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Subject: Detailed summary of grievances - project to date
Date: Tuesday, December 22, 2015 10:32:15 AM
Attachments: [.png](#)
[MFEA Grievance Report \(Summary as of 2015-12-07\).pdf](#)

Gilbert/Paul... Attached is the list of grievances for the project. I thought I had sent this earlier... sorry for the delay. The Labour Relations Agency would have something very similar on file.

Brian



MFEA Grievance Report (Summary as of 2015-12-07).pdf

Grievance #	Contractor	Union	Alleged Articles Violated and Details	Date Grievance Filed	Notes	Status / Resolution
001	IKC-ONE	Teamsters	Article 30 - wrongful termination	2-Apr-13	Untimely. Terminated for property damage.	Settled - Last Chance Agreement (reinstated no back pay) Jun 2nd
002	IKC-ONE	OE	Article 30 - wrongful termination	2-Apr-13	Untimely. Terminated via progressive discipline (sleeping on job, property damage, absenteeism)	Settled - Minutes of Settlement (\$10,000) Jul 25th
003	IKC-ONE	OE	Article 30 - wrongful termination	5-Apr-13	Grievance abandoned May 21st untimely	Grievance considered abandoned - untimely at Step 3
004	IKC-ONE	OE	Article 30 - wrongful termination	5-Apr-13	Layoff	Settled - Grievor reinstated
005	IKC-ONE/MFEA	OE	Article 19	8-Apr-13	Grievance abandoned May 21st untimely; Brass Alley	Grievance considered abandoned - untimely at Step 3
006	IKC-ONE	OE	Article 30 - wrongful termination	10-Apr-13	Grievance abandoned May 21st untimely; Layoff	Grievance considered abandoned - untimely at Step 3
007	IKC-ONE	Teamsters	Article 17	5-Jul-13	Untimely; Forepersons driving workers	Grievance considered abandoned - untimely at Step 3
008	IKC-ONE	OE	Article 7.10	13-May-13	Untimely; Contractor to pay additional medical testing	Grievance considered abandoned - untimely at Step 3
009	Liannu / CSI	Painters	Article 17	10-Jun-13	Carpenters did painting	Settled - withdrawn by RDTC Jun 21st
010	IKC-ONE	Teamsters	Article 1 & 14	22-Jul-13	Terminated, not report incident	Settled - Last Chance Agreement (reinstated no back pay) Sep 30th
011	IKC-ONE	Teamsters	Article 30 - wrongful termination	31-Jul-13	Competency	Withdrawn by RDTC Nov 8th
012	IKC-ONE	Teamsters	Article 30 - wrongful termination	31-Jul-13	Competency	Settled - Minutes of Settlement (2 weeks) & withdrawn by RDTC Nov 14th
013	IKC-ONE	Teamsters	Article 30 - wrongful termination	31-Jul-13	Competency	Settled - Minutes of Settlement (4 weeks) being circulated for signing
014	IKC-ONE	OE	Article 30 - wrongful termination	9-Aug-13	Violation of Safety Absolute for working at heights	Settled - Minutes of Settlement (4 weeks & fall protection training) & withdrawn by RDTC
015	IKC-ONE	Labourers	Article 30 - wrongful termination	9-Aug-13	Violation of Safety Absolute for working at heights	Settled - Last Chance (not back to IKC) Agreement Sep 24th
016	Lab Catering	H&RW	Article 19 & 20	20-Aug-13	Unjust treatment	Settled - withdrawn by RDTC Sep 5th
017	Lab Catering	H&RW	Article 1 & Sch D	20-Aug-13	Management doing Bargaining Unit Work	Settled - withdrawn by RDTC Sep 5th
018	Lab Catering	H&RW	Article 7.07	20-Aug-13	Working with no union referral	Settled - withdrawn by RDTC Sep 5th
019	IKC-ONE	OE	Article 30 - wrongful termination	11-Sep-13	Violation of Safety Absolute for fighting	Settled - worker 1: Minutes of Settlement - (4 weeks); worker 2: withdrawn
020	IKC-ONE	Teamsters	Article 30 - wrongful termination	8-Oct-13	Discriminatory Remarks, Harassing Complainant	Arbitrator set aside termination replaced with long suspensions and no back pay
021	IKC-ONE	Teamsters	Article 30 - wrongful termination	8-Oct-13	Discriminatory Remarks, Harassing Complainant	Settled - termination replaced with suspension letter, 5 weeks back pay
022	MFEA	RDTC	Article 7	23-Oct-13	Working with no union referral	Grievance abandoned
