



Labour Relations Board

**Annual Report
2023-24**

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Message from the Chairperson

I am pleased to present the annual report of the Labour Relations Board (the Board) for 2023-24. 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.

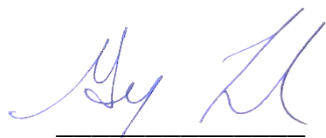
The Board is an independent, specialized, quasi-judicial body, which plays a central role in contributing to and promoting harmonious labour relations in the province. The Board's primary objectives include fair and efficient processing of applications and rendering decisions which are clear, consistent,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

As of March 31, 2024, 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 has made 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.

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 (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.

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.

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 2023-24, 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 2023-24, there were 94 new applications filed with the Board and 36 applications were carried forward from the previous years. The Board considered 78 applications during the period, which culminated in the issuance of 113 Orders of the Board. A total of 76 of the applications considered were finalized. There were 21 applications finalized that were carried forward to 2023-24. There were 14 representation votes conducted in applications for certification and 1 vote conducted in relation to termination of bargaining rights applications, with 580 individuals eligible to vote in the elections. The Board held meetings and hearings over 94 days. Twenty-one 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 2023-24, 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 2023-24 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

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, 2024, the Labour Relations Board will have initiated the processing of all applications filed with the Board.

Indicators	2023-24
Number of applications received	94
Number of applications in process	33
Number of applications completed	61

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 21 other applications during 2023-24, which 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, 2024, the Labour Relations Board will have considered all processed applications which are put before the Board at its meetings.

Indicators	2023-24
Number of orders made by the Board at its meetings	113
Number of applications referred to the hearing process	21
Number of hearings scheduled	21
Number of applications considered	78
Number of considered applications deferred	0

All processed applications were considered by the Board. The Board considered and finalized 76 matters in the reporting period. Forty-three of these were received in 2023-24 and 21 were carried forward from previous years. There were 11 hearings scheduled beyond the end of 2023-24.

In some matters, more than one order was made. There were 33 orders issued by the Board at its regular meetings and the Board issued 63 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 17 orders, in relation to applications, which was referred to a hearing, for a total of 113 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 8 matters received and referred to the hearing process and scheduled for hearings during the 2023-24 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, 2024, the Labour Relations Board will have communicated the results of decisions and orders relevant to parties.

Indicators	2023-24
Number of orders issued and number communicated to parties	113
Number of reasons for decision issued and communicated to parties	20
Number of reasons for decision uploaded to the Board's Internet-based decision system	20

There were a total of 113 orders issued by the Board in 2023-24 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 20 reasons for decision were issued by the Board in relation to 27 matters and were communicated to the affected parties. There were 20 reasons for decision uploaded to the Board's [Internet-based decision system](#). Three decisions were issued in a matter where a hearing was conducted and 17 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, 2024, the Labour Relations Board will have circulated necessary publications related to Board processes and procedures.

Indicators	2023-24
Number of reports, information bulletins and policy circulars distributed	3

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 2023-24

<u>Labour Relations Act</u>	
Applications for Certification	41
Applications for Revocation of Certification	2
Termination of Bargaining Rights	1
Unfair Labour Practices	8
Duty of Fair Representation	12
Successorship/Transfer of Business	0
Common Employer	1
Reconsideration of Decision	5
Amendment of Bargaining Unit	2
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	2
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	1
Discriminatory Action under PID & WP Act	1
<u>Public Service Collective Bargaining Act</u>	
Duty of Fair Representation	5
Designation of essential employees	1
Application for Certification	1
Amendment of bargaining unit	0
Reconsideration of decision	1
<u>Fishing Industry Collective Bargaining Act</u>	
Application for Certification	0
Whether an organization is a trade union	0
<u>Occupational Health and Safety Act</u>	
Appeal of Occupational Health and Safety Order	1
Discriminatory Action	0
<u>Teachers' Collective Bargaining Act</u>	
Amendment of Bargaining Unit	1
<u>Essential Ambulance Services Act</u>	
Settle Provisions of the Essential Ambulance Services Agreement	8
TOTAL APPLICATIONS	94

Highlights, Opportunities, and Challenges

As outlined herein, the Board received 94 applications in the 2023-24 reporting year. This is a significant increase from the 59 applications received during the previous reporting year.

