

IN THE MATTER OF AN ARBITRATION

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JAN 29 2016

Ministry of Labour

DRS - MEDIATION SERVICES

BETWEEN:

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 528.4
(hereinafter called the Union)

- and -

THE CORPORATION OF THE MUNICIPALITY OF LEAMINGTON
(hereinafter called the Employer)

- and -

GRIEVANCE OF SEAN HANNIGAN
(hereinafter called the Grievor)

SOLE ARBITRATOR
PROFESSOR IAN A. HUNTER

APPEARANCES:

FOR THE UNION: Mr. James A. Renaud, Counsel

FOR THE EMPLOYER: Mr. Michael A. Wills, Counsel

AN ARBITRATION HEARING WAS HELD IN CHATHAM, ONTARIO
ON JANUARY 13, 2016

Rel # 34939

10372-XR-15

845487

AWARD

An arbitration hearing was held on January 13, 2016. At that hearing the parties negotiated Minutes of Settlement which I was requested to embody in a consent Award.

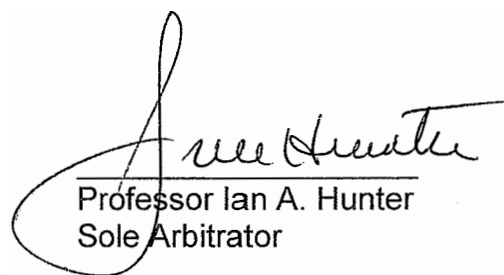
- 1) The Grievor shall be paid the amount as agreed, less applicable statutory deductions;
- 2) The Grievor is dismissed from employment, not for just cause at law or misconduct, effective December 17, 2015;
- 3) The Corporation is directed to file an amended Record of Employment, setting out the herein payment, and withdrawing any allegation of just cause or misconduct;
- 4) The Corporation shall provide a neutral letter of reference setting out the hire date, termination date, and last position held by the Grievor. All communications related to the parties shall be consistent with the letter of reference.

- 5) Except as expressly required by law, including the by-laws of the Corporation, the parties shall keep the terms and conditions of these Minutes of Settlement strictly confidential, save and except for the Grievor's direct family, who shall be bound by these same restrictions.
- 6) The parties hereto admit no liability or wrongdoing with respect to the employment of the Grievor and the termination of employment of the Grievor.
- 7) This order hereby resolves all issues of any type or kind between the Grievor and the Employer; and the Grievor and the Union, with respect to the employment of the Grievor and the termination of the Grievor from employment.

These Minute and the herein Order shall constitute full and final resolution of the Grievance. The Corporation confirms that there shall be no further discipline arising from the surveillance and GPS records as of January 13, 2016, and that said records shall not be used for discipline discharge. The Corporation makes no promise, undertaking, representation or agreement that GPS, surveillance or other investigating means will not be used after January 13, 2016.

It is so ordered.

Dated at the City of St. Thomas this 5^{2nd} day of JANUARY, 2016.



Professor Ian A. Hunter
Sole Arbitrator