



**OFL/FTO**

**OFL Ontario  
Arbitrator Survey  
1977 – 1999**

**Caution: The information contained in this survey does not guarantee results nor is it intended to predict results.  
It is designed to be a guide for the selection of arbitrators with experience in a particular subject area.**

**Prepared by: Sack Goldblatt Mitchell  
1.800.387.5422    [www.sgmlaw.com](http://www.sgmlaw.com)**

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OFL Ontario Arbitrator Survey, April 1977 - June 1999

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	Arbitrability, Jurisdiction & Res Judicata	Bargaining Unit, Scope	Call in & Reporting Pay	Job Evaluation (Classification)	Collective Agreement	Contracting Out	Damages	Demotion	Disability & Duty to Accommodate	Discharge, General	Discharge, Absenteeism	Discipline	Discrimination	Employment Status	Estoppel	Evidence	Expense Allowance	Grievance Procedure	Health & Safety	Holiday Entitlement	Holiday Pay	Hours of Work	Illness, Fitness to Return	Interpretation	Job Experience	Job Posting	Job Vacancy
Abbot	3			0		1				8		4			0	2		2		0		0	0	1	1	0	
	1			1		1				11		6			1	0		1		1		1	1	1	1		
Abramsky	0			0	0					4	2	5		0		2		2							0		
	6			1	1					5	0	8		2		0		0							2		
Adams																					0						
																					1						
Adell	0	0				0			1	1				0	1			2								1	
	1	1				2			0	0				2	0			0									
Aggarwal	2			0	1	1	0			5		10		2	1	0		1			2	1		1		2	1
	4			3	2	0	1			13		6		0	2	1	3	1			0	0		1			
Albertini							0												0								
							1												1								
Albertyn		1							1	2	0	2		1		1		0					1	1			
		1							1	2	1	2		0		0		1					0	0			
Allison	1			1			1			1								1							1	1	1
	1			2	1		0			2		2						0							0	2	0
Armstrong	0			1		1				2	0	1															
	1			0		0				2	1	1															
Backhouse	2	0		1					0	4	1	1			1	1								0	0		
	0	2		0					3	7	0	2			1	1								1	1		
Barrett	8	1		1		1	1	3	1	18	6	9		2	3	1	1	5	1	1	1				1	4	0
	2	0		1		3	1	0	0	5	3	12		3	1	1	0	0	0	0	0	1			1	1	1
Barton	14	0	2	4		5	0		4	47	10	28		5	4	2	1	5		4	5	1	1	1	3	5	2
	7	1	2	1	1	3	2		4	28	7	38		2	2	0	0	2		1	1		1	0	1	1	2
Bastien	1					1				0									1								
	0					0				2									1								
Baum	8	0		1	1	0	0			16	2	13			3	1		3		2	3		0	0	0	4	1
	1	1		1	2	1	1			25	1	8			1	0		0		0	2		1	1	2	2	0
Beattie	1			2	1		1			5		6		1		2		1							0	0	
	1			0	0		0			6		2		0		0		1							1	1	
Beaudry	3	0		2						4	1	2														0	1
	1	1		0						3	0	3						1								2	0
Beck	1	2		0		2			0	6	0	10		0	2	1		2				2	1			2	1
	4	0		1		0			2	8	1	2		1	1	0		2				1	0			0	0



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Charney	5		2	0	0	1	1	1	12	3	3		2	2	2		3			1			1	0	2	1
	5		1	1	2	1	0	2	8	0	6		0	2	2		2			0			0	1	0	0
Chiasson	0										2	1														
	2									2							2									
Clement	4		1				1	1	12	3	6	1	0	1			2			0				2	1	
	1		0				1	1	8	0	3	0	1	1			0			2				0	0	
Cocker	1					1		1	2	1	2			1	0		0			1	1					
	0					0		0	3	0	2			1	1		1			0	0					
Collier											1															
				1					1		1							1								
Craven	8	1	0	2		0		0	7	2	10	1		1	6		2		0	1	1			2	5	1
	2	0	1	2		2		1	13	2	10	0		1	3		3		1	0	0			0	2	
Davie	5	1	1	1	1	0		3	3	1	1		0	1	2		1		1	0			1			
	2	0	0	0	0	1		1	8	1	1		1		0		2		0	1			0			
Davis	8	2	5	3	5	1	1	1	31	7	15	1	1	1	1		2	1				1		1	2	
	5	6	1	2	3	6	1	3	22	3	17		2	6	2	2	4	1		1	1	2	1	1	2	1
Deans									0													1			0	
									1													0			1	
Devlin	10	4	10	4	3	2	1	0	25	2	15	1	3	6	1		8	1		3	2	1	1	0	10	1
	4	4	3	1	6	1	0	2	27	3	20	0	3	2	2		7	0		1	1	4	2	2	7	0
Dissanayake	2		0	1	3	3	1	0	2	11	3	6	0		3	0		3		1	1		0	2	4	2
	8		1	0	3	1	3	1	25	5	10	2		0	1		4		0	0			1	1	2	0
Dumoulin	3	1		1	0	2		2	7		2		1	3	1		0			1		0			3	1
	6	0		2	1	3		0	6		2		2	3	0		1			0		2	1		2	1
Dunkley	0			1		0		0	3	2	1			1			0				1	1	1			
	1			1		1		1	0	0	2			0			1				0	0	0			
Dunn, G.W.	10	5	1	5	1	3	2	0	29	3	17		3	2	2	1	4		2	2	1	1	0	2	6	0
	7	3	1	1	0	2	2	2	38	2	18		2	1	1	0	0		3	2	0	0	1	3	5	1
Eberlee	0	0	1	0	1	0		1	1	1	2	1	1		1		0				2	1				
	2	1	0	2	0	1		1	6	0	1	1	1		0		2				0	0				
Edwards	2	1		1		1			1		1			1										4		1
	1	0		0		1			6		1		1	0										3		0
Ellis	1								0												0					
	0								2												1					