The Board has implemented electronic voting as an option for conducting Board votes. The Labour Relations community has supported this method of voting, and parties involved in Certification Applications have been requesting electronic voting as their preferred method of vote.

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 improve service delivery as deemed necessary.

To continue to provide timely and effective service delivery, the Board continues to address any human resource challenges they may face.

The annual meeting of Chairs and Administrators of Labour Relations Boards presents the Board with an opportunity to discuss best Labour Relations Board practices with our counterparts across Canada. It provides an opportunity to share ideas and labour relations trends, and to improve upon our practices and procedures. The Deputy CEO attended the in-person meeting this year held in Prince Edward Island.

Appendix A - Financial Statement

The following information is for the fiscal year April 1, 2023 to March 31, 2024.

Labour Relations Board
Statement of Expenditure and Related Revenue
Unaudited
For the Year Ended March 31, 2024

Activity – 5.1.01	Actual \$	Amended \$	Original \$
Salaries	674,214	646,900	645,000
<i>Employee Benefits</i>	3,875	4,200	4,200
<i>Transportation and Communications</i>	10,113	15,400	15,400
<i>Supplies</i>	4,145	5,800	5,800
<i>Professional Services</i>	101,974	88,700	72,700
<i>Purchased Services</i>	2,794	10,200	10,200
<i>Property, Furnishings and Equipment</i>	1,139	700	700
Operating Accounts	124,039	125,000	109,000
Total: Labour Relations Board	798,254	801,900	754,900

Note: Budgets and expenditures reflect year-end actuals at March 31, 2024. 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, 2024. The Report has not been produced yet and the numbers have not been verified.

Appendix B – Members of the Board

Between April 1, 2023 to March 31, 2024, 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. She has been 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

After seventeen years of public service in both legal and executive roles with the Government of Newfoundland and Labrador, Chantelle MacDonald Newhook established her private legal practice in 2022 as a neutral arbitrator, mediator, and investigator. She is a member in good standing of the Law Society of Newfoundland and Labrador, the Alternative Dispute Resolution Institute of Canada, and the national Human Resource Professionals Association.

Ms. MacDonald Newhook's tenure with the Provincial Government included practising labour law, advising on and appearing at arbitrations and other labour relations matters. As a litigator, she argued labour cases before the Labour Relations Board, the Supreme Court of Newfoundland and Labrador, the Newfoundland and Labrador Court of Appeal, and the landmark Saskatchewan Federation of Labour "right to strike" case at the Supreme Court of Canada.

Ms. MacDonald Newhook was appointed Queen's Counsel in 2020 and achieved her Qualified Arbitrator (Q.Arb.) designation in 2022.

She holds a Bachelor of Arts from St. Thomas University, a Bachelor of Laws from the University of New Brunswick, and is an internationally published author, including having authored the first internationally available trade publication about domain name dispute arbitration, *Cybersquatters Beware! Insiders' Tips for Winning Domain Name Disputes* (McGraw-Hill Ryerson, 2002).

Ms. MacDonald Newhook was appointed to the Labour Relations Board as Vice-Chairperson on December 8, 2022 for a five-year term.

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 16 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 25 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.

Florence Careen-Power, Employee Representative (Alternate)

Florence Careen-Power graduated from the General Hospital, St. John's in 1972 as a Licensed Practical Nurse. She worked in the Acute Care Emergency Department for 25 years.

Ms. Careen-Power has been past General Vice President of the Newfoundland and Labrador Federation of Labour; past President of the St. John's and District Labour Council; past Chairperson for Friends of Cape St. Mary's Ecological Reserve; past Member of the Board of Directors for the NL Safety Council, Labour Canada Skill Mix Study (Nursing); Board Director - Consumer Organization for Persons with Disabilities; Labour Representative Northeast Avalon Regional Economic Development Board; Employee Representative Employment Insurance Appeal Board. Ms. Careen-Power presently is a Member of the Benevolent Irish Society Cultural Committee.

Ms. Careen-Power was appointed to the Labour Relations Board as an alternate employee representative on March 5, 2018. She was reappointed for another two-year term on July 22, 2021.

