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## Minutes of Special Meeting of Council

November 4, 2025 7:00 PM

Present:	Mayor	Krista Freake
	Deputy Mayor	Betty Clarke
	Councillors	Lisa Grimes
		John Mullett
		Perry Pond
		Ken Tucker
		Derek White
	Town Manager	Todd Champion
	Town Clerk	Coreen Colbourne
	Recreation & Tourism Director	Ashley Ivany
	Superintendent of Public Works	Bruce Roberts

Mayor Freake welcomed those in person and those watching on Facebook.

### 1. Call to Order – 7:03 p.m.

Mayor Freake brought forward a land acknowledgement.

**Meeting Summary:** The council held a special meeting to address a motion concerning two grievances (C-TC-318-25 and C-TC-317-24) filed by the union (NAPE) against the Town. The grievances stemmed from the implementation of a 10-days-on, 4-days-off (10-4) work schedule for snow clearing staff, which was put in place in the fall of 2024 to provide seven-day snow clearing service. The motion proposed accepting a settlement offer from the union, which includes financial compensation and withdrawing from the scheduled arbitration on December 1st. The discussion involved significant debate, with some councillors arguing to see the arbitration through to get a definitive interpretation of the collective agreement, while others argued to accept the settlement to avoid further costs and restore the previous work schedule. Ultimately, the motion to accept the settlement offer was carried.

### 2. Public Works - Winter Shift Scheduling/Grievance Motion

**Motion:**

**25-141 White/Clarke**

**I hereby motion to accept the present settlement offer from NAPE regarding grievance C-TC-318-25 and C-TC-317-24.**

In Favour: Deputy Mayor Clarke, Councillors Grimes, Mullett, and White.

Opposed: Mayor Freake, Councillors Pond and Tucker.

Decision: Motion carried.

**Grievance Settlement and Arbitration Withdrawal - Summary of Discussion:**

- Councillor White, Chairperson of Public Works, introduced the topic, explaining the history of the issue. In the fall of 2024, the Town implemented a seven-day snow clearing policy, which required a 10-4 work schedule for employees. The union grieved this change, and after failing to find a resolution through the standard grievance process, the matter was set for arbitration on December 1st.
- Councillor White noted the significant expense associated with arbitration and stated that the Public Works committee met to discuss the matter. They received a counter-offer from the union (NAPE) and decided to bring a motion to council to accept the settlement.
- The Mayor cautioned against discussing the specific financial details of the settlement in a public meeting, citing legal and bad-faith negotiation risks. It was confirmed that the settlement involves a form of financial compensation to the employees.
- The Town Manager clarified the nature of the two grievances. Grievance one (C-TC-317-24) related to the Town's interpretation of the collective agreement allowing for the 10-4 shift. Grievance two (C-TC-318-25) was tied to the snow clearing policy itself, which necessitated the schedule change.
- Councillor Pond voiced strong opposition to the motion. He argued that the Town's ambition for better, more consistent seven-day snow clearing was shared by all and that the Town believed it had the resources to implement it. He pointed out that a 10-4 schedule had been used for stadium staff for eight or nine years without issue, which formed the basis for the Town's interpretation of the collective agreement. He stated, "it's my opinion that arbitration is not a bad thing. The costs are justified. It will help us manage this community better." He felt that withdrawing and paying compensation was like admitting guilt before a verdict and that taxpayers should not have to pay without a definitive ruling.
- Deputy Mayor Clark supported the motion, stating she had never been disappointed with the Town's snow clearing under the previous system. She argued the 10-4 schedule was implemented hastily after two minor incidents and disrupted the employees' work-life balance. She expressed concern over the high cost of arbitration with no guarantee of winning, stating, "I cannot support spending that kind of money on something that was never broken." She believed any changes to work schedules should be handled at the bargaining table.
- Councillor Tucker disagreed with parts of Deputy Mayor Clark's assessment. He was part of the council that made the staff full-time with the intention of providing adequate seven-day snow clearing. He acknowledged the previous system was reactive, requiring management to call staff in, whereas the 10-4 schedule was proactive. He stated, "To me, if we decide tonight to pass a motion here to agree to compensate for loss... it's basically saying that council made a wrong decision last year by implementing the schedule." He preferred to let the arbitration process determine if the Town's decision was right or wrong.
- Councillor Mullett supported the motion, noting that the 10-4 schedule had created staffing shortages for other essential work during weekdays, such as water main breaks. He stated, "I believe when you sign a four-year contract, you sign a four-year contract. After the four years, you sit down and you renegotiate, not half."

### 3. Adjournment

**25-142      White/Tucker**

**Resolved that the meeting adjourn.**

In favour: Mayor Freake, Deputy Mayor Hooper, Councillors Haliburton, Pond, Mullett, Tucker and White.

Opposed: None

Decision: Motion Carried

Time of adjournment: 7:40 PM.

A handwritten signature in blue ink, appearing to read "Krista Freake", written over a horizontal line.

Krista Freake, Mayor

A handwritten signature in blue ink, appearing to read "Coreen Colbourne", written over a horizontal line.

Coreen Colbourne, Town Clerk