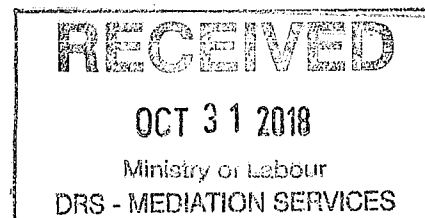


IN THE MATTER OF AN ARBITRATION**BETWEEN:**

CO-FO CONCRETE FORMING CONSTRUCTION LIMITED
(Hereinafter called the "Employer")

and

TEAMSTERS LOCAL UNION NO. 879
(Hereinafter called the "Union")

GROUP GRIEVANCE
(Hereinafter called the "Grievance")

ARBITRATOR: W. B. Rayner

APPEARANCES:

For the Union: Erin Hallock

For the Employer: Andy Dziadura

Hearings held at London August 21 and October 17, 2018.

AWARD

On the second day of hearing the parties were able to arrive at a settlement of this grievance that was filed over the scheduling of vacations. They asked me to incorporate

their settlement into a consent award and I have done so by attaching their minutes of settlement to this brief award. Those minutes form the body of this award.

Dated at Grand Bend, the 22nd day of October 2018.

A handwritten signature in black ink, appearing to read 'W. B. Rayner', is written over a horizontal line.

W. B. Rayner

IN THE MATTER OF AN ARBITRATION

BETWEEN:

TEAMSTERS LOCAL UNION NO. 879

(the "Union")

- and -

CO-FO CONCRETE FORMING CONSTRUCTION LIMITED

(the "Employer")

WHEREAS the Union filed a Group Grievance (#23640) alleging violation of the Collective Agreement at Article 14;

AND WHEREAS the Parties participated in a Grievance arbitration proceeding before Arbitrator Wesley Rayner on August 21 and October 17, 2018;

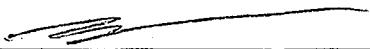
AND WHEREAS the Parties have agreed that Arbitrator Rayner will issue a Consent Award that states the following:

1. The Parties agree that, in accordance with Article 14.04 of the Collective Agreement, the Employer is required to review and consider employee vacation requests on an individual basis and whether the Employer can feasibly grant individual requests in light of seniority and the Employer's needs. The Employer cannot apply a blanket restriction of all employee vacations during particular periods of the year, including but not necessarily limited to the summer.
2. The Employer agrees that it will use its best efforts so as to permit all employees at least one (1) week of vacation between June 1 and September 30 of each year, if the employees request vacation during such time.
3. The Parties agree that Arbitrator Rayner will remain seized with respect to the interpretation and/or implementation of this Consent Award.

Dated this 17th day of October, 2017.



For the Union



For the Employer