

IN THE MATTER OF AN ARBITRATION

BETWEEN:

Sysco

and

Teamsters, Local 419

(Grievance of J.L.)

Before: William Kaplan
Sole Arbitrator

Appearances

For the Employer: John Bruce
Hicks Morley
Barristers & Solicitors

For the Union: Mike Biliski
Koskie Minsky
Barristers & Solicitors

The matters in dispute proceeded to a hearing in Peterborough on April 2, 2019.

Award

The grievor, a long-service employee, was terminated from employment on August 3, 2018 for a serious safety infraction. The matter proceeded to a hearing in Peterborough on April 2, 2019.

The grievor acknowledges his responsibility and his failure to follow safety rules. He has committed to following best safety practices in the future.

Having heard the submissions of the parties, and the commitment of the grievor, the grievor is reinstated to employment on Monday, April 8, 2019. There is no loss of seniority, but a suspension for time served. There is no compensation. Moreover, the grievor is given a final warning. Any further safety infraction, or insubordination, will, if established, lead to the grievor's termination. Eighteen-month sunset begins effective today's date.

At the request of the parties, I remain seized with the implementation of this award.

DATED at Toronto this 2nd day of April 2019.

"William Kaplan"

William Kaplan, Sole Arbitrator