

IN THE MATTER OF AN ARBITRATION

BETWEEN

JAMESWAY INCUBATOR COMPANY LTD.

("Employer")

and

UNITED STEELWORKERS OF AMERICA, LOCAL 108M

("Union")

Grievance of Scott Lacey

SOLE ARBITRATOR: James Hayes

APPEARANCES

For the Union

David Doyle, Staff Representative

For the Company

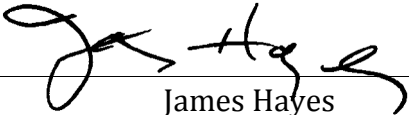
Ron LeClair, Counsel

A hearing was held by videoconference on December 2, 2020.

AWARD

1. The Grievor received a disciplinary suspension arising from events that occurred on July 18, 2019.
2. Following representations made at the hearing, it was determined that the disciplinary suspension should be reduced to a disciplinary letter of warning.
3. I remain seized to the extent necessary.
4. It is so ordered.

Dated at Bracebridge, Ontario this 3rd day of December, 2020.


James Hayes