

IN THE MATTER OF AN ARBITRATION

BETWEEN

Elementary Teachers' Federation of Ontario

(the "Federation")

and

Halton District School Board

(the "Board")

Grievances of Sarah Laurence and Snjezana Vukaljevic

SOLE ARBITRATOR: James Hayes

APPEARANCES

For the Federation

Howard Goldblatt, Counsel
Susan Ansara, ETFO Provincial Office
Rob Smolenaars, Local President
Mark Stupple, Local Vice President

For the Board

John-Paul Alexandrowicz, Counsel
Amanda Lawrence-Patel, Counsel
Deb McFadden, Executive Officer of Human Resources
Sari Taha, General Manager of Human Resources
Liz McCarthy, Manager of Human Resources
Allison Ippolito, Labour Relations and Workplace Investigations Officer

A hearing was held on May 8, 2017 in Oakville.

Preliminary Award

1. The two grievances in issue arise from the same school and, in general terms, deal with the same subject matter. However, there are two kindergarten teacher grievors who were involved in distinct factual circumstances.
2. During the course of opening statements, two procedural issues were argued.
3. This Award records determinations made on May 8, 2017:
 - a. The grievances will be heard separately. The Vukaljevic grievance will be heard first.
 - b. Evidence from the Vukaljevic grievance, to the extent that it is relevant, may also be applied to the Laurence matter when it is heard.
 - c. The Board has undertaken to provide Will-Say statements from proposed witnesses in the Vukaljevic case by no later than 30 days prior to the first day of hearing on the merits.
 - d. The Board's motion that a "view" be taken prior to the commencement of the grievances is denied without prejudice to its right to renew such a request at an appropriate point in the proceedings.
 - e. The parties agree that three days should be set initially to hear these grievances.

Dated at Toronto, Ontario this 9th day of May, 2017.


James Hayes