

IN THE MATTER OF AN ARBITRATION

Pursuant to the *Labour Relations Act*, 1995,

BETWEEN:

INVEST HOTELS GP LTD. o/a CARLINGVIEW QUALITY SUITES

(“Employer”)

-and-

**UNITED FOOD AND COMMERCIAL WORKERS’ INTERNATIONAL UNION,
LOCAL 333**

(“Union”)

-and-

HALIMA EGAL

(“Grievor”)

Board of Arbitration: Yasmeena Mohamed, Sole Arbitrator.

Appearances for the Employer: Mr. Jayson Rider, Counsel.

George DeSilva, General Manager

Mr. Bruce McDonald, Human Resources Consultant.

Appearances for the Union: Mr. Ernest A. Schirru, Counsel.

Mr. Platon Voulgaris, UFCW Local 333, Executive Vice
President, Director Hotel Division.

Hearing Date: June 10, 2010.

AWARD

This award deals the disciplinary grievance the Grievor, Halima Egal. The parties agreed that I have jurisdiction to hear this grievance and that there are no further preliminary issues to be determined.

Based on the submissions of the parties, I hereby exercise my discretion to vary the nine (9) day suspension issued to the Grievor by the Employer, arising out of the events of March 2 and 9, 2010 as follows:

- (1) The nine (9) day suspension shall be reduced to one (1) day suspension to be removed from the Grievor's personnel file at the conclusion of eight (8) months from the date of issuance of this award, being January 11, 2011.
- (2) The Employer shall compensate the Grievor for financial losses arising out of the difference in pay following the variation in penalty in the amount of one thousand two hundred and fifty dollars (\$1250.00), less applicable statutory deductions, to be paid within two (2) weeks following the issuance of this award.

I will remain seized of this matter in the event there are any issues between the parties arising out of the implementation of this award.

Dated at Mississauga this 11th day of June 2010

"Yasmeena Mohamed"

Yasmeena Mohamed- Sole Arbitrator