

IN THE MATTER OF AN ARBITRATION

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Ministry of Labour  
DRS - MEDIATION SERVICES

BETWEEN:

UNITED STEELWORKERS, LOCAL 6304  
(hereinafter called the Union)

- and -

INNOSPHOS CANADA INC.  
(hereinafter called the Company)

- and -

MR. CHRIS LONG  
(hereinafter called the Grievor)

SOLE ARBITRATOR  
PROFESSOR IAN A. HUNTER

APPEARANCES:

FOR THE UNION: Mr. Tim Walsh, USW Area Coordinator

FOR THE COMPANY: Mr. George Waggott and Mr. Paul Boshyk, Counsel

ARBITRATION HEARINGS WERE HELD IN HAMILTON, ONTARIO  
ON NOVEMBER 17, 2015 AND MAY 3, 2016

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### AWARD

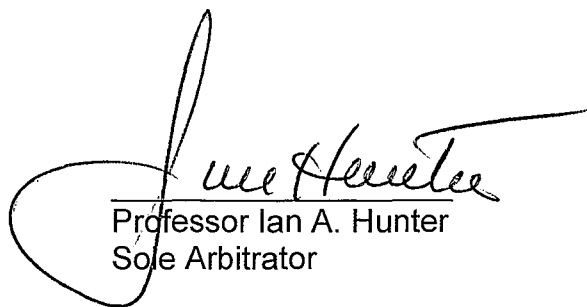
On November 17, 2015 I convened a Board of Arbitration in Hamilton, Ontario to deal with the discharge grievance of Mr. Chris Long (Exhibit 1). Mr. Long was terminated from his employment at Innophos Canada Inc. by termination Letter dated July 23, 2015 (Exhibit 3); that letter cited "... inappropriate conduct you engaged in during the June 19, 2015 company fish fry held at the Dunnville, Ontario Hunters and Anglers Club" which the Company characterized as "harassment".

Following a Preliminary Award which dealt only with Production Issues, the arbitration hearing reconvened on May 3, 2016. From the extensive opening statements made by each party, and from a review of documents in the Company's Document Book (Exhibit 4), I concluded that the Grievor engaged (as the Company's termination letter phrased it) "... in inappropriate conduct" on June 19, 2015. I invited the parties to engage in discussions concerning remedy.

I am pleased to report that the parties executed confidential Minutes of Settlement on May 3, 2016 which resolved the grievance (Exhibit 1). Pursuant to those Minutes of Settlement, I agree to remain seized of (a) any issue which may arise from the implementation of the Minutes of Settlement; and (b) any future discipline which may be imposed on Mr. Chris Long, if grieved by the Union, for the duration of this Collective Agreement (Exhibit 2).

I formally record my appreciation to Mr. Walsh for the Union, and to Mr. Waggott, Company Counsel, whose skill and insight averted what would otherwise have been a lengthy, costly, and divisive hearing.

Dated at the City of St. Thomas this 4<sup>th</sup> day of May, 2016.

  
Professor Ian A. Hunter  
Sole Arbitrator