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Emrich	2	0	0	1	0	1	1	0	4	1	3	1	2	0	1	1	0	1	1	0	2	1	1	0	2		
	0	1	2	2	1	0	1	2	10	0	3	2	1	1	2	1	1	2	0	1	1	1	0	1	3		
Finley	1						1		5	1	2	1	1					0		2						1	
	1						0		5	1	2	2	0					2		1						1	
Fisher	1			0		1	0	1	1	4	0	3						1		1					0	1	
	0			1		1	1	1	0	3	1	0						0		0					1	2	
Folsy	3			0	0	0		1	0	11	0	16		1	4	2		1			0	1	2	0	1	3	1
	3	2		1	1	1		1	1	10	1	8		0	3	2		2			1	0	0	4	0	5	0
Franks	0	1		1	1				6	0	3				0	1		3							1	1	
	1	1		0	1				7	1	3				1	0		2							1	0	
Fraser	9	1		1	2	0	1		0	5	0	0	1	1	1	2		0		1	1	0		2	0	3	
	4	2		0	1	1	1	1	9	1	8	0	1	3	3			3		1	0	1		3	3	0	
Freedman							0		0									2								1	1
							1		1									0								0	0
Gordon												0															
												1															
Goodfellow	3					0			3		1					1											
	0					1			4		0					0											
Gorsky	9	2	1	10	0	1	1	2	1	16	2	14	0	0	1	2		0	1		2	1	1	1	2	2	1
	8	3	0	1	5	2	1	1	0	25	8	17	1	2	3	2		1	0		2	2	2	1	1	0	0
Grant	2	2			0				2	1	1			1	1					1	1				1	2	
	1	0			1				4	1	1			1	0					0	0				0	0	
Gray	3	2		1		1	1		2	10	1	6		1	2	1		2					0	0	0	1	
	2	0		0		3	3		1	12	4	8		0	1	0		4					2	2	1	0	
Haefling	5		1			2	1	1	0	19	3	9	1	0	1	4		4			0	0	1	0	2	5	0
	7		0		4	2	3	2	2	24	5	11	0	2	3	3		8			4	1	2	4	0	4	1
Harris	1			1	1	1	0		0	11	1	4	1	0		2		1		1		0	0	1	1		
	5			0	0	1	2		4	9	1	4	0	2		1		3		1		1	1	1	1	1	
Hebdon	0								0																		
	1								2																		
Herlich						1		0	1									1						1			
						0		1	2									1						0			
Herman	0								0	1						2									1		
	1								3	0						0									0		

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Hewat	0									0			1					0									
	1									1			0					1									
Hinnegan	12	5		7	4	6	5	4	3	98	14	44		4	7	1		6	4	1	8	2	9	1	5	4	4
	1	4	2	1	2	1	6	3	3	46	1	18		4	4			6			5	1	1	1	2	5	1
Hope	1																										
	0																										
Howe	2		0			0	0	1	0	4		2			1	0					2	0	0		0		
	0		1			1	1	0	1	3		2			0	1					0	1	1		1		
Hunter	3	2	0	0	3	1	2	0	2	12	3	12	1	0	1	0		3		1	0		1	0		5	1
	4	1	1	2	1	2	1	1		25	4	17	1	1	3	3		2		1	2		0	1		3	3
Jackson	1			1	1	0			1	2	1	0	1		2							0					
	1			0	0	1			0	2	1	1	0		0							1					
Jamieson	0									1				1	2			0						1		1	
	1									0				1	0			2						0		0	
Joachim										0		0		0	1			1			0						
										2		2		1	1			0			1						
Jolliffe, T.	2	1		1	0	3	0			17	2	11		0	2	2		3			1				1	3	1
	3	2		4	1	0	1			12	5	6		1	1	0		1			0				0	1	0
Joyce	12	1	1	3	1	5	2			47	9	21	1	2	11	2		2	2		1		1	2	4	2	1
	8	2	2	2	0	2	1			31	10	17	1	5	8	2		10	0		4		3	1	2	7	0
Kaplan	10		1	1	2	2	2		1	6	1	1	1	3	3			6	0		2		0	0		1	
	2		0	1	0	3	1		0	5	0	5	0	1	0			3	1		0		1	2		1	
Kates	3	1	0	4	1	0	0	1		18	1	15	1	2	0	1		1		1	1		0	1	3	2	1
	4	3	1	6	0	2	2	2		16	1	13	0	4	1	1		0		2	3		1	0	3	2	1
Kaufman	3				0	0	0					2		0		1											
	3				1	1	1		1	8	1	3		1		1											
Keller	3	1		0	2					10	3	11	1	2	2	1		2	1	2			1	1	2	3	1
	1	3		1	0					10	0	3	0	7	3	1		2	0	1			0	1	1	2	1
Kennedy	5	5	2	3	0	4	2	2	3	73	8	40	1	3	2			5		2	1	1	1	2	2	6	1
	8	0	2	6	1	1	4	0	0	72	4	30	1	1	4			3		2	3	2	1	1	8	0	0
Kilgour	6		1	1	1	1	0			10	5	7	1		3	2		2		0	0		1	2	0	3	
	6		0	0	2	0	1			8	1	9	0		0	1		2		1	1		0	0	1	3	
Kirkwood	1	1			0				2	7	1	4	1	2		1		0			2					1	
	0	0			1				1	10	1	11	0	0		0		1			1					1	

