

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

BETWEEN

HUMBER RIVER HEALTH
(the “Employer”)

AND

NATIONAL ORGANIZED WORKERS UNION
(the “Union”)

GRIEVANCE OF TANESIAN PAUL

BEFORE

Diane Brownlee

APPEARANCES

FOR THE UNION

Hasna Syed, Counsel
Tim Oribine, Union President
Michael Downes, Union Representative
Tanesian Paul, Grievor

FOR THE EMPLOYER

Marc Rodrigue, Counsel
Brenda McGuirk, Labour Relations

A hearing in this matter was conducted by videoconference on April 10, 2026

AWARD

[1] On March 26, 2026, I was appointed pursuant to Section 49 of the *Labour Relations Act, 1995* to hear and determine the Grievance of Tanesian Paul. A hearing was scheduled for April 10, 2026.

[2] On April 1, 2026, the Employer advised the Union and me that it intended to bring a motion that I did not have jurisdiction to hear and determine the Grievance, because it had not been properly carried through all requisite steps of the Grievance Procedure.

[3] At the hearing, the Union agreed that I had no jurisdiction to hear and determine the Grievance. The parties further agreed that a Step 2 Grievance Meeting would be scheduled in accordance with the Collective Agreement, and that the Grievance Meeting would be scheduled for April 20, 2026.

[4] Accordingly, I am without jurisdiction to hear the Grievance.

Dated at Toronto, this 10th day of April, 2026



Diane Brownlee, Sole Arbitrator