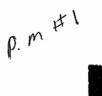
OCT-18-2018 12:18PM FROM-H.& R.W. LOCAL 779

709-726-3978

CIMFP Exhibit P-03816

Page 1





I**xkueteu** PO Box 1674 St. John's, NL. A1C 5P5

October 17, 2017

< can

Hotel & Restaurant Workers Union, Local 779 265 Bay Bulls Road Kilbride, NL AG 187

A PART NERSING

Ganotec 6

Attn: Mr. Pat McCormack Business Manager

Dear Mr. McCormack:

Re: Grievance # 273 Settlement

We write to record the Terms of Settlement of the above grievance.

The Terms are:

- 1. The Union will and hereby does withdraw Grievance # 273 upon the following agreements:
  - Cahill-Ganotec will remove its rejection of cahill-Ganotec him for onboarding to Cahill-Ganotec;
  - Cahill-Genotec is entitled to retain in its employ and an indigenous person;
  - c. Cahill-Ganotec will pay to the Hotel and Restaurant Workers' Union, Local 779, a lump sum in avoidance of litigation, in the amount of \$21,000, without any admission or inference that Cahill-Ganotec is liable for that, or any other, amount.
  - d. The Settlement and withdrawal of the grievance will be considered to be on a "without prejudice or precedent" basis and may not be referred to in any future disputes between the parties, except to the extent that the Grievance # 273 is settled, as is the dispute concerning
  - e. Cahill-Ganctec will proceed with onboarding with a start date of October 22, 2018 at site. He will be scheduled to work through to November 1, 2018, take 1 week off, and then start his regular 2 x 2 rotation on November 9, 2018.

Carol Ann Molloy

والمراجع والمستعلق والأنباع المراجع والمراجع المراجع والمراجع والمراجع والمراجع والمراجع والمراجع والمراجع

H& RW LOCALING Greateren

Oh behalf of the Resource Development Council, the above settlement is approved.

Darin King Signature

et. 19/18

On behalf of the Muskrat Falls Employers Association Limited, the above settlement is approved.

Name

Signature

Date