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Knopf	6	8		4	3	0	1	1	3	23	3	10	1	2	4	3		3	0	1	0	0	1		9	2	
	8	3		4	1	1	4	1	3	28	2	14	1	2	4	5		5	1	1	1	1	0		3	2	
Kovacs										1	1	1															
										1	0	3															
Kruger	2	1	0	3	1	2	0	1		26	6	8	1		1		0	3	1			1	0	0	1	1	
	3	0	1	3	0	1	1	0		21	0	8	0		0		1	0	0				0	2	1	0	0
Kwavnick	0			1						1		2			1												
	1			0						1		0			2												
Langille	2					0	0	1		9	1	4	1		1			1						0	1		
	1					1	2	0		8	0	4	0		2			2						1	0		
Lapointe				0																					0		
				1																					1		
Lavery	2	1		1			0			2	1	0		1		0		0				1		1			
	1	0		0			2			1	0	1		0		1		1					0		1		
Levinson, M.	3	1		2		1	0			0		1			1	0		1			0	0	0			0	1
	1	0		0		1	1			6		3			0	3		0			1	1	2			1	0
Levinson, R.	5	0		0	5	2		3	16	3	9	1	2	0	2		1			1	1	1	0	1	1	3	1
	7	1		4	1	0		2	14	4	4	0	0	1	1		4			1	0	0	1	0	0	2	0
Liang																					0		0			1	
																					1		1			0	
Low	0			0	1				0	3	1	4						1					1				
	3			1	0				2	2	1	9						0					1				
MacDowell		1		1		1				5		2			0			0									
		0		0		0				4		0			1			1									
Maclean	1			0		0				1	1	0		2		0		0	0								
	2			1		2				6	1	3		0		1		2	1								
Marcotte	3	2		1	1	5	0	1	1	19	3	8	1	2	5	3		2	1	0	0		0	0	2	0	0
	7	1		0	2	2	1	1	1	13	2	6	1	2	2	2		3	0	1	1		1	1	1	5	1
Marszewski	0	0		0	0	0				3	2	3	1	2	0			1		1					1	1	0
	3	1		1	1	1				5	2	1	1	1	1			1		0					0	0	1
McKechnie	4	1		3	0	5	0	1		19	3	10		1	2			5		1	1		1	1	4	4	
	1	1		0	1	3	2	4		13	7	8		0	1			1		0	1		0	0	0	0	
McLaren	4	2	1	5	0	5	4	1	1	45	3	24		2	4	1	0	4	2	1	4	1	2	1	6	11	3
	7	0	1	5	1	3	2	1	2	43	9	26		2	5	3	1	10	0	1	2	0	5	2	10	5	2

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Mikus	1				0		0		0	7	2	4		1		0		6			2	2	0	0			
	3				1		2		2	13	1	4		1		3		3			0	0	1	1			
Mitchnick	0	2				1	1		0	4	0	3	1	1	1	2		2					0	1	2	0	1
	3	2				0	1		1	6	1	0	2	1	1	1		2					1	1	0	1	0
Murray	1				0					1	1		0			1					0					0	
	2				1					3	0		1			0					1					1	
Nairn	0			0						0						1											
	1			1						2						0											
Newman	2	0		2	1	1	2		1	7	3	3	1	1	0	2		5				1	1	1		1	
	3	3		0	3	1	1		4	9	1	9	0	0	2	4		2				0	0	0		1	
O'Neil	0	0		0	1	0				3	0					1		1						1			0
	1	1		1	0	1				1	1					2		2						0			1
O'Shea	9	8	2	16	6	7	2	12	2	205	11	69	1		5	7		19	1	2	11	2	5	1	1	16	3
	18	4	2	12	4	3	5	6	1	91	8	50	1		6	5		6	3	1	15	0	2	1	6	12	0
Palmer	9	4	6	10	1	7	2	2	2	113	9	55	1	4	5	2	1	19	2	2	3	3	0	2	6	10	
	12	4	5	6	2	1	2	1	1	95	10	50	0	1	3	4	1	7	0	1	4	1	2	2	3	7	
Petryshen	3				1			0		5		1		1	1			1					1	0		1	
	1				0			1		3		2		0	2			1					0	2		0	
Picher, M.	5	2		7	0	1	1	3	1	26	3	19	3	0	4	0	1	5		2	2	0	1	1	2	2	2
	4	2		6	1	4	2	3	2	43	2	17	0	2	2	1	0	3		1	4	2	4	2	2	3	1
Picher, P.	5	4		7	2	2	1	1	0	21	1	19		1	5	2		2	0		0	2	1		2	2	0
	4	1		3	5	1	5	1	2	23	1	23		1	2	2		5	1		1	0	1		7	1	1
Pineau	1									1	0	1			1	2		2									
	0									2	1	1			1	1		0									
Randall										0																	
										1																	
Ray	0						1		2	2		1			0	0		0									
	5						0		0	5		12			1	1		1									
Rayner	7	3		11	5	6	4	3	2	97	12	45	1	3	5	2	1	2	1	1	1	0	2	2	2	8	4
	4	1		1	2	2	5	0	0	82	7	29	0	1	1	1	1	8	0	1	5	2	4	4	1	2	0
Roach	6	1		3	1	1	2			5	1	3		0	1	1	1	1			0	1	0	0		2	3
	2	1		1	4	1	2			10	0	3		3	1	0	0	4			1	2	1	2		3	0
Roberts, R.J.	7	0	1	7	0	4	0	0	1	33	5	19		2	6	2		4	1		3			1	1	5	1
	5	1	1	4	2	3	2	2	0	21	4	32		1	6	3		6	1		2			0	0	5	0

