

IN THE MATTER OF AN ARBITRATION

B E T W E E N :

ONTARIO COLLEGE OF REGENTS FOR COLLEGES  
OF APPLIED ARTS AND TECHNOLOGY  
(ST. CLAIR COLLEGE)

- and -

ONTARIO PUBLIC SERVICE EMPLOYEES UNION  
(FOR ACADEMIC EMPLOYEES)

- Grievance of L. Flanagan  
88B612/88C226

Martin Teplitsky, Q.C.,  
Chairman

Joe Herbert  
For the Union

George Metcalfe  
For the College

APPEARANCES:

On behalf of the College:

J. Baker, Counsel

L. Watts,  
Acting Director, Personnel Services

L. Kirk,  
Dean, Applied Arts, Business & Commerce

On behalf of the Union:

N. Roland, Counsel

Hearing held in Windsor on December 6, 1989.

The grievor was laid off from her position as a Travel Counsellor and sought to bump in other positions, in particular, in the area of marketing.

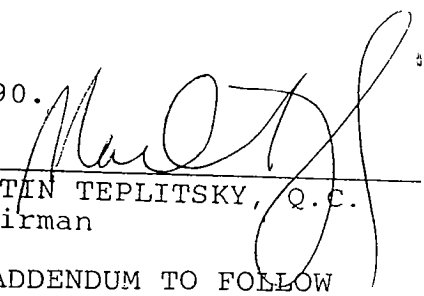
The grievor has no degree in marketing and she has relatively little practical experience.

In my view there is no basis on which she could possibly qualify for this position.

Notwithstanding the above, I in no way intend to reflect in an adverse way on the grievor who is a person of obvious talent and energy.

DATED the 30th day of March, 1990.

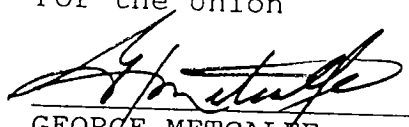
ISSUED the 20th day of December, 1990.

  
MARTIN TEPLITSKY, Q.C.  
Chairman

ADDENDUM TO FOLLOW

\_\_\_\_\_  
JOE HERBERT  
For the Union

I CONCUR

  
\_\_\_\_\_  
GEORGE METCALFE  
For the College