James Martin, Employee Representative (Alternate)

James Martin is a Red Seal Electrician (RSE) and has been involved in the construction industry in Newfoundland and Labrador for more than 20 years. Mr. Martin joined the International Brotherhood of Electrical workers (IBEW) in 2010, and has worked on some of the largest most complex projects in North America.

He served as Treasurer for the IBEW Local 2330 Executive board from 2018 through 2022, when he was elected Business Manager / Financial Secretary. He currently holds this position and represents 1200 unionized electricians in Newfoundland & Labrador.

Mr. Martin serves on the Executive board of TradesNL: NL's Building and Construction Trades Council, which promotes and coordinates the interests of 14 building and construction trades unions and their international affiliates operating in the province of Newfoundland and Labrador, is on the Board of Directors on the TradesNL Member Addiction and Rehabilitation Program and Member & Family Assistance Program, and currently serves as a trustee on the IBEW Local 1620/2330 Health & Welfare trusts.

Mr. Martin is dedicated to continuous professional learning, and is currently enrolled in the Labour Studies program at McMasters University.

Janis Byrne, K.C. Employer Representative (Regular)

Janis Byrne has extensive experience as a lawyer and corporate director, working with diverse organizations in the public, private, and non-profit sectors.

She is the former Executive Vice President-Legal of Pennecon Limited, a position she held for 23 years until her retirement in 2022. During her tenure with Pennecon, Ms. Byrne worked with both the Penney Group and Pennecon Limited during a period of exponential growth, advising companies in various sectors including construction, energy, marine, shipping, real estate, seafood processing, concrete and ready-mix, and auto dealerships. In March 2024, Ms. Byrne joined Cox & Palmer, a full service Atlantic Canadian law firm, as Counsel.

Ms. Byrne has served on numerous corporate boards, with over 25 years' experience in the governance of non-profit and for-profit boards. She currently sits as a Director of the Canada Infrastructure Bank, Growler Energy Inc., Atlantic Lottery Corporation, the Newfoundland and Labrador Liquor Corporation, and Canadian Manganese Company Inc. (Cboe: CDMN). She is a past Chair of the St. John's Board of Trade, and a past President of the Canadian Bar Association (NL Branch) and currently serves on the Board of Crohn's and Colitis Canada.

A graduate of Memorial University, Ms. Byrne also holds a Bachelor of Laws from the University of Windsor and a Bachelor of Civil Law from the University of Ottawa. She received the Institute of Corporate Directors Designation (ICD.D) in 2017 and an Environment, Social and Governance (ESG) certification from Competent Boards Canada in 2022. Ms. Byrne was appointed as Queen's (now King's) Counsel in 2020.

Roseanne Saturley, Employer Representative (Regular)

Roseanne Saturley's career has been in leadership roles in Human Resources and Labour Relations within the public sector. She achieved successful results on local, national and international levels in recruitment, collective bargaining, employee relations, classification and compensation programs, and training and development, among others. Roseanne has had the opportunity to work with diverse cultures and groups, across Canada and the Middle East, allowing her to extensively use her skills in dispute resolution and conflict management. Her employment has included NORDCO Limited, the Workers' Compensation Board (WorkplaceNL), the Canadian Broadcasting Corporation, and the College of the North Atlantic. One of her proudest accomplishments was the work she performed in establishing the Human Resources infrastructure for CNA's campus in Doha, Qatar.

Ms. Saturley graduated from Memorial University with a Bachelor of Arts focused on English Literature, Sociology and Business. She also completed extensive training related to Labour Relations throughout her career. Ms. Saturley was appointed to the Board as an alternate employer representative in 2018, and in 2019 Ms. Saturley was appointed as a Regular employer representative. She was re-appointed for further two-year terms in 2021 and 2023.

Gail Hickey, Employer Representative (Alternate)

Gail Hickey is an experienced professional in the mining, oil and energy industries, NGO and post-secondary education systems. Gail is the founding executive director of the Office to Advance Women Apprentices, and diversity lead for the construction phase of the ExxonMobil Hebron Topsides Project. In the latter role, she implemented change management models to enhance organizational culture and increase women's participation in the unionized construction industry. For her exemplary work, Ms. Hickey was awarded the Women of Distinction-Business Category for exceeding operator-set gender diversity goals on the Topsides project. Gail has extensive academic training in occupational health and safety through her graduate studies, her research focused on the organizational cultural and causal factors that contribute to workplace fatalities in non and unionized work environments. Additionally, she is certified in literacy training, conflict resolution and recently completed the Workplace Investigation Training through the University of New Brunswick. She also spends time as a volunteer bread baker at Brigdes to Hope.

