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IN THE MATTER OF AN ARBITRATION

BETWEEN:

Humber River Hospital

RECEIVED

SEP 08 2015

Ministry of Labour
DRS - ARBITRATION SERVICES

-and-

Teamsters Local Union No. 419

Grievances of Lucy Novello and Anna Ciolfitto

Lorne Slotnick, Arbitrator

Representing the Employer – Carolyn Kay

Representing the Union – Mike Biliski

Hearing – Toronto, Ont., September 2, 2015

A W A R D

I was appointed by the parties to hear a number of 2014 grievances filed by the Grievors alleging “improper classification” and “unjust and discriminatory conduct” (grievance #s 5039, 5040, 5041 and 5042).

A hearing was convened on September 2, 2015, at which time I heard the evidence of the grievors with respect to their current classification and the background to their grievances. The grievors provided a detailed outline of how they felt their duties and responsibilities exceeded that of their current classification.

The hospital provided the historical background as to how the grievors came to be red-circled through an agreed-upon job evaluation exercise.

Given the desire of the parties to have a decision on these matters, I was asked to provide a bottom-line decision without the need for detailed reasons.

After hearing the submissions of the parties, I concluded that the grievors do, in fact, perform duties and responsibilities that are atypical of their current classification.

While am I not directing that the Grievors be placed in another classification, I am directing the parties to determine an appropriate rate of compensation for the grievors in recognition of their atypical functions.

I will remain seized of this matter in the event the parties are unable to reach agreement on how the grievors are to be compensated.

A handwritten signature in cursive script, reading "Lorne Slotnick", written over a horizontal line.

Lorne Slotnick, Arbitrator
September 2, 2015