

In an arbitration pursuant to the collective agreement

BETWEEN

The City of Toronto

And

Toronto Civic Employees Union, Local 416

Re: Grievance of Anthony James

Sole Arbitrator: Matthew Wilson

For the Union:

J. David Watson
Demi Cartwright
Jeff Van Wyk
Anthony James

For the Employer:

Jeffrey Board
John Harris

Video hearing held on July 27, 2021.

CASE MANAGEMENT AWARD

1. I was appointed by the parties to hear the discharge grievance of Anthony James. In a decision dated July 15, 2021, I directed the City to produce certain material as soon as reasonably practicable and imposed specific conditions on that production.
2. On July 27, 2021, I met with counsel to review procedural and scheduling issues following unsuccessful resolution discussions. These were the usual Case Management issues that needed to be addressed given the complexity of the issues raised in this hearing. Once a schedule had been prepared by counsel, the Union requested that the grievor have an opportunity to speak to that schedule. The City did not object. After hearing from the grievor, the City agreed to modify the schedule for production of the grievor's personnel file.
3. The following schedule is agreed to by the parties and they are ordered to comply with it unless otherwise agreed upon.
 - i. The City will provide production and particulars in response to the February 28, 2021 letter by October 8, 2021. The grievor's personnel files will be produced no later than the end of August 2021.
 - ii. The Union will provide a response to the City's production and particulars and request any further production or particulars by November 8, 2021.
 - iii. The City will respond to the Union's request by November 22, 2021.
 - iv. A hearing will be held at 8:30 a.m. on December 3, 2021 to deal with any outstanding production issues.
 - v. The union will provide its particulars by January 21, 2022.
 - vi. The City will identify any preliminary objections by February 4, 2022.
 - vii. A hearing will be scheduled for February 11, 2022 to deal with any preliminary issues.
4. The parties may write to my office should they require a hearing or conference call to deal with any interim issues.
5. My office will contact the parties to schedule the dates needed for the merits of the grievances.

Dated in Whitby, Ontario this 28th day of July, 2021.

A handwritten signature in black ink, appearing to read 'Matthew R. Wilson', written over a horizontal line.

Matthew R. Wilson
Arbitrator