023	IKC-ONE	Teamsters	Article 30 - wrongful termination	22-Oct-13	terminated for RWP complaint	Settled - Last Chance Agreement - (no back pay, not back to IKC) Notice of Withdraw Rec'd
024	IKC-ONE	OE	Article 20.08 - Shift Change	1-Nov-13	day / night shift	1 week pay for each grievor; Switched workers day / night shift
025	IKC-ONE	OE	Article 16 - Shop Stewards	8-Nov-13	Layoff	Settled
026	IKC-ONE	Teamsters	Article 30 - Layoff	8-Nov-13	Layoff	Withdrawn by RDTC Nov 8th
027	IKC-ONE	OE	Article 30 - wrongful suspension	25-Nov-13	violation of company policies	Settled - 1 weeks' pay, removal suspension letter
028	Astaldi / LRM	OE	Article 7 - supervisor doing bargaining unit work	5-Feb-14	Supervisor doing bargaining unit work	Settled at Step 3
029	Opron	IW	Article 7 - refusal to hire referral	20-Feb-14	Contractor accepted grievance and work referral. Grievor did not pass D&A pre-site access testing	Withdrawn by RDTC Mar 12th
030	Astaldi	Labourers	Article 30 - wrongful termination	3-Mar-14	RWP complaint	Settled at arbitration, employee reinstated with back pay
031	Astaldi	Labourers	Article 7 - Labourers working without labourer foreman	6-Mar-14	Labourers working without foreman	Settled
032	Astaldi / LRM	OE	Article 7 - Private Co doing bargaining work	6-Mar-14	Private welding company doing work instead of referred (but not employed) welder	Settled - Minutes of Settlement
033	Astaldi / LRM	Teamsters	Article 30 - wrongful termination	25-Apr-14	Property damage; not report incident	Settled - Minutes of Settlement
034	Astaldi	OE	Article 30 - wrongful termination	6-May-14	work stoppage - termination upheld	Termination upheld at arbitration by Arbitrator Morgan Cooper
035	Liannu	SMW	Article 15 - failure to follow mark-up	24-Jun-14	Carpenters doing SMW work	Grievance withdrawn
036	Astaldi	OE	Article 30 - wrongful termination	25-Jun-14	Safety Absolute - 2 OE Crane Operators terminated (day & night); OE want Night guy back. Ok with day guy terminated	Worker 1: termination replaced with long suspension no back pay Worker 2: termination replaced with long suspension, some back pay
037	Liannu / M&M	UA	Article 7 - bargaining unit work	10-Jul-14	UA arguing commissioning language does not apply to camp, only to plant	Arbitration completed on June 29th, awaiting decision from Arbitrator Alcock
038	Pardy's	OE	Article 7 - foreman ratio	10-Jul-14	referred OE permitted to do Teamster work, OE want foreman ratio. Contractor utilizing Teamster foreman ratio	Referred to Arbitrator Roil Sep 19.; Settled by way of MOS \$7000 to Children's Wish Foundation
039	JCL	OE	Article 30 - wrongful termination	17-Jul-14	shop steward & foremen stopped work	Terminations substituted with long suspensions, no back pay
040	Astaldi	OE	Article 30 - wrongful suspension	28-Jul-14	Violation of Safety Absolute - LOTO	Minutes of Settlement, parties agree to reduce length of suspension with back-pay
041	Astaldi	IW	Article 30 - wrongful suspension	28-Jul-14	Violation of Safety Absolute - LOTO	Reduced 45 day suspension to 30 day suspension
042	Speuata	HRW	Article 7.08 - foreman ratios	18-Aug-14	General Foreperson ratio;	Arbitrator ruled in favour of the Union. Appeal was denied
043	Speuata	HRW	Trade App 8.01 - use of casual workers for fulltime	18-Aug-14	utilization of casual workers	Grievance dismissed by Arbitrator Clarke by decision dated Nov 12th

Grievance #	Contractor	Union	Alleged Articles Violated and Details	Date Grievance Filed	Notes	Status / Resolution
044	Speuata	HRW	Trade App 8.02 - promotion of casual workers	18-Aug-14	Promotion of casual workers to fulltime positions - grievance not upheld by arbitrator	Grievance dismissed by Arbitrator Clarke by decision dated Nov 12th
045	Speuata	HRW	Trade App 9.01 - foreman ratios	18-Aug-14	Assistant Crew Chief supervising 4 or less	Arbitrator ruled in favour of Contractor.
