

IN THE MATTER OF AN ARBITRATION

BETWEEN

ArcelorMittal Tubular Products Canada

("Employer")

and

Unifor Local 636

("Union")

Re: Skilled Trades Contracting Out Grievances

SOLE ARBITRATOR: James Hayes

APPEARANCES

For the Union

Kellee Janzen, National Representative
Phil Fryer, National Representative, Skilled Trades
John Breslin, Skilled Trades, National Director
Brent Thompson, President, Local 636
Ken Rushton, Plant Chairperson

For the Company

Ron A. LeClair, Counsel
David Foster, Human Resources and Health & Safety Manager
Ed Pace, Maintenance Manager
Rachel O'Brien, HR Generalist

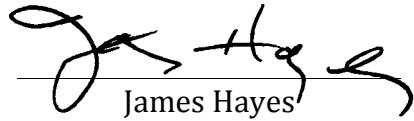
A hearing was held in Woodstock on October 23, 2018 following an earlier consultation held on September 27, 2018.

AWARD

1. After extensive discussions with the parties, the following will apply:
 - a) Semi-annual meetings will be conducted pursuant to Article 19 d. of the Collective Agreement;
 - b) Having regard also to Article 19, except in the case of an emergency, the Company will provide at least 14 days notice of contracting out of work under the control of the Maintenance/Manufacturing Engineering departments, when possible. It is understood that the Company may act internally to assess any potential need to contract out, and to consider possible contractors, but will not formally let any such contract until the Union has been provided with reasonable notice.
2. The parties continue to be in disagreement concerning the merits of the grievances and, specifically, about the meaning of the phrase “fully employed and fully utilized” in Article 19. The grievances are scheduled to continue at arbitration on January 10, 2019. The parties have agreed that, in advance of the hearing, they will:
 - a) Prepare and exchange Statement(s) of Facts concerning this particular issue;
 - b) Exchange any case law upon which they may choose to rely.

3. I will remain seized with respect to the interpretation and application of this Award.

Dated at Toronto, Ontario this 11th day of December, 2018.



James Hayes