Sean Kennedy, Employer Representative (Alternate)

Sean Kennedy is the General Manager of Molson Coors Beverage Company's Atlantic Canada Operations which includes leadership of breweries in St. John's, NL and Moncton, NB as well as distribution of Molson Coors' products in all 4 Atlantic provinces. A Memorial University, mechanical engineering graduate in 1997, Sean started his career as a Plant Engineer with British Petroleum Limited (BP) in their Edmonton, Alberta office that same year. In May of 1999, Sean switched focus to the manufacturing industry and started with Molson Coors Beverage Company in their Edmonton brewery where he held several roles of increasing complexity and was able to hone his skills in project management, unionized workforce leadership, collective agreement bargaining/administration and industrial relations.

While in Alberta, Sean completed his Master of Business Administration (MBA) and transferred back to his native Newfoundland and the St. John's brewery in 2008. Now in his 25th year with the company, Sean continues to thoroughly enjoy his supply chain responsibilities where he has the opportunity to further enhance labor relations activities through administration of collective agreements and a culture of workplace safety and compliance.

Sean maintains a strong passion for continuous improvement and lean manufacturing and has added Power Engineering and Lean Certifications to his resumé. Sean received his Supply Chain Management Professional designation in 2021 and has added a new skillset to help with the evolving global supply chain demands in a post-Covid world.

Sean is the Chair of the Provincial Advisory Board for the Canadian Manufacturers and Exporters (CME), just completed a 6-year stint as a member of the St. Patrick's Mercy Home Foundation Board of Directors and is the Past-Chair of the Elizabeth Park Elementary School Council. Originally from Mt. Pearl, Newfoundland, Sean now lives in Paradise, Newfoundland with his wife and two daughters.

Jacqueline Penney, K.C., Employer Representative (Alternate)

Ms. Penney is a lawyer and a practising member of the Law Society of Newfoundland and Labrador and the Nova Scotia Barristers' Society.

Since 2009, Ms. Penney has been Corporate Counsel for Marine Atlantic Inc. Ms. Penney practices primarily in the areas of corporate and commercial law, labour law, maritime law, insurance, pension law, and privacy law. Prior to 2009, Ms. Penney was a partner with the law firm McInnes Cooper in St. John's.

Since November 2017, Ms. Penney has served as a part-time member of the Transportation Appeal Tribunal of Canada. From January 2015 to December 2017, Ms. Penney acted as Chair of the Newfoundland and Labrador Legal Aid Commission. Ms. Penney is also a member of the Disciplinary Panel of the Law Society of Newfoundland and Labrador, the Disciplinary Panel of the Newfoundland and Labrador Dental Board,

the Chartered Professional Accountants Disciplinary Panel and the Royal Newfoundland Constabulary Public Complaints Commission Panel of Adjudicators.

Ms. Penney was first appointed to the Labour Relations Board as an alternate employer representative on May 14, 2013 for a two-year term. In 2017, 2019, and 2021 she was reappointed for a two-year term as a regular employer representative. As of 2023, Ms. Penney continues with the Board as an alternate employer representative.

Larry Pittman, Employer Representative (Alternate)

Larry Pittman, born and raised in St. John's, NL, is currently the owner and President of BlueSky Business Consulting. A 1985 graduate of Memorial University, he has significant work experience in Human Resources and Labour Relations. In 2009, he earned the professional designation of Certified Human Resources Professional (CHRP).

Mr. Pittman has provided human resources/labour relations services to two of the largest mining companies in the world (Vale - formerly Voisey's Bay Nickel and Anglo American/DeBeers Canada, Victor Diamond Mine). Larry was Human Resources/Labour Relations Manager at the Muskrat Falls Project (2014-15) for one of the prime contractors at the construction site, responsible for over 2500 employees.

Under the auspices of BlueSky Business Consulting Larry has provided support and advice for a municipality in Newfoundland and Labrador and a company under the federal jurisdiction and the Canada Labour Code during their collective bargaining process. Both organizations were successful and were able to get a new Collective Agreement without the use of a strike by the employees. The most recent set of negotiations were successfully conducted virtually (due to the COVID-19 pandemic) through the assistance of an Arbitrator and believed to be one of the first ever to do so in Canada.

Mr. Pittman is immensely proud to have served his country, as a uniformed military reserve officer at the military base in Happy Valley-Goose Bay, Labrador, Canada, for a three-year posting in the early 1990s.