046	Astaldi	Carp	Article 17 - failure to follow mark-up	26-Aug-14	Safety Barricade	Grievance Withdrawn Dec 9
047	Astaldi / LRM	OE	Article 17 - failure to follow mark-up	26-Aug-14	Cement Blower	Grievance Withdrawn
048	Astaldi / LRM	OE	Article 7 - bargaining unit work	26-Aug-14	Clerical	Grievance Withdrawn
049	Astaldi	Carp	Article 17 - failure to follow mark-up	26-Aug-14	signalling / rigging	Grievance Withdrawn Dec 9
050	Astaldi	Labourers	Article 30 - wrongful termination	28-Aug-14	worker was laid off for medical reasons	Minutes of Settlement signed Jan 16. Wtg Withdraw
051	Astaldi	OE	Article 7 & 15 - wrongful termination	15-Sep-14	violation of Safety Absolute regarding rigging	Min of Stlmt Jan 30th - worker to be rehired following season, no back pay
052	Astaldi / LRM	OE	Article 30 - wrongful termination	20-Sep-14	inability to operate crusher	Min of Stlmt Jan 30th - worker to be rehired following season, no back pay
053	Astaldi / LRM	OE	Article 30 - wrongful termination	20-Sep-14	inability to operate batch plant	Min of Stlmt Jan 30th - worker agreed not to be rehired by Contractor but may be referred to another Contractor, received back-pay
054	Astaldi	Lab	Article 30 - wrongful termination	7-Oct-14	refusing D&A testing for reasonable cause (canine search)	Termination remained, no back pay but if worker has substance abuse problem and dealt with, can reapply for site access
055	Opron	RDTTC	Article 26, 28, 29 - remittances	27-Oct-14	Failure to remit remittances	Settled by way of Min of Stlmt, remittances paid
056	MFEA	RDTTC	Article 10 - weather gear	30-Oct-14	RDTTC claim all contractors are not providing appropriate weather gear	Grievance withdrawn Apr 27th
057	Astaldi / AGF	IW	Article 7 - failure to hire referral	31-Oct-14	worker not accepted as union referral	Grievance Withdrawn Apr 27th
058	Astaldi / Capital Crane	OE	Article 26 - remittances	4-Nov-14	Contractor has not paid any remittances (on multiple projects)	Grievance Withdrawn Nov 6th, remittances paid
059	Astaldi / LRM	OE	Article 30 - wrongful layoff	6-Nov-14	welder laid off when still welding work to be done	Grievance abandoned
060	Astaldi / LRM	OE	Article 7.08 - foreman ratios	6-Nov-14	OE claiming incorrect foreman ratio utilized	Min of Stlmt signed Jul 2015 confirm working foreman ratio
061	Astaldi / Proco	IW	Article 30 - unfair dismissal	7-Nov-14	worker was told he would be laid off but ROE says dismissed; wants back pay for time missed on EI	Referred to Arbitrator Jim Oakley Dec 8th. Anticipate will be settled
062	Astaldi	Millwrights	Article 17 - failure to follow mark-up	14-Nov-14	Tower Crane Maintenance - Millwrights have not been performing maintenance on Tower Cranes as marked-up. Going forward yes, however looking for past earnings lost	Grievance withdrawn Apr 27th
063	Astaldi / LRM	OE	All Articles	19-Nov-14	Working without proper supervision; apprentices operating equipment without JP present	Grievance abandoned
064	Astaldi / LRM	OE	Article 17 - failure to follow mark-up	19-Nov-14	Rented garage to do repairs, including cement truck, 950 loader & welding	Arbitrator found in favour of the Union. Decision appealed to NL Supreme Court, heard Nov 2nd. Awaiting decision.
