

**IN THE MATTER OF AN ARBITRATION
PURSUANT TO THE *ONTARIO LABOUR RELATIONS ACT*, RS 1995**

BETWEEN:

SODEXO CANADA

Employer

and

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 145

Union

SOLE ARBITRATOR: Jasbir Parmar

On Behalf of the Employer:

Reg Smart

On Behalf of the Union:

Wassim Garzouzi

The matter was heard on September 13, 2019, in Toronto, Ontario.

[1] I have been appointed by the parties to determine the grievance relating to the duty to accommodate (18-E-01136).

[2] The Employer and the Union have expedited this matter and sought a decision with respect to compensation owing to the Grievor. They have asked for a concise and expeditious decision, dealing with all issues flowing from the grievance. I have reviewed the documentation submitted by the parties, and heard evidence from Employer and Union witnesses.

DISPOSITION

[3] In view of the foregoing, I order the Employer to pay the Grievor \$6,500, as damages, pursuant to the *Ontario Human Rights Code*. Payment must be made within thirty days of this award.

[4] I remain seized to deal with the implementation of this award.

Dated this 13th day of September, 2019.

"Jasbir Parmar"

JASBIR PARMAR