Company blue

OFL Ontario Arbitrator Survey, April 1977 - June 1999

Union red

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	Arbitrability, Jurisdiction & Res Judicata																										
	Bargaining Unit, Scope	Call in & Reporting Pay	Job Evaluation (Classification)	Collective Agreement	Contracting Out	Damages	Demotion	Disability & Duty to Accommodate	Discharge, General	Discharge, Absenteeism	Discipline	Discrimination	Employment Status	Estoppel	Evidence	Expense Allowance	Grievance Procedure	Health & Safety	Holiday Entitlement	Holiday Pay	Hours of Work	Illness, Fitness to Return	Interpretation	Job Experience	Job Posting	Job Vacancy	
Rose	8	1	0	1	3	1	1	1	14	3	12	0	2	1	2	1	1	1	1	1	1	1	4	4			
	1	0	1	1	2	0	0	0	11	3	6	1	2	0	3	0	0	0	0	0	0	0	0	0	4		
Saltman	5	2		7	0	3	1	1	27	5	10		0	3	8		1		2	5	2	1	0	3	1	0	
	8	1		2	1	1	4	1	26	3	18		1	3	6		3		0	2	2	1	1	1	4	1	
Samuels	5	3	0	4	8	7	2	1	41	4	9		1	2	1		1	1	2	2	2	2	0	1	4		
	3	2	2	4	2	2	1	1	42	7	37		1	2	1		5	1	3	5	0	0	1	1	3		
Sargeant						0				2	1	2					1	0		0							
						1				1	1	0					0	1		1							
Sarra	2	1		1		0	0		2	0	1				0		1								1		
	3	2		1		1	1		6	1	0				1		0								0		
Satterfield	0	1			0	1	1		3	1	0			0	1		0								3		
	2	0			1	0	1		7	0	2			2	3		3								0		
Schiff	4			1	1	1	0	0	1	10		8	1	1	1		1	0		0			1	1	2	2	
	2			0	1	0	2	2	0	16		2	0	3	1		5	1		1			0	1	0	0	
Shime	2	1	1	0	1	3	2	3	1	15	0	18		0	2	0	1	1		0	1	2	1	1	1	1	
	1	1	0	3	1	2	0	5	0	24	2	24		1	1	2	1	5		1	2	1	3	0	1	3	
Simmons	6	3		3	2	6	2	2	0	12	2	8	3	2	6	6		6		1	1		1		3	6	2
	6	1		1	0	0	1	1	1	26	3	22	0	3	2	2		6		0	1		1		1	3	1
Snow	1	0		0		1			0	5	0	1	0		1	1		0	0		1	1			0	0	
	4	1		1					1	2	3	1	1		0	1		1	1		0	1		1		1	
Solomatenko	4	0			3	4	0		3	7	1	8		2	1	2		2	1	1	1				1		
	4	2			1	1	2		1	18	4	3		2	0	0		4	0	0	3					7	
Springate	4	2		3	2	1	2		1	23	1	13	1	1	0	3	0	3		1	1		1	2	2	3	
	6	0		1	3	3	4		3	36	4	19	1	0	4	4	1	6		0	0		0	2	9	3	
Stanley	4	1		1	0	3	0	0	1	14	2	8	0	0	3	5		0		1	2			2	2	1	
	7	0		0	1	1	3	1	0	7	1	8	1	2	5	1		1		0	2			0	0	0	
Starkman	2	1	1	1	0	2		1	0	4	1	6	1	2	1	1		1			0		0	1	0	1	
	9	4	0	1	1	0		0	2	10	1	8	0	1	3	0		4			1		1	0	2	0	
Stewart	1	3	0	2		4	0		1	12	1	9		1	3	1		1			2	0		2	0	2	
	0	0	1	0		0	1		0	13	1	7		1	1	0		3			0	1		0	1	1	
Surdykowski				0	0				0	2		2	0		1						0					1	
				1	1				1	0		0	2		1						1					0	
Swan	3	3	1	8	1	2	0		0	22	1	3	1	1	2	2	2	0			2		2	2	1	2	1
	3	1	0	1	0	1	3		2	18	1	11	0	1	1	2	0	3			1		1	5	3	1	0