One of his most rewarding moments was providing support on September 11, 2001. As Chief Executive Officer of the Goose Bay Airport Corporation, Larry was responsible for all civil aviation including the landing requirements for an anticipated 80 aircrafts and managing the processing and housing of some 1,000 stranded passengers and aircrew. Labour Relations Board Annual Report 2021-22 17 Mr. Pittman was appointed to the Labour Relations Board as an alternate employer representative on June 30, 2017 for a two-year term and was reappointed again in 2019 and 2022.

Appendix C – Reasons for Decision

The following is a list of Reasons for Decision issued by the Board in the 2024-25 fiscal year showing the file name, date issued, file number, the Chair or Vice-Chair writing the Reasons for Decision on behalf of the Board, or panel of the Board and the person writing a Dissent, if any.

Reasons for Decision are issued by the Board only when requested by one of the parties to the application or where a hearing has been conducted into the application. Reasons for Decision are uploaded to the Board's [Internet-based decision system](#) and can be searched by entering the labour relations file number (for example: LRB File 5914 as noted below).

1. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 130 of the Act affecting Kathy Kearsey Dollmaier and Canadian Union of Public Employees, Local 1289 and City of St. John's** dated 24 April 2024 [2024] L.R.B.D. No. 5 (LRB File 5945) (Chair W. John Clarke, K.C.)
2. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 36 of the Act affecting International Brotherhood of Electrical Workers, Local 1620 and Newfoundland Power Inc.** dated 26 August 2024 [2024] L.R.B.D. No. 6 (LRB File 6012) (Chair Gregory A. French, K.C.)
3. **In the matter of the Public Service Collective Bargaining Act, R.S.N.L. 1990, c P-42, as amended, and a complaint pursuant to section 43 of the Act affecting Stephen Dyke and Newfoundland and Labrador Association of Public and Private Employees and His Majesty the King in Right of Newfoundland and Labrador (Represented by the Treasury Board)** dated 28 August 2024 [2024] L.R.B.D. No. 7 (LRB File 6013) (Chair Gregory A. French, K.C.)
4. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 130 of the Act affecting Salvatore Anastasi and Newfoundland and Labrador Association of Public and Private Employees and Memorial University of Newfoundland** dated 29 August 2024 [2024] L.R.B.D. No. 8 (LRB File 6037) (Chair Gregory A. French, K.C.)
5. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 19 of the Act affecting Dr. Anton Oleynik and Memorial University of Newfoundland Faculty Association and Memorial University of Newfoundland** dated 4 September 2024 [2024] L.R.B.D. No. 9 (LRB File 6023) (Chair Chantelle MacDonald Newhook, K.C., Q. Arb.)

6. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 36 of the Act affecting Fish, Food and Allied Workers – Unifor and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 9508 and D.F. Barnes Industrial Limited and United Brotherhood of Carpenters and Joiners of America, Local 585 and Vale Newfoundland and Labrador Limited** dated 18 October 2024 [2024] L.R.B.D. No. 10 (LRB File 6047/6048) (Chair Chantelle MacDonald Newhook, K.C., Q. Arb.)
7. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 130 Kenneth Green and Fish, Food and Allied Workers Union and Beothic Fish Processors Limited** dated 6 November 2024 [2024] L.R.B.D. No. 11 (LRB File 6041) (Chair Chantelle MacDonald Newhook, K.C., Q. Arb.)
8. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 36 of the Act affecting International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local Union 765 and Grey Rock Services Inc.** dated 13 December 2024 [2025] L.R.B.D. No. 12 (LRB File 5832) (Chair W. John Clarke, K.C.)
9. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 36 of the Act affecting United Brotherhood of Carpenters and Joiners of America, Local 579 and Grey Rock Services Inc.** dated 13 December 2024 [2025] L.R.B.D. No. 13 (LRB File 5833) (Chair W. John Clarke, K.C.)
10. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 36 of the Act affecting International Union of Bricklayers and Allied Craftworkers, Local 1 Newfoundland and Grey Rock Services Inc.** dated 13 December 2024 [2025] L.R.B.D. No. 14 (LRB File 5848) (Chair W. John Clarke, K.C.)
11. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 130 affecting Brian Abbott and Canadian Union of Public Employees, Local 1279 and City of St. John’s** dated 23 December 2024 [2025] L.R.B.D. No. 15 (LRB File 6062) (Chair Gregory A. French, K.C.)
12. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 19 affecting Kathy Dollmaier and Canadian Union of Public Employees, Local 1279 and City of St. John’s** dated 10 January 2025 L.R.B.D. No. 1 (LRB File 6062) (Chair W. John Clarke, K.C.)

13. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 122 and 51 of the Act affecting Justin Schlarbaum and International Union of Operating Engineers, Local 904 and Toromont CAT, a Division of Toromont Industries Ltd.. L.R.B.D. No. 2** dated 1 January 2025 L.R.B.D. No. 15 (LRB Files 6030/6038/6045) (Chair Gregory A. French, K.C.)
14. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 36 affecting United Brotherhood of Carpenters and Joiners of America, Local 579 and International Union of Bricklayers and Allied Craft Workers Local 1 and Construction General Labourers, Rock & Tunnel Workers, Local 1208 and Brook Construction (2007) INC.** dated 3 March 2025 L.R.B.D. No. 3 (LRB Files 6005/6060/6088) (Chair W. John Clarke, K.C.)
15. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 19(2) of the Act affecting Dr. Anton Oleynik and Memorial University of Newfoundland Faculty Association and Memorial University of Newfoundland** dated 3 March 2025 L.R.B.D. No. 4 (LRB File 6024) (Chair W. John Clarke, K.C.)
16. **In the matter of the Labour Relations Act, R.S.N.L 1990, c. L-1, as amended, and an application pursuant to Section 19(2) of the Act affecting Dr. Anton Oleynik and Memorial University of Newfoundland Faculty Association and Memorial University of Newfoundland** dated 3 March 2025 L.R.B.D. No. 5 (LRB File 6025) (Chair W. John Clarke, K.C.)

Appendix D – Judicial Review

These are applications to the court with respect to decisions of the Board.

Activity on 2024-25 Matters and Prior

The following are court cases decided in 2024-25, which reviewed decisions or proceedings of the Board.

1. **United Brotherhood of Carpenters and Joiners of America, Local 585 v. Driver’s Industrial Installations Ltd. v. Labour Relations Board v. Fish, Food and Allied Workers – Unifor (FFAW-Unifor) v. Vale Newfoundland and Labrador Ltd. (2023 01G 3324)** [LRB File 5900 and 5901; Reconsideration Decision – LRB File 5946].
2. **Anton Oleynik v. Memorial University of Newfoundland Faculty Association (MUNFA) v. Memorial University of Newfoundland (MUN) v. Labour Relations Board.**
3. **Association of Allied Health Professionals v. Eastern Health Integrated Health Authority (2022 01H)** [LRB File 5614].

Cases Outstanding

The following applications were before the Court at the end of 2024-25:

1. **Paladin Security Group Ltd. v. Construction General Labourers, Rock & Tunnel Workers, Local 1208 v. Labour Relations Board (2023 01G 3257)** [LRB File 5929].
2. ***Anton Oleynik v. Labour Relations Board v. Memorial University of Newfoundland Faculty Association (MUNFA) v. Memorial University of Newfoundland (MUN) (2022 01G 1567)*** [LRB File 5809].
 - a. This matter is subject to an appeal proceeding (2023 01H 0013).
3. ***Mark Walsh against Newfoundland and Labrador Association of Public and Private Employees (NAPE), v. His Majesty the King in right of Newfoundland and Labrador, Department of Transportation and Infrastructure v. Labour Relations Board (2024 01G 4119)***

4. ***Anton Oleynik (Appellant) v. Labour Relations Board v. Memorial University of Newfoundland Faculty Association v. Memorial University of Newfoundland (2024 01H 0059).***
5. ***Salvatore Anastasi v. Labour Relations Board, NAPE v. Memorial University, as Respondents (2024 01G 4593).***
6. ***International Union of Bricklayers and Allied Craftworkers, Local 1 Newfoundland v. Grey Rock Services Inc. (2025 01G 0366).***
7. ***International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local 764 v. Grey Rock Services Inc. v. Labour Relations Board (2025 01G 1205).***

Appendix E – Bargaining Units

Certification Orders Issued in 2024-25

Labour Relations Act

1. United Brotherhood of Carpenters and Joiners of America, Local 579 and Grey Rock Services Inc. Respondent

Bargaining Unit

A unit of employees of Grey Rock Services Inc. comprising all working carpenter foreperson, carpenters, carpenter apprentices, scaffolders, and scaffolder apprentices working for Grey Rock Services Inc. in Newfoundland and Labrador at the Grey Rock Services Inc. site in Voisey's Bay save and except Supervisors.

2. Newfoundland and Labrador Association of Public and Private Employees and Town of Old Perlican (Ambulance Services Inc.)

Bargaining Unit

A unit of employees of Town of Old Perlican (Ambulance Services Inc.) comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

3. Newfoundland and Labrador Association of Public and Private Employees and Town of La Scie Ambulance Inc.

Bargaining Unit

A unit of employees of Town of La Scie Ambulance Inc. comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

4. Newfoundland and Labrador Association of Public and Private Employees and North Shore Central Ambulance Service Co-Op Ltd.