065	Astaldi / LRM	OE	Article 17 - failure to follow mark-up	19-Nov-14	Cement blower marked to OE's but not enforced (other trades doing work as trade specific)	Settlement package May 11th
066	Astaldi / LRM	OE	Article 5 & 7 - contractor doing bargaining unit work	19-Nov-14	Clerical being done by management (Grievance #048, which was withdrawn)	Settlement package May 11th
067	Astaldi / LRM	Labourers	Article 7 - improper hiring	19-Nov-14	Contractor hired 2 surveyors instead of surveyor & rodman	Withdrawn Jan 16
068	Astaldi	Labourers	Article 7.03 - failure to hire qualified workers	19-Nov-14	claiming Contractor failed to hire qualified NL surveyors	Withdrawn Jan 16
069	Astaldi	OE	Article 30 - wrongful dismissal	19-Nov-14	Termination of worker for falsifying time sheets	Termination replaced with non-disciplinary layoff with back-pay
070	MFEA	OE	Article 1.02 & 4.02	21-Nov-14	OE claim that MFEA are not dealing with issues in a timely manner and also are not ensuring Contractors are complying with the CA	Settlement package May 11th
071	Lab Catering	HRW	Article 5 - contractor doing bargaining unit work	25-Nov-14	been doing bargaining unit work. Original #071 was a duplicate of #070 filed Nov 21 and resent for #071 Nov 25	Grievance withdrawn Mar 23rd
072	Astaldi	OE	Article 17 - failure to follow mark-up	21-Nov-14	OE claim that Astaldi has a practice of providing additional manpower on Pardy's vacuum trucks, they are not supplying an OE as they should.	Settlement package May 11th
073	Astaldi	RDTTC	Article 7.11 & 12 - not laying off in accordance to CA	24-Nov-14	RDTTC claim Innu were laid off not in compliance with the CA	Tentatively settled to arbitration, subject to agreement on the Min of Stlmt
074	Speuata	HRW	Article 30 - wrongful termination	24-Nov-14	termination based on progressive discipline	Grievance withdrawn Jan 29, termination maintained
075	Liannu / M&M	UA	Article 20, 21, 22 - reporting time, call out and shifts	27-Nov-14	not provide appropriate notice for reporting time	Minutes of Settlement signed Feb 21.
076	Lab Catering	HRW	Article 7 - Hiring	26-Nov-14	Claiming workers are working outside of their classification	Grievance withdrawn
077	Lab Catering	HRW	Article 16 - Shop Stewards	27-Nov-14	shop steward not called for OT	Grievance withdrawn
078	Lab Catering	HRW	Article 21 - reporting time	27-Nov-14	worker not called for OT	Grievance withdrawn
079	Lab Catering	HRW	Article 21 - reporting time	27-Nov-14	did not receive orientation for 2 days	Grievance withdrawn

Grievance #	Contractor	Union	Alleged Articles Violated and Details	Date Grievance Filed	Notes	Status / Resolution
080	Lab Catering	HRW	Article 7 - union referral	27-Nov-14	worker returned to school and after came back to Lab Catering without a union referral	Grievance withdrawn
081	Lab Catering	HRW	Article 25 - travel	28-Nov-14	worker moved to corner brook and requesting 18 hrs at 2xOT until matter resolved that permanent residence changed. Indicate it has been done for others and is discriminatory	Grievance withdrawn
082	Astaldi	Labourers	Article 17 - failure to follow mark-up	5-Dec-14	Hot torching on the roof of the mega dome assigned to Labourers, alleges work being done by other trade	Settled Mar 3rd.
