

p.m #1



October 17, 2017

Hotel & Restaurant Workers Union, Local 779
285 Bay Bulls Road
Kilbride, NL AG 1B7

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:
 - a. Cahill-Ganotec will remove its rejection of [redacted] and process him for onboarding to Cahill-Ganotec;
 - b. Cahill-Ganotec is entitled to retain in its employ [redacted] an indigenous person; and
 - 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 [redacted]
 - e. Cahill-Ganotec will proceed with onboarding [redacted] 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.

Yours very truly,

[Signature]
Carol Ann Molloy

H & RW Local 779 [Signature]

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

[Signature]
Name

[Signature]
Signature

[Date]
Date

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

Name

Signature

Date