Bargaining Unit

A unit of employees of North Shore Central Ambulance Service Co-Op Ltd. comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

5. Newfoundland and Labrador Association of Public and Private Employees and Daniel's Harbour Community Ambulance Inc. (DHCAI)

Bargaining Unit

A unit of employees of Daniel's Harbour Community Ambulance Inc. (DHCAI) comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

6. Newfoundland and Labrador Association of Public and Private Employees and Jackson's Arm Ambulance Service Inc.

Bargaining Unit

A unit of employees of Jackson's Arm Ambulance Service Inc. comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

7. Newfoundland and Labrador Association of Public and Private Employees and Cow Head Ambulance Inc.

Bargaining Unit

A unit of employees of Cow Head Ambulance Inc. comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

8. Newfoundland and Labrador Association of Public and Private Employees and Robert's Arm Ambulance Services Inc.

Bargaining Unit

A unit of employees of Robert's Arm Ambulance Services Inc. comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

9. Newfoundland and Labrador Association of Public and Private Employees and Triton Ambulance (Town of Triton)

Bargaining Unit

A unit of employees of Triton Ambulance (Town of Triton) comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

10. Newfoundland and Labrador Association of Public and Private Employees and Association of Allied Health Professionals (AAHP)

Bargaining Unit

A unit of employees of Association of Allied Health Professionals (AAHP) comprising all employees save and except the Executive Director.

11. Newfoundland and Labrador Association of Public and Private Employees and St. Lunaire-Griquet Ambulance Service

Bargaining Unit

A unit of employees of St. Lunaire-Griquet Ambulance Service comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

12. Newfoundland and Labrador Association of Public and Private Employees and Heart's Delight-Islington Ambulance Service Inc.

Bargaining Unit

A unit of employees of Heart's Delight-Islington Ambulance Service Inc. comprising all employees save and except non-working supervisors and those above the rank of non-working supervisor.

13. Newfoundland and Labrador Association of Public and Private Employees and Brink's Canada Ltd.

Bargaining Unit

A unit of employees of Brink's Canada Ltd. comprising Armed Guards in Port au Port area, except Supervisors and those above the rank of Supervisor.

14. International Brotherhood of Electrical Workers, Local 1620 and Town of Port au Port East

Bargaining Unit

A unit of employees of Town of Port au Port East comprising all employees working as Water Operators, Maintenance Workers and Administration, save and except those who exercise managerial functions.

15. Transport and Allied Workers, Local Union 855, Affiliated with the International Brotherhood of Teamsters and Town of Twillingate

Bargaining Unit

A unit of employees of Town of Twillingate comprising all employees working as outside, maintenance and arena workers, save and except office staff, supervisor and those above the rank of supervisor.

16. International Association of Bridge, Structural, Ornamental and Reinforcing 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.

17. International Brotherhood of Electrical Workers, Local 1620 and Town of Brigus

Bargaining Unit

A unit of employees of Town of Brigus comprising all employees save and except those who exercise managerial functions.

18. Newfoundland General Workers Association and East Coast Mining Ltd.

Bargaining Unit

A unit of employees of East Coast Mining Ltd. comprising all employees save and except managers, non-working supervisors, and those above the rank of non-working supervisor.

19. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of United States and Canada, Local 740 and Gisborne Industrial Construction Ltd.

Bargaining Unit

A unit of employees of Gisborne Industrial Construction Ltd. comprising all plumbers, pipefitters, instrumentation pipefitters, sprinklers fitters, welders, and the apprentices to those trades working for the Employer in the Province of Newfoundland and Labrador, save and except superintendents and those above the rank of superintendent.

20. International Brotherhood of Electrical Workers, Local 2330 and Gold Star Electrical Ltd.

Bargaining Unit

A unit of employees of Gold Star Electrical Ltd. comprising all Electricians and Electrician Apprentices in the Province of Newfoundland and Labrador, save and except Superintendents and those above the rank of Superintendent.

21. United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 9508 and Vale Newfoundland and Labrador Limited

Bargaining Unit

A unit of employees of Vale Newfoundland and Labrador Limited comprising all employees employed in the position of Processing Plant Technician at the Long Harbour Processing Plant in Long Harbour, Newfoundland and Labrador, save and except Coaches, Students, Supervisors, and those above the rank of Coach/Supervisor.

22. International Brotherhood of Electrical Workers, Local 2330 and Ganotec Inc.

Bargaining Unit

All electricians and electrician apprentices working for the Employer in the province of Newfoundland and Labrador, save and except Superintendents and those above the rank of Superintendent.