083	Speuata	Teamsters	Article 17 - failure to follow mark-up	12-Dec-14	Teamsters claim that Speuata are shifting the fire prevention officer work to other bargaining unit members	withdraw on without prejudice basis Jun 9
084	Astaldi	OE	Article 30 - wrongful termination	12-Dec-14	terminated for testing non-negative even though not reported to work, only attended on site	Termination set aside with 2 weeks back pay and reinstatement
085	Astaldi / LRM	Teamsters	Article - 10 health and safety	16-Dec-14	Failure to provide safety boots and safety clothing	Withdrawn Apr 8
086	Speuata	Teamsters	Article 19.10 - meal tickets	16-Dec-14	fire prevention officers did not receive meal tickets	Arbitrator Clarke upheld grievance; meal allowance provided to Fire Prevention Officers from GB
087	Astaldi / LRM	OE	Article 30 - wrongful suspension	16-Dec-14	alleging work stoppage	Settlement - termination substituted with long suspension and no back pay
088	Astaldi	IW	Article 30 - wrongful termination	17-Dec-14	Violation of Safety Absolute (rigging)	Heard by Arbitrator Thistle. Decision pending
089	Astaldi/Proco	RDTG	Article 26 - remittances	5-Jan-15	Claim Contractor did not make remittances	Grievance withdrawn Jan 29
090	Astaldi / HSE	Teamsters	Article 7 - Hiring	9-Jan-15	High angle rescue	Grievance being heard by Arbitrator Oakley with case completed Dec 7th. Decision pending
091	Astaldi / HSE	Teamsters	Article 7 & 17 - hiring & mark-up	9-Jan-15	intent to use volunteer fire dept. instead of fire prevention officers	Withdrawn Apr 7
092	Astaldi/lskeute	IBEW 2330	Article 16 - Shop Stewards	9-Jan-15	Shop Steward not called for OT and not 1st employed upon return from Christmas shut down	Withdrawn Jan 16
093	Astaldi	IW	Article 30 - wrongful termination	9-Jan-15	Violation of Safety Absolute (rigging & failure to report)	Terminations upheld, no back pay but permitted to be referred to other contractors
094	Astaldi	OE	Article 30 - wrongful termination	9-Jan-15	Violation of Safety Absolute (failure to report)	Settlement contractor agreed to set aside termination with small amount of back pay
095	MFEA	RDTG	Article 30 - wrongful dismissal	30-Jan-15	43 Innu workers not recalled after Christmas shut-down	Tentatively settled to arbitration, subject to agreement on the Min of Stlmt
096	MFEA/Opron	Teamsters	Article 30 - wrongful dismissal	17-Feb-15	Worker terminated in 2013, appealed site revocation, which was denied.	Arbitrator Roil dismissed grievance
097	MFEA	RDTG	Article 4 - CJGP	18-Feb-15	Grievance for signing Minutes of Settlement to utilize CJGP	Referred to Arbitrator Alcock Mar 9, Oakley Mar 10 & Roil Mar 11
098	Astaldi / LRM	OE	Article 30 - wrongful suspension	19-Mar-15	worker suspended for not keeping aggregate bins filled	Suspensions reduced to 2 weeks with back pay
099	Astaldi / AGF	IW	Article 30 - wrongful termination	25-Mar-15	worker returned to hiring hall for competency	Grievance withdrawn Jul 6th
100	Astaldi	Teamsters	Article 17 - failure to follow mark-up	8-Apr-15	Teamsters claiming driving of pick-up trucks	Withdrawn Jun 18
101	Gilbert	Teamsters	Article 17 - failure to follow mark-up	8-Apr-15	Teamsters claiming driving of pick-up trucks	Withdrawn Jun 18
102	Astaldi / LRM	OE	Article 30 - wrongful suspension	14-Apr-15	suspension for RWP violation - 60 days	Suspensions reduced to 2 weeks with back pay
103	Pencal	Teamsters	MOU para 3	15-Apr-15	payment of workers for working on holiday	Settlement reached May 26th
104	MFEA	RDTG	Article 19.10 - meal tickets	16-Apr-15	claiming \$25 meal tax are not paid between 10 - 12 hours	Min of Stlmt signed with meal being provided opposed to meal allowance; Grievance withdrawn Jun 9
105	Astaldi / LRM	OE	Article 30 - wrongful suspension	17-Apr-15	suspended for violation of company policies	Suspension substituted with agreement not to rehire, Astaldi would rehire and backpay
106	Astaldi / LRM	OE	Article 30 - wrongful suspension	1-May-15	terminated for failure to complete FLRA, progressive discipline	Termination substituted with agreement not to rehire, Astaldi would rehire and backpay
107	Speuata	HRW	Article 9 - Crew Chief	7-May-15	Post Grievance #042 decision - want Crew Chief to Non-Working Crew Chief	Consider abandoned