Company blue

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Union red

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	Arbitrability, Jurisdiction & Res Judicata																									
	Bargaining Unit, Scope	Call in & Reporting Pay	Job Evaluation (Classification)	Collective Agreement	Contracting Out	Damages	Demotion	Disability & Duty to Accommodate	Discharge, General	Discharge, Absenteeism	Discipline	Discrimination	Employment Status	Estoppel	Evidence	Expense Allowance	Grievance Procedure	Health & Safety	Holiday Entitlement	Holiday Pay	Hours of Work	Illness, Fitness to Return	Interpretation	Job Experience	Job Posting	Job Vacancy
Tacon	1	0	1	0					8	1	2		1	0	3		3									0
	0	1	0	1					6	0	4		2	1	1		1									1
Tenace	1								0								0			1		0	1			
	0								1								2			0		1	0			
Teplitsky	5	3	1	3	1	3	0	0	0	15	3	17		1	4	0	3		3	1	0	0	1		6	2
	2	2	0	3	2	1	2	2	2	34	3	22		1	1	1	1		0	5	2	3	1		8	1
Thorne	5	2		2	2	1	2	0	0	4	1	13	0	0	2	3	2	0	2	2	0		0	1	3	0
	8	1		4	2	1	3	1	2	18	6	9	1	4	0	1	4	1	2	1	2		1	1	2	1
Tims	0						0		4	1	1			2	1						1		0		2	
	2						1		8	0	2			0	1						0		1		1	
Verity	4		0	2	1			0	22	2	11	0	1	3	0		4	0	0	1	1		2	2	2	1
	5		1	0	0			3	39	4	9	1	1	1	3		0	1	1	2	2		1	0	1	1
Waisglass					0				2	3	2			2	0		2									
					1				4	0	1			0	1		0									
Walter	0								0		0					0										
	1								1		1					1										
Warrian				1	1				1	1	5			0	1		3									2
				0	0				5	1	2			1	0		1									0
Watters	4	2		1	0	1	0	0	8	7	12	1	0	4	2	0	5		0	0				1	4	5
	4	0		1	2	0	3	2	10	4	16	1	1	2	2	1	2		2	2				0	3	
Weatherill									0		1						1				1				1	
									2		0						0					0				1
Welling	2		1	4	0	1	0	3	16	6	13	1		1	1	1	1	1		2			0	1	1	
	2		0	1	1	1	1	0	13	2	7	0		1	0	0	1	0		2			2	0	0	
Whitaker	1							2	3				2	1					1						1	
	0							0	0				0	0					0						0	
Whitehead	1			0		2		3	11	6	5	1	1	4	2		3	1	1				0	2	2	
	5			1		0		0	7	1	1	0	0	2	0		2	1	0				1	0	0	
Willes	4	1		3		3		1	9	2	6		1	0			2					0			3	
	1	0		1		1		0	6	0	7		0	1			3					1			1	
Williamson	2	0		1	0	1	1	0	4	2	2	0	2	2	2		3			1	0	0	1		2	0
	3	2		0	1	0	1	2	11	2	4	1	0	1	1		4			0	1	1	0		0	1
Wilson	1								1		3			1			2			0	0		0		1	
	1								5		3			0			2			1	1		1		0	
Young	1				1				2	0	6	0		1	2		0	1	1							
	2				0				1	2	4	1		1	1		1	0	1							

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	Lay Off, Bumping Rights	Leaves of Absence	Management Rights	Overtime	Pensions, Welfare Plans, Benefits	Premium Pay	Probationary Employees	Procedure	Promotion	Qualifications, Skill & Ability	Recall	Retirement	Scheduling of Work	Seniority	Sick Leave	Sick Pay	Strike & Lock Out	Technological Change	Transfer	Union Rights	Vacation Entitlement & Scheduling	Vacation Pay & Severance Pay	Wages	Work Assignments	Working Conditions	TOTALS	
Abbot				2	0	1		0	3	3				1	0				0	0	1	1	3			37	
				0	2	0		1	1	0				0	1				0	1	0	2	1			36	
Abramsky	7							1		1	1		1										2			28	
	0							1		1	0		0		1							1	0			29	
Adams		1	0																							1	
		0	1																							2	
Adell				1					1	2													0	0		10	
				0					0	3													1	2		12	
Aggarwal	4	1	2	0	1	0	1	1		1	1		0	0	1	1				1		0	1	2	4	52	
	2			1	5	5		1		2	1		2	1						0	2	4	1			64	
Albertini	1																									1	
	0																									2	
Albertyn	1				2					1	0										0			0		14	
	0				0					1	1										1			1		12	
Allison		1						1		1										0	1					12	
	1	2								1										1						15	
Armstrong	1																		0				0			6	
	0																			1			1			7	
Backhouse	1			1	1	0		1					0		0					0				1		16	
	1			1	0	1		0					1		1					1				0		24	
Barrett	0	2	2	2	2	0	1	2	3	4			1	2	1					0	3	1	3	1		99	
	5	3	3	2	4	2	1	0	1	2			0	0	0					1	1	0	1	1		63	
Barton	8	2	3	6	4	6	0	1	1	10	4		6	8	0				1	4	3	3	4	8	13	1	249
	4	1	2	5	3	3	1	0	0	2	0		2	4	1				0	0	0	3	4	4	6	0	152
Bastien																										3	
																										3	
Baum	4	2	2	1	0	4	0		0	4		1		3	0	0				0		0	0	2		81	
	3	1	2	3	2	1	1		3	2		0		3	2	2				2		5	5	1		88	
Beattie	1		1	1	0					1				2							1					27	
	1		0	0	1					0				0							0					14	
Beaudry	1	1		0	2			1		2			0	0									0	3		23	
	2		0	1	2			2		1			1	1									1	0		22	
Beck	1			1	0					1			0								0	0	1	2		38	
	1			0	2					0			1			1					1	1	0	0		30	