David Curtis, Employee Representative (Alternate)

David Curtis is the past President of the Newfoundland and Labrador Federation of Labour and past President of the Newfoundland Association of Public Employees. Following 30 years' involvement in the labour movement, Mr. Curtis retired from NAPE in

1997. He currently works as a labour relations consultant and has served as an arbitrator for the Canadian Motor Vehicle Arbitration Plan.

Mr. Curtis was appointed to the Labour Relations Board as an employee representative alternate in January 1998 and was reappointed in February 2000 and February 2002 for two-year terms. In February 2003 and April 2005, he was appointed as a regular employee representative for two-year terms. On March 5, 2018, he was appointed as an alternate employee representative. He was reappointed for another two-year term on July 22, 2021.

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.

Hubert Loder, Employee Representative (Alternate)

Hubert Loder was born in Twillingate, Newfoundland. His family relocated to Happy Valley-Goose Bay in 1959 and Mr. Loder has been residing there ever since. Mr. Loder started working with the Labourers International Union Local 1208 in 1995 as a business agent/organizer, in particular on the very successful Voisey's Bay Project. From there, he began working with the International Union as the Chief Organizer for the province. After a period of years, he returned with Local 1208. He continued to work with the building trade's council of the province, now known as Trades NL, as Labour Relations Representative in Labrador City. There he represented all trade unions on the Iron Ore Company of Canada (IOC) Expansion Project before moving onto the Muskrat Falls Project, where he remained until his retirement.

Mr. Loder plays a continuous role in serving his community; he is president of the local coop retail store in Happy Valley-Goose Bay, an active board member with the Royal Canadian Legion Branch 51, and has a strong relationship with all indigenous groups within Labrador. Mr. Loder is also the Labrador representative on the NLFC (Newfoundland and Labrador Federation of Cooperatives), which includes Credit Unions, insurance companies, and retail stores, all of which are very well known in Labrador.

Mr. Loder was appointed to the Labour Relations Board on July 22, 2021 for a two-year term as an employee representative.

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 McMaster's 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 General Counsel and Executive Vice President-Legal of Pennecon Limited, a position she held for 23 years until her retirement in 2022 to focus on work in corporate governance. 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 boards, with over 25 years' experience in the governance of non-profit and for-profit boards. She currently sits as a Director of Growler Energy Inc., Atlantic Lottery Corporation, the Newfoundland and Labrador Liquor Corporation, and Canadian Manganese Company Inc. (NEO: 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 Boards of Crohn's and Colitis Canada and Junior Achievement Newfoundland & Labrador.

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)

The entirety of Roseanne Saturley's career has been in leadership roles in the Human Resources and Labour Relations sectors. She has achieved successful results in projects related to recruitment and selection, change management, employee relations, collective bargaining, and training and development, among others. In her career, she 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 (CNA). 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 of Newfoundland with a Bachelor of Arts focused on English Literature, Sociology and Business. She also completed extensive training related to Labour Relations.

Ms. Saturley was appointed to the Board as an alternate employer representative on March 5, 2018 and on January 18, 2019 Ms. Saturley was appointed as a Regular employer representative for the remainder of her term. She was re-appointed again for another two-year term in 2021 and 2023.

Weldon Brake, Employer Representative (Alternate)

Weldon Brake was born in Meadows, NL. He is a former Registrar of the Medical Review Panels with Work Safe British Columbia; he was the first non-physician as Registrar. Mr. Brake was the first Executive Director of Workers' Compensation Appeal Tribunal (WCAT) in Newfoundland and Labrador. He studied at Memorial University, receiving a Bachelor of Arts and a Bachelor of Education; besides his undergraduate degrees, he also qualified with a Diploma in Public Administration and Master of Public Administration from Dalhousie University. He also graduated with a Certificate in Public Accounting in Negotiations from the London School of Economics.

Mr. Brake continued his graduate studies at the London School of Economics and Political Science as a candidate in the Ph.D. program in Resource Management and Environmental Planning. His Ph.D. thesis was recently published: Alternative Resource Management and Environmental Planning Strategies for Offshore Oil and Gas: A comparative study of Norway, UK and NL. His professional education was further pursued in the completion of Alternative Conflict Resolution programs from the University of Windsor and Harvard University.

