

**IN THE MATTER OF AN ARBITRATION
UNDER THE COLLECTIVE AGREEMENT
AND THE ONTARIO *LABOUR RELATIONS ACT***

BETWEEN:

MARIGOLD HOTEL

("the Employer")

AND

**UNITED BROTHERHOOD OF RETAIL, FOOD, INDUSTRIAL AND SERVICE TRADES
INTERNATIONAL UNION**

("the Union")

**Grievance re Payroll Violations
Dated September 21, 2017**

INTERIM ORDER

Arbitrator:	Barry Stephens
Union Counsel:	Michael C.P. McCreary, Watson Jacobs McCreary LLP-
Employer Counsel:	Matthew E. McCarthy

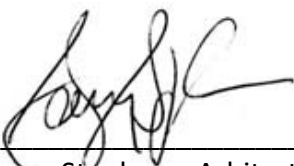
Heard in Brampton, Ontario on December 17, 2018

INTERIM ORDER

[1] This case deals with a dispute between the parties with respect to the pay of all employees in the bargaining unit.

[2] In order to assist in the review of the details of the dispute and to assist in resolution, the parties are directed as follows:

- I. The employer will review all pay records for all members of the bargaining unit to determine the hourly rate paid to all employees between April 2017 and the present.
- II. The employer will provide a report with respect to the review of hourly pay records and provide a copy to the union no later than January 17, 2019. The report will include a summary of pay records for each, as well as supporting documents of pay records for each employee.
- III. The union will provide a response to the employer's report no later than January 31, 2019 identifying areas of agreement and any areas of disagreement with respect to the hourly pay report provided by the employer.
- IV. The interim production process is without prejudice to the positions the parties may take with respect to any issues that may require resolution through litigation.
- V. The hearing shall reconvene by teleconference at 0900 on Friday, February 8, 2019 unless both parties advise that such hearing is not required.
- VI. I remain seized with respect to all issues arising under the grievance before me.



Barry Stephens, Arbitrator
December 17, 2018