	Lay Off, Bumping Rights	Leaves of Absence	Management Rights	Overtime	Pensions, Welfare Plans, Benefits	Premium Pay	Probationary Employees	Procedure	Promotion	Qualifications, Skill & Ability	Recall	Retirement	Scheduling of Work	Seniority	Sick Leave	Sick Pay	Strike & Lock Out	Technological Change	Transfer	Union Rights	Vacation Entitlement & Scheduling	Vacation Pay & Severance Pay	Wages	Work Assignments	Working Conditions	TOTALS
Bendel	4	1	2	1	2	2		3	1	9	1			4						0	2	0	3	1		84
	2	3	1	2	1	0		2	1	5	0			1						2	1	2	4	2		79
Betcherman	1	2	2	0	0	2	1	1	2	3			1	1		0		0		1	0	0	0	5	1	70
	1	3	0	1	2	1	1	1	4	2			0	0		1		1		1	3	1	2	5	0	97
Blair			5		1		1			1			0		1						1			2		23
			0		0		0			1			1		0							0		1		17
Boscariol	3		1	6	1	2	1		1	8			0	1	0				1	1	0	0	0	5		83
	0		1	2	2	0	0		6	0			1	0	1				0	3	1	1	1	0		75
Brandt	8	4	4	7	14	4	5	1	9	12	0		6	4		3		1	5	2	4	2	9	9		264
	4	1	2	4	2	2	1	0	3	5	1		2	2		0		0	0	1	3	5	3	6		147
Brault.			1			1				0					0								0			7
			0			0				1					1								1			12
Brent	15	9	4	10	6	6	7	3	14	27	2	1	10	12	1	1			1	5	6	7	16	25		458
	6	6	5	6	8	3	3	1	4	11	2	0	5	4	1	1			3	6	7	7	12	5		309
Briggs	1	1	2	1	1	1	0	0		0	0		1	3	0					1	1	1	1	2		42
	1	0	0	2	1	1	1	2		2	1		0	2	1					0	0	0	3	2		42
Brown, H.D.	20	5	4	15	13	7	4	9	16	35	7		10	8	2	4	2		9	4	10	12	19	24		612
	8	2	4	10	9	5	4	4	8	13	2		6	5	3	3	0		3	7	7	9	9	19		473
Brown, R.M.	2	2	2	3	6	5	1	0	0	4	1		1	2	2					2	1	2	4	2		73
	4	1	0	0	3	0	0	1	1	5	0		1	4	0					0	2	3	3	0		78
Brown, T.W.																					0					2
																					1					5
Brunner	16	5	6	8	3	2	3	3	12	15	2		3	4	0	7			4	3	3	2	13	22	1	306
	4	2	4	8	3	4	1	2	3	3	3		1	6	2	5			1	1	1	2	12	8	0	256
Burkett	8	3	9	9	11	4	2	1	5	9	3	1	3	1	0	5		0	1	2	4	4	15	11		245
	8	5	3	7	6	8	0	3	4	10	0	0	4	5	3	3		1	4	5	1	2	18	7		260
Cantin						1				1			2								1			1		7
						0				0			0								0			0		8
Carrier	2		1	1	2	1		2		3				1	2				0	0	3	0	0	0		49
	1		0	1	0	0		0		1				0	0				1	1	0	1	2	1		34
Carter		2	1		2					3				3										3		25
		1	0		1					0				0										0		15
Chapman									1				0											1		2
									0				1											0		1



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	Lay Off, Bumping Rights	Leaves of Absence	Management Rights	Overtime	Pensions, Welfare Plans, Benefits	Premium Pay	Probationary Employees	Procedure	Promotion	Qualifications, Skill & Ability	Recall	Retirement	Scheduling of Work	Seniority	Sick Leave	Sick Pay	Strike & Lock Out	Technological Change	Transfer	Union Rights	Vacation Entitlement & Scheduling	Vacation Pay & Severance Pay	Wages	Work Assignments	Working Conditions	TOTALS
Emrich	0	1	0	0	0	1	1		2	5	0		2	0	1					0	1		1	1		38
	2	0	1	1	2	3	1		0	2	1		3	2	0					2	2		4	2		63
Finley	0	0	1	0		2	0			1			0	1							1		1	0		22
	1	3	1	1		0	1			1			1	0							1		0	1		26
Fisher	3	1	0		0	2			0	1	0			0	0						2	0	1	2		26
	3	0	1		1	1			1	0	1			1	1						0	2	2	0		25
Folsy	3	0	3	2	2	5	0		7	1			0	1		1	0		1	2	1	0	0	5		81
	3	1	1	0	3	1	1		0	3			1	2		0	1		0	2	2	1	1	4		73
Franks	1	1			2	2		1	1	2	0			1								1	1			31
	1	0			0	1		2	0	0	1			1								0	1			25
Fraser	2			1	1			1	2	4			2	4			0							0	0	48
	2			2	3			0	1	5			3	2		1					1		1	1		68
Freedman	0																									4
	1																									3
Gordon				0				0												0						0
				1				1												1						4
Goodfellow	0	0	0	1	1			0					1		0							1	0	2		14
	1	1	1	3	1			1					0		1							1	1	0		16
Gorsky	3	1	3	7	6	3		0	3	8	2		4	6	1	1			2	2	1	1	7	11		145
	5	2	0	4	5	3		3	1	6	1		2	2	0	1			1	2	2	1	1	4		134
Grant	1	1	3		0	1				2					0						1	2	1		1	28
	3	0	0		2	1				2					1					0	3	0		1		22
Gray	4		0		2	2		1		2			1	0							1	0	1	1	0	49
	2		2		4	3		0		2			0	1						0	2	2	1	3		65
Haefling	4	0	6	3	1	4	0	3	2	14	0		2	3	0					1	1	0	4	3		110
	3	2	4	5	4	1	1	4	0	5	1		0	2	1					0	3	3	9	6		146
Harris	1	1	2	2	1	0		1		2	1		1							0	2		1	1		43
	4	0	1	0	3	2		2		0	0		0							1	0		0	1		51
Hebdon				0																				1		1
				1																				0		4
Herlich	0				1																0			1		6
	2				0																1			1		8
Herman			1		0																		0			5
			0		1																		1			6