Mr. Brake's professional appointments include: Specialist in Conflict Resolution and Mediation; Senior Executive Management in the School of Nursing MUN; Researcher in Genetics Faculty of Medicine MUN; First Executive Director of WCAT NL; Executive Assistant and Researcher to the Chief Appeal Commissioner WCAT BC.

Mr. Brake was appointed to the Labour Relations Board as an alternate employer representative on March 5, 2018. He was reappointed for another two-year term on July 22, 2021.

Michele Farrell, Employer Representative (Alternate)

Michele M. Farrell is the Owner and Principal Consultant at Trusted Consult Inc. providing human resources and leadership counsel to help businesses achieve their strategic objectives. Before opening her consulting practice, she spent close to twenty years in

senior leadership roles in the human resource management and environment health and safety fields in the Newfoundland and Labrador offshore oil and gas industry with Petro-Canada and Suncor. Before joining the oil and gas industry Ms. Farrell spent ten years in human resources leadership roles at Newfoundland and Labrador Housing Corporation.

Ms. Farrell holds a Bachelor of Commerce degree from Memorial University, is a certified Compensation Professional and a trained Harassment Investigator

Ms. Farrell was appointed as an alternate employer representative with the Labour Relations Board on March 5, 2018. She was reappointed for another two-year term on July 22, 2021.

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.

Evan Kipnis, Employer Representative (Alternate)

A graduate of MUN, McGill University, and Dalhousie Law School, Mr. Kipnis was admitted to the Bar of Newfoundland and Labrador in 1979. Mr. Kipnis practiced law with the firm of Chalker, Green & Rowe for 10 years before pursuing a career as in-house counsel with Newfoundland Telephone, which eventually became Bell Aliant, a division of Bell Canada. After 23 years in the telecom industry, Mr. Kipnis returned to private practice in St. John's in 2013 and is now a sole practitioner as Evan Kipnis Law.

Throughout his career, Mr. Kipnis has been involved in a broad general practice of law, with specialized experience in litigation, marine law, commercial and contractual matters, and labour & employment law. During his time in the telecom industry, Mr. Kipnis advised all levels of leadership of the public corporation and was involved in an extensive range of matters during a period of rapid and dramatic industry evolution.

In 2020, Mr. Kipnis completed a three-year appointment as a part-time Review Commissioner for the Review Division of WorkplaceNL. He has been a volunteer director on several Boards including the Board of the Northeast Avalon Y, and three years as Chairman of the Board of Atlantic Association for Research in the Mathematical Sciences. A long-time volunteer in sports and recreation, Mr. Kipnis enjoys teaching youth to enjoy these activities and play better than he ever did.

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 2023-24 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).

[Internet-based decision system](#)

1. **Newfoundland and Labrador Association of Public and Private Employees and St. John's Status of Women's Council – Marguerite's dated 5 April 2023 [2023] L.R.B.D. No. 8 (LRB File 5914) (Chair G. French, K.C.)**
2. **Kathy Kearsey Dollmaier and Canadian Union of Public Employees, Local 1289 and City of St. John's dated 5 May 2023 [2023] N.L.L.R.B. No. 9 (LRB File 5847) (Vice-Chair V. Arenillas)**
3. **Construction General Labourers, Rock and Tunnel Workers, Local 1208 and Paladin Security Group Ltd. dated 24 May 2023 [2023] N.L.L.R.B. No. 10 (LRB File 5929) (Chair G. French, K.C.)**
4. **Greg Lawlor and Newfoundland and Labrador Association of Public and Private Employees and Marine Institute of Memorial University of Newfoundland dated 31 May 2023 [2023] N.L.L.R.B. No. 11 (LRB File 5852) (Vice-Chair C. MacDonald Newhook, K.C., Q.Arb)**
5. **Fish, Food and Allied Workers-UNIFOR (FFAW-UNIFOR) and United Brotherhood of Carpenters and Joiners of America, Local 585 and Driver's Industrial Installations Ltd. and Vale Newfoundland & Labrador Ltd. dated 5 June 2023 [2023] N.L.L.R.B. No. 12 (LRB File 5946) (Chair G. French, K.C.)**
6. **Hotel and Restaurant Workers Union, Local 779 and East Coast Catering Limited and Construction Labour Relations Association of Newfoundland and Labrador Inc. dated 19 July 2023 [2023] N.L.L.R.B. No. 13 (LRB File 5939) (Chair G. French, K.C.)**
7. **Mark Walsh and Newfoundland and Labrador Association of Public and Private Employees and Government of Newfoundland and Labrador Department of**