108	Astaldi / AGF	IW	Article 6.01 & 7.10 - Evaluations	12-May-15	IW claiming discrimination / bad faith practices for competency evaluation	Withdrawn Aug 31
109	Lab Catering	HRW	Article 18 - Work Teams	12-May-15	HRW claiming did not approve Work Team	Grievance abandoned
110	Lab Catering	RDTG	Article 24 - Camp	9-Jun-15	RDTG camp cleaning grievance	Referred to arbitrator Oakley to be scheduled;
111	Pencal	Teamsters	Article 30 - wrongful suspension	18-Jun-15	Worker was unsafely driving and threatening witnesses during investigation	Settled Aug 21 by way of reducing suspension with 2 days back pay
112	Speuata	HRW	Article 5 - wrongful discipline/suspension	6-Jul-15	Worker received 4 day suspension	Referred to Arbitrator Clarke Aug 25th., Hearing dates occurred Sep 14, 15, 17, 18, Dec 4 with further dates scheduled Dec 7 & 14
113	Astaldi / LRM	UA	Article 7 - non-union doing work	8-Jul-15	Claiming mgmt is doing bargaining unit work	Settled pending signing Min of Stlmt
114	Innu-Med	Teamsters	Article 19.10 - meal tickets	13-Jul-15	EMT meal tickets	Min of Stlmt signed with meal being provided opposed to meal allowance; Grievance withdrawn Jun 9
115	Astaldi	Carp	Article 5, 10.5 - wrongful suspension	15-Jul-15	Violation of Safety Absolute heights	Tentative settlement, subject to signing Min of Stlmt
116	Astaldi	Carp	Article 5, 10.5 - wrongful suspension	15-Jul-15	Violation of Safety Absolute heights	Tentative settlement, subject to signing Min of Stlmt
117	Astaldi	Carp	Article 10 - safety equipment	15-Jul-15	Failure to provide safety equipment	Tentative settlement, subject to signing Min of Stlmt
118	Lab Catering	HRW	Article 17 - failure to follow mark-up	17-Jul-15	laundry service work being done in Goose Bay	Referred to arbitration Roil Sep 9th. Arbitration commenced Nov 16, 17 & Dec 2. Further dates to be scheduled

Grievance #	Contractor	Union	Alleged Articles Violated and Details	Date Grievance Filed	Notes	Status / Resolution
119	Pardy's	Teamsters	Article 30 - wrongful dismissal	22-Jul-15	Teamster permit shop steward alleged safety violations	Settled by way of worker signing Last Chance Agreement, no back pay; permitted to work for other Contractors
120	Astaldi	HRW	Article 17 - failure to follow mark-up	24-Jul-15	Cleaning of trailers	Referred to Arbitrator Oakley Sep 1. Union have not pursued hearing dates. Anticipate matter will be withdrawn.
121	Speuata	HRW	Article 19.10 - meal tickets	24-Jul-15	meal ticket for Security	Min of Stlmt signed with meal being provided opposed to meal allowance; Grievance withdrawn Jun 9
122	Speuata	HRW	Article 10 - FLRA's	24-Jul-15	Security not having security complete FLRA's	Withdrawn Aug 28
123	Lab Catering	HRW	Article 19.10 - meal tickets	24-Jul-15	all workers Meal Tix	Step 2 mtg Aug 10; response due Aug 14; Step 3 Aug 25. Extension until Dec 15 to allow parties to attempt to settle
124	Astaldi	Labourers	Article 10 & 30 - wrongful dismissal (accommodation)	31-Jul-15	worker required day shift only for medical reasons; received medical layoff	Step 3 mtg Aug 25; anticipate it would be settled however advised would be referred to arbitration
125	Astaldi	Labourers	Article 10 & 30 - wrongful dismissal (accommodation)	31-Jul-15	worker required modified duties due to arm; received medical layoff	Settled prior to arbitration subject to Min of Stlmt being signed
126	Astaldi	RDTC	Article 10 & 19 - reduced hrs of work	31-Jul-15	Contractor reduced 10 hr to 8 hr shifts for workers on accommodations.	Referred Arb. Roil Nov 5 . Dates to be scheduled
127	Astaldi	Labourers	Article 7 - qualifications	6-Aug-15	Requests for rigging tickets. Admitted no wrongdoing. As the employer, mgmt rights, scope of work put in the request. Scope of work no longer required and subsequently laid off the people who were brought in.	Settled by way of Min of Stlmt dated Oct 28th
128	Lab Catering	HRW	Article 6 & 7 - good standing	28-Aug-15	Union revoked membership of worker and claim their own member should be terminated	Referred Arbitrator Whalen Oct 5. Hearing dates Oct 21 & 22, scheduled to continue Dec 8 & 9.