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Hewat					1		0	1																1		4
					0		1	0																0		4
Hinnegan	16	4	10	17	14	5	3		12	17	4	1	8	10	1	3	2	1	3	4	5	2	12	18	1	431
	6	3	2	7	3	2	2		5	12	5	0	2	5	1		1			6	1	4	10	9	0	204
Hope					1																			1		3
					0																			0		0
Howe	0			2	1	1			0		1		1											0	1	19
	1			2	0	1			1		1		1											2	0	22
Hunter	6	3	1	2	3	1	1	0		6	2		5	1	0	2		0	1	0	2	3	3	3	6	101
	3	1	2	2	4	2	1	3		10	3		2	2	2	1		1	0	3	2	3	7	3		136
Jackson			3			2				3				1							0		1	1		21
			0			0				0				1							1		0	1		10
Jamieson			2							1			1									1				11
			0							1			0									0				5
Joachim				1				1																		4
				0				2																		9
Jolliffe, T.	2		0	3	1	3	2			2	1		1	2		1	0	0	1		1	1	1	1	5	77
	2		1	0	1	1	1			1	0		0	1		1	1	1	1		1	1	2	3		57
Joyce	4	4	6	9	2	7	2	3	2	11	2	0	1	3	2	2				0	2	3	2	9	6	215
	5	3	2	5	9	8	0	0	2	6	0	1	7	3	0	1			1	2	3	5	10	7		198
Kaplan	4		0	0	2	1		1		3			0	1	1						0	1	1	2		60
	3		1	3	2	0		1		1			1	2	0						2	1	2	1		46
Kates	1	2	1	1	4	1	1	1	3	9	3		0	6	2	1			0	1	1	1	3	6		106
	0	1	1	2	2	2	0	0	5	6	1		1	2	3	0			1	2	0	2	5	2		106
Kaufman	1	1	1			0		2		1											0		0	1		13
	0	0	1			1		2		2											2		1	0		30
Keller	3	0	1		3	2		2	1	5				1	0					0	1	1	4	4		77
	4	1	1		1	3		1	0	3				0	2					1	1	0	2	1		58
Kennedy	9	4	4	12	5	5	3	3	13	15	3		7	4	3	2			6	2	3	4	6	15		302
	4	1	2	4	12	2	1	2	5	2	1		5	5	3	1			3	3	1	2	7	4		224
Kilgour	2	0	3	1	1	0	1	3	1	3			0	2		2				1	1		2	7	0	76
	1	2	1	1	4	1	0	4	0	1			1	2		0				1	3		2	3	1	64
Kirkwood	2	1	1	1	0	0	0			2				1	0	0			1	1	0	0	1	2		36
	1	2	0	1	2	2	2			3				1	1	2			0	0	2	1		2		49

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Knopf	3	2	6	1	3	1	1	2	1	13	2		3	1	1	1		1	1		4	5	4	8		152
	5	0	3	2	2	0	1	6	1	5	2		1	2	0	0		0	0		3	0	7	3		138
Kovacs														0							1					4
														2							0					6
Kruger	0	0	1	0	2	0	0	1	3	8			1	1		1	1		1		2	2	0	2	1	86
	1	2	1	1	0	2	1	0	3	1			2	0		1	0		0		0	0	3	1	2	63
Kwavnick	1					1								0							1					8
	0					0								1							0					5
Langille				1	1		1	1		6			1	0	0	1					0		0			33
				1	1		0	0		1			0	1	1	0					2		3			31
Lapointe															0						1					1
															2						0					4
Lavery	3	1	0					1		1		0		0						0	0	0				16
	0	0	1					0		2		1		1						1	1	1				16
Levinson, M.			1	0				0			0		0	0							1		1	0		14
			0	1				3			1		2	1							1		2	2		33
Levinson, R.	15			4	2	2	3	3		8			1	1						0	2	0	1	3		102
	3			1	5	5	0	3		2			1	2						1	3	2	2	2		79
Liang	1			0	1																					3
	1			1	0																					4
Low	1	0		1	0	1	0			1				1					1	0	0	0	0	1		18
	0	1		0	2	0	1			0				1					0	1	1	1	1	1		29
MacDowell	3		1		0	0														1	1			1		17
	1		0		1	1														0	0			1		10
Maclean		0			0			0	1	1	1			0								0		1		9
		1			3			1	0	1	1			1								1		0		28
Marcotte	1	1	1	2	4	1		0		6	1		0	0					1	0	2	0	1	3		84
	5	3	5	4	3	2		3		10	2		1	5					0	1	2	2	5	10		120
Marszewski	2	0		1		1		1		3				1		0				0	0	0		0		24
	0	1		0		1		0		3				1		1				1	1	1		4		34
McKechnie	3	2	1		0	3		1		11	2		4	0	0			1	0		2	0	2	3	0	101
	1	1	0		1	1		1		2	1		1	2	2			0	1		0	1	4	3	1	66
McLaren	10	2	6	10	5	8	2	0	5	13	3		5	5	0	1		0	2	4	1	0	10	9	1	239
	3	0	1	4	3	2	0	4	4	12	2		1	2	1	2		1	0	6	5	7	13	5	0	226

