

IN THE MATTER OF A GRIEVANCE AND ARBITRATION BETWEEN:

COUNTRY VILLAGE HEALTH CARE CENTRE

and

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION
(UNITED STEELWORKERS)

GRIEVANCE 10132015-01-Int

ARBITRATOR TED CRLJENICA

APPEARING FOR THE EMPLOYER

PETER VANDERLOET
DIRECTOR, LABOUR RELATIONS

APPEARING FOR THE UNION

JESSE WALKER
STAFF REPRESENTATIVE

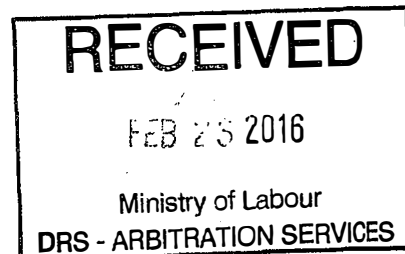
AWARD DATED FEBRUARY 22, 2016

AWARD

On November 25, 2015 I issued an award in which the employer, Country Village Health Care Centre, was ordered to:

- (1) Deduct from the wages of the bargaining unit members all dues, initiation fees and assessments in accordance with Union's Constitution;
- (2) Provide to the union, in such form as shall be directed by the Union, along with Dues Remittance Form R-115, all dues, initiation fees and assessments deducted from the wages of the bargaining unit members;
- (3) Accompany the above remittances and form R-115 with:
 - a. a list of the names of all employees from whom dues were deducted and the amount of dues deducted;
 - b. a list of the names of all employees from whom no deductions have been made and the reasons for not deducting dues, with more specific information than "inactive";

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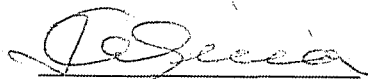


in such form as directed by the Union.

At the request of the union I convened a telephone conference call with the parties' representatives on February 22, 2016. The union alleges that the employer has not complied with the November 22, 2015 award. The employer does not dispute the union's allegation and submitted that it has attempted to comply with the order but has had difficulty creating a spreadsheet that complies with the award. After hearing from both parties, it is ordered that:

1. The union will advise the employer which headings in the employer's draft spreadsheet, if any, are not required, and which headings, if any, are to be added. This will be done by the end of the business day, February 22, 2016;
2. The union will advise the employer of the name and contact information of a person at the union's headquarters in Pittsburgh, Pennsylvania who can assist the employer in calculating the proper and complete union dues information required by the union. The union will provide this information to the employer by the end of the business day, February 22, 2016;
3. Not later than April 11, 2016, the employer will contact the person in Pittsburgh, Pennsylvania whose name and contact information is provided to the employer pursuant to paragraph 2, above;
4. Not later than April 18, 2016, the employer will advise the union and the arbitrator of the status of its obligation to comply with this award and the November 25, 2015 award.
5. I will remain seized of this grievance until the employer is in full compliance with its obligations under the collective agreement and the November 25, 2015 award.

FEBRUARY 22, 2016



Ted Crljenica – Sole Arbitrator