Transportation and Infrastructure (Represented by the Treasury Board) dated 20 July 2023 [2023] N.L.L.R.B. No. 14 (LRB File 5935) (Chair G. French, K.C.)

- 8. Michael Smitherman and Newfoundland and Labrador Association of Public and Private Employees, Local 7801 and Memorial University of Newfoundland dated 18 September 2023 [2023] N.L.L.R.B. No. 15 (LRB File 5955) (Chair G. French, K.C.)**
- 9. Transport and Allied Workers Local Union 855, Affiliated with the International Brotherhood of Teamsters and 13910 Newfoundland & Labrador Inc. (operating as Sewer's Ambulance Service) and Ferryland Emergency Services Ltd. and Ryan's Ambulance Service Ltd. and Fewer's Ambulance Service Limited and Mercer's Ambulance Service Limited and Gambo Ambulance Services Incorporated and 72351 Newfoundland & Labrador Inc. (operating as Reliable Ambulance Stephenville) and Tremblett's Ambulance Service Ltd. dated 20 September 2023 [2023] N.L.L.R.B. No. 16 (LRB File 5966/ 5967/ 5968/ 5969/ 5970/ 5971/ 5972/ 5973) (Chair G. French, K.C.)**
- 10. Justin Schlarbaum and International Union of Operating Engineers, Local 904 and Toromont CAT (Newfoundland Tractor) dated 29 September 2023 [2023] N.L.L.R.B. No. 17 (LRB File 5990) (Chair G. French, K.C.)**
- 11. Justin Schlarbaum and International Union of Operating Engineers, Local 904 and Toromont CAT (Newfoundland Tractor) dated 8 November 2023 [2023] N.L.L.R.B. No. 18 (LRB File 5997) (Chair G. French, K.C.)**
- 12. Construction General Labourers, Rock and Tunnel Workers, Local 1208 and Paladin Security Group Ltd. dated 9 November 2023 [2023] N.L.L.R.B. No. 19 (LRB File 5805) (Board Members S. Noah and R. Saturley)**
- 13. Labour Relations Act and Dr. Anton Oleynik and Memorial University of Newfoundland Faculty Association and Memorial University of Newfoundland dated 20 November 2023 [2023] N.L.L.R.B. No. 20 (LRB File 5809) (Vice-Chair C.MacDonald Newhook, K.C., Q.Arb)**
- 14. Newfoundland and Labrador Association of Public and Private Employees and Newfoundland and Labrador Safety Council Inc. (Safety NL) dated 24 November 2023 [2023] N.L.L.R.B. No. 21 (LRB File 5942) (Chair G. French, K.C.)**
- 15. Trent Vincent and Paul L. Cuff and Canadian Union of Public Employees, Local 1289 Respondent and City of St. John's dated 4 December 2023 [2023] N.L.L.R.B. No. 22 (LRB File 5963) (Chair G. French, K.C.)**

16. **Thelma Hardy and AAHP (Association of Allied Health Professionals) and Newfoundland and Labrador Health Services dated 6 December 2023 [2023] N.L.L.R.B. No. 23 (LRB File 5992) (Chair G. French, K.C.)**
17. **Anton Oleynik and Memorial University of Newfoundland Faculty Association (MUNFA) and Memorial University of Newfoundland (MUN) dated 4 January 2024 [2024] N.L.L.R.B No. 1 (LRB File 5961) (Vice-Chair W.J. Clarke, K.C.)**
18. **Anton Oleynik and Memorial University of Newfoundland dated 4 January 2024 [2024] N.L.L.R.B No. 2 (LRB File 5962) (Vice-Chair W.J. Clarke, K.C.)**
19. **Lauren Hutchens 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 4 January 2024 [2024] N.L.L.R.B No. 3 (LRB File 5882/5883) (Chair G. French, K.C.)**
20. **Mark Walsh and Newfoundland and Labrador Association of Public and Private Employees and Government of Newfoundland and Labrador Department of Transportation and Infrastructure (Represented by the Treasury Board) dated 20 March 2024 [2024] N.L.L.R.B No. 4 (LRB File 6003) (Chair G. French, K.C.)**