129	Astaldi	OE	Article 30 - wrongful dismissal	1-Sep-15	OE Shop Steward who is also subject to harassment complaint	Worker reinstated with no back pay
130	Astaldi	IBEW 2330	Article 30 - wrongful dismissal	14-Sep-15	worker terminated by sub-contractor, and spoke in a harassing manner to personnel.	Termination substituted with Last Chance Agreement no back pay, pending Min of Stlmt being signed
131	Gilbert	Labourers	Article 30 - wrongful dismissal	18-Sep-15	site access revoked from Feb 21st termination from Astaldi; not permitted to be referred	Step 3 Mtg Oct 19. Ext Oct 31.; Ext Nov 12. Ext Dec 15
132	Speuata	HRW	Article 7.07 - union referral	29-Sep-15	union revoked membership of worker after worker provided statement on Harassment investigation; union requesting worker be terminated; Contractor disagrees	Referred to Arbitrator Cooper Nov 10th; Hearing dates scheduled Feb 3 & 5
133	Astaldi	Millwrights	Article 16.05 - shop steward layoff	30-Sep-15	shop steward laid off	Tentatively settled subject to signing of Min of Stlmt
134	Astaldi	Carp	Article 30.03 - layoff	30-Sep-15	Labradorian laid off	Tentatively settled subject to signing of Min of Stlmt
135	Astaldi	Carp	Article 30.03 - layoff	30-Sep-15	asked to take further medical and then laid off	Tentatively settled subject to signing of Min of Stlmt
136	Astaldi	Carp	Article 11 - Human Rights	30-Sep-15	returned from EFAP and no position; laid off	Tentatively settled subject to signing of Min of Stlmt
137	Astaldi / Iskuetu	IBEW 2330	Article 7 - qualifications	30-Sep-15	failure to hire qualified worker	Grievance withdrawn Nov 6
138	Pomerleau	Teamsters	Article 17 - failure to follow mark-up	5-Oct-15	Half Tons	Referred to Arbitrator Whalen Nov 5; Dates to be scheduled in Jan 2016
139	Gilbert	Teamsters	Article 19 & 10	15-Oct-15	worker given reduced hours on modified duties	Settled pending Min of Stlmt Nov 9th
140	MFEA	RDTC	Article 4.02	27-Oct-15	Non-bargaining doing bargaining work safety absolute violation no seatbelt in excavator, failure to report	Step 3 Mtg to be scheduled Nov 12. Ext. Dec 3. Dec 11
141	Pomerleau	OE	Article 30 - wrongful termination	29-Oct-15		Settled subject to signing of Min of Stlmt
142	Astaldi	OE	Article 19 - hours of work	5-Nov-15	worker refused to work on equipment	Step 2 mtg Nov 17. Step 3 mtg Dec 8
143	Pomerleau / Proforme	Labourers	Article 17 - failure to follow mark-up	20-Nov-15	Unknown	Step 2 meeting Dec 15
144	Astaldi	RDTC	Article 11 & 19	20-Nov-15	Claiming failure to accommodate workers with non-occupational injuries	Step 3 meeting Dec 8
145	Astaldi	OE	Article 11	20-Nov-15	RWP complaint against clerical mgmt	Step 3 meeting Dec 8
146	Astaldi	OE	Article 30 - wrongful suspension	24-Nov-15	worker suspended for (FB posts)	Step 2 meeting Dec 8
147	Astaldi	OE	Article 30 - unfair dismissal	27-Nov-15	worker dismissed	Step 3 meeting to be scheduled
148	Astaldi	OE	Article 30 - unfair layoff	1-Dec-15	Labradorian laid off while others outside Lab kept	Step 3 meeting to be scheduled
149	Astaldi	IBEW 2330	Article 30 - unfair dismissal	8-Dec-15	worker dismissed	Step 3 meeting to be scheduled
150	Astaldi/Iskuetu	IBEW 2330	Article 7 - Hiring	8-Dec-15	worker not hired	Step 2 meeting to be scheduled

