

IN THE MATTER OF AN ARBITRATION

BETWEEN

VALE CANADA LIMITED

("Employer")

and

UNITED STEELWORKERS OF AMERICA, LOCAL 6500

("Union")

T. Cooney Grievance

SOLE ARBITRATOR: James Hayes

APPEARANCES

For the Union

Brian Shell, Counsel

For the Employer

Gregory Power, Counsel

A hearing was held on December 10, 2020.

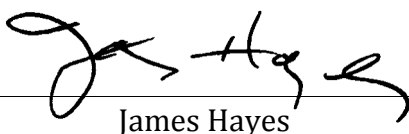
AWARD

Having heard the submissions of counsel and the evidence submitted to me, I make the following orders and directions:

1. The Grievor shall be reinstated to employment as a miner by not later than Monday, December 14, 2020. I note in passing that the Grievor did not wish to be reinstated as a trainer, the position he held in September 2020 when the events at issue transpired;
2. At the Grievor's request and having regard to the agreement of the parties on this aspect of the Award, the Grievor will be assigned to work at Garson Mine upon his return to work;
3. The Grievor will receive an 80 hour (2 weeks/8 days) suspension without pay for workplace errors that occurred on September 8 and 9, 2020;
4. The Grievor will be returned to the same Step 2 disciplinary level that he was at on the date of his discharge; and
5. The Grievor will receive compensation forthwith for all wages (less the aforementioned 80 hours pay), benefits, mining incentives and bonuses, with no loss of service or pension credits, for the period from the date of discharge on October 1, 2020 to the date of his reinstatement.

I remain seized to deal with any matters pertaining to the implementation or interpretation of this Award.

Dated at Toronto, Ontario this 10th day of December, 2020.


James Hayes