Appendix D – Judicial Review

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

Activity on 2023-24 Matters and Prior

The following are court cases decided in 2023-24, which reviewed decisions or proceedings of the Board.

1. **Paladin Security Group Limited v. Construction General Labourers, Rock & Tunnel Workers, Local 1208 v. Newfoundland and Labrador Labour Relations Board (2022 01G 2049)** [LRB File 5805]
2. **Paladin Security Group Limited v. Construction General Labourers, Rock & Tunnel Workers, Local 1208 v. Labour Relations Board (2023 01G 3257)** [LRB File 5929]

Cases Outstanding

The following applications were before the Court at the end of 2023-24:

1. **Eastern Regional Integrated Health Authority v. Association of Allied Health Professionals (2022 01H 0012)** [LRB File 5614]
2. **Anton Oleynik v. Labour Relations Board of Newfoundland and Labrador v. Memorial University of Newfoundland Faculty Association v. Memorial University of Newfoundland (2022 01G 1567) (2023 01H 0013)** [LRB File 5809]
3. **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 Files 5900, 5901, 5946]

Appendix E – Bargaining Units

Certification Orders Issued in 2023-24

Labour Relations Act

1. International Brotherhood of Electrical Workers, Local 2330 and Pivot Systems Ltd

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 Superintendents.

2. Construction General Labourers, Rock and Tunnel Workers, Local 1208 and Paladin Security Group Limited

Bargaining unit

Employees of Paladin Security Group Limited working at the Rural Site (consisting of the Carbonear General Hospital, The Grace Centre, Dr. Wm. H. Newhook Community Health Centre, Bonavista Peninsula Health Care Centre, Burin Peninsula Health Care Centre and Dr. G.B. Cross Memorial Hospital) operated by Eastern Health, save and except office, sales, clerical employees, managers, supervisors and those above the rank of supervisor.

3. Newfoundland and Labrador Association of Public and Private Employees and Jeffreys Community Ambulance Inc.

Bargaining unit

All employees of Jeffreys Community Ambulance Inc. save and except non-working supervisor and those above the rank of non-working supervisors.

4. Newfoundland and Labrador Association of Public and Private Employees and Cape Shore Ambulance Service Ltd.

Bargaining unit

All employees of Cape Shore Ambulance Service Ltd. save and except non-working supervisors and those above the rank of non-working supervisors.

5. Newfoundland and Labrador Association of Public and Private Employees and Tryco Limited.

Bargaining unit

All employees of Tryco Limited save and except non-working supervisors and those above the rank of non-working supervisors for Tryco Limited in Woody Point/Norris Point Area.

6. Newfoundland and Labrador Association of Public and Private Employees and Point Leamington Ambulance Service Inc.

Bargaining unit

All employees of Point Leamington Ambulance Service Inc. save and except non-working supervisor and those above the rank of non-working supervisors.

7. Hotel and Restaurant Workers Union, Local 779 and East Coast Catering Limited and Construction Labour Relations Association of Newfoundland and Labrador Inc.

Bargaining unit

All employees of East Coast Catering Limited employed at the Marathon Gold project in the Central Region in the Province of Newfoundland and Labrador working within the traditional trade jurisdiction of the union, including but not limited to catering and kitchen employees, chefs, bakers, cooks, camp accommodation and housekeeping employees, general help, service attendants, and janitorial employees, save and except managers, office staff, non-working supervisors, and those above the rank of non-working supervisors.

8. Transport and Allied Workers Local 855, Affiliated with the International Brotherhood of Teamsters and Bay L'Argent Ambulance Inc.

Bargaining unit

All employees of Bay L'Argent Ambulance Inc. comprising all employees save and except supervisors and those above the rank of supervisor.

9. Newfoundland and Labrador Association of Public and Private Employees and Cape St. George Ambulance Service.

Bargaining unit

All employees of Cape St. George Ambulance Service 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 Hermitage Sandyville Lions Club Ambulance Service Inc.

Bargaining unit

All employees of Hermitage Sandyville Lions Club Ambulance Service Inc. save and except non-working supervisors and those above the rank of non-working supervisor.

11. Newfoundland and Labrador Association of Public and Private Employees and English Harbour West Lion's Ambulance Committee Inc.

Bargaining unit

All employees of English Harbour West Lion's Ambulance Committee Inc. 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 Deer Lake Ambulance Service Inc.

Bargaining unit

Employees of Deer Lake Ambulance Service Inc. with the classification of Ambulance Attendee (e.g. PCP, ACP, and EMR).

13. Newfoundland and Labrador Association of Public and Private Employees and Harbour Breton Lions Ambulance Inc.

Bargaining unit

All employees of Harbour Breton Lions Ambulance Inc. save and except non-working supervisors and those above rank of non-working supervisor.

14. Newfoundland and Labrador Association of Public and Private Employees and Bay D'Espoir Ambulance Inc.

Bargaining unit

All employees of Bay D'Espoir Ambulance Inc. save and except non-working supervisors and those above rank of non-working supervisor.

15. Newfoundland and Labrador Association of Public and Private Employees and Reliable Ambulance Ltd.

Bargaining unit

All employees of Reliable Ambulance Ltd. save and except non-working supervisors and those above rank of non-working supervisor.

16. Canadian Union of Public Employees, Local 5478 and The Gathering Place Incorporated.

Bargaining unit

All employees of The Gathering Place Incorporated save and except the Director of Human Resources & Operations, Director of Guest Support & Empowerment, Manager of Clinical and Community Services, Manager of Fund Development and Partnership, Associate Executive Director, Executive Director, Facilities Supervisor, Shelter Supervisor, Office Coordinator, Human Resources Coordinator, and the Guest Support Supervisor.

17. Newfoundland and Labrador Association of Public and Private Employees and Nain Safe House (Nain Transition House Inc.)

Bargaining unit

All employees save and except non-working supervisors and those above the rank of non-working supervisors at Nain Safe House (Nain Transition House Inc.).

18. United Brotherhood of Carpenters and Joiners of America, Millwright Local Union 1009 and East Coast Technical Services Inc.

Bargaining unit

All employees of East Coast Technical Services Inc. employed as tradespersons save and except non-working forepersons and those above the rank of non-working foreperson.

19. Newfoundland and Labrador Association of Public and Private Employees and Town of Winterson Ambulance Service Inc.

Bargaining unit

All employees Town of Winterson Ambulance Service Inc. save and except non-working supervisors and those above rank of non-working supervisor.

20. Transport and Allied Workers, Local 855, Affiliated with the International Brotherhood of Teamsters and Integrated Logistics (NL) Ltd.

Bargaining unit

All employees of Integrated Logistics (NL) Ltd. of the Employer performing stevedoring, rigging, material handling, and logistics in support of the Voisey's Bay Underground Mine Expansion Project, save and except non-working supervisors and those above the rank of non-working supervisor.

21. International Associates of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local Union 764 and G.C. Stage Equipment Ltd.

Bargaining unit

All employees of G.C. Stage Equipment Ltd. as 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.

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

Bargaining Unit

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

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

Bargaining Unit

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

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

Bargaining Unit

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

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

Bargaining Unit

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

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

Bargaining Unit

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

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

Bargaining Unit

All employees of Cow Head Ambulance Inc. save and except non-working supervisors and those above the rank of non-working supervisor.

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

Bargaining Unit

All employees of Town of Old Perican (Ambulance Services Inc.) save and except non-working supervisors and those above the rank of non-working supervisor.

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

Bargaining Unit

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

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

Bargaining Unit

All employees of Town of La Scie Ambulance Service Inc. save and except non-working supervisors and those above the rank of non-working supervisor.

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

Bargaining Unit

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