Company blue

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Mikus	2	1	0	1			0	3		1				1									0	0		34
	4	1	2	0	1		1	1		1				2							1	1	4	1		55
Mitchnick	3	1	0	1	3	0	1	1		2	0	1		2		0		0		1	1	1	3	5		48
	3	0	4	2	0	3	1	1		3	1	0		0		1		1		1	0	0	2	1		48
Murray	0		1		1			1						1												8
	1		0		0			0						1												11
Nairn					1		0	0						1								1		0		4
					1		1	1						0									1	1		9
Newman	1	1	2	3	1	1		2		4	0		0	0	0				0	0	1	0		2		53
	5	0	1	1	0	0		1		2	1		2	4	1				1	2	0	1		1		66
O'Neil				0						1	0								0				1			9
				3						2	1								1				0			18
O'Shea	34	7	5	16	12	7	6	5	38	34	5	1	12	14	0	6	0	1	5	4	6	11	15	35	1	703
	6	1	4	12	6	8	2	2	13	5	3	0	7	3	3	4	2	0	8	12	3	5	17	8	0	396
Palmer	25	7	11	15	15	5	4	1	13	18	3	0	8	15		3		1	1	3	2	6	10	26		472
	10	2	2	14	8	4	0	0	7	13	3	1	7	10		1		0	2	3	1	5	10	12		340
Petryshen	0			1	1			1		2	0		1							1	1			1		24
	1			2	0			1		0	1		0							0	0			1		18
Picher, M.	13	2	1	2	1	9	0	2	2	12	2		3	8	0	2		1		0	4	0	15	3		175
	7	0	1	4	6	5	3	1	3	7	3		2	7	1	1		2		2	5	3	4	3		183
Picher, P.	5	1	4	2	3	7	2	3	6	8	1	2	2	0	2	1				2	2	2	8	2		145
	5	2	1	1	4	3	3	0	1	8	0	0	2	1	1	3				1	0	4	2	11		144
Pineau		1						2	1												1		1			14
		0						2	1												0		1			10
Randall		0	0																							0
		1	1																							3
Ray	0			1	0			1					0	0						1						9
	1			0	2			2					1	1						1						33
Rayner	6	3	2	13	7	2		2	7	21	3		7	3	0	2			4	0	3	9	8	14		346
	11	0	1	12	6	7		4	6	6	1		2	7	2	2			5	3	0	5	15	5		264
Roach	4	1	1	1	1	1	0	1	3	5	3		1	3	0	1			0	0	3	0	6	1		69
	0	2	0	2	1	0	1	1	3	6	0		0	2	3	0			1	1	2	3	6	1		76
Roberts, R.J.	2	2	4	3	3	4	2	0	0	10	2		3	5	0	0			1	1	0	2	3	9		159
	4	4	0	7	2	3	1	2	5	3	0		2	6	1	1			3	5	3	0	7	6		166

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Rose	5	1	3	2	1	0	1	2	3	12	0		1	2	0	0			1	1	3	0	3	3		105
	4	1	1	1	2	4	0	2	1	9	1		0	1	1	1			1	1	2	1	5	1		75
Saltman	4	2	1	2	5	5	0	2	5	15	1	1	1	3	0	1	0		3	1	1	1	9	5	0	156
	2	2	2	5	5	1	2	4	0	8	0	1	4	2	7	1	1		1	1	3	1	2	9	3	158
Samuels	3	3	2	4	8	4	4	2	6	22	2		3	6	1	0			1	3	3	3	8	11		202
	10	2	1	4	6	8	1	2	2	6	2		4	5	1	1			0	3	1	5	10	6		207
Sargeant			1		0					1																8
			1		1					0																7
Sarra	0		1		0		3			0			0										0	2		15
	2		0		2		0			2			1										1	0		24
Satterfield	1	0		1		1				2			0					0				1				17
	3	1		0						1			1					1				0				29
Schiff	1		2	1	3			1	4	3	1			0		1			0	0		3	2	4		62
	1		0	0	3			0	0	1	1			1		0			1	1		1	1	3		51
Shime	8	5	2	5	2	1	3	0	4	6	1		8	4	0	0			1	2	3	7	5	6		131
	7	0	1	4	5	6	1	1	5	5	0		1	2	1	2			0	3	1	2	6	4		141
Simmons	9	3	5	5	1	0	0	5	1	9	0		1	5		1			1	0	3	1	7	9		149
	3	1	2	1	2	1	1	2	2	5	1		2	2		1			2	2	1	3	2	3		121
Snow	1	0	2	3	1	1				0			3	0							1		1			25
	0	1	1	1	0	0				1			1	1							1		0			27
Solomatenko	3	1	1	2	3	3		1		4	0		1	4	1			1	1	1		1	0	3		72
	3	0	2	2	2	0		1		4	1		0	3	1			0	0	1		1	3	3		79
Springate	3	0	3	2	4	0	2	5	2	8			1	4	0	0			2	1	3	1	2	2		115
	2	2	0	1	4	1	0	2	0	4			0	1	1	1			0	3	1	2	4	5		143
Stanley	2	1	2	2	1	4	2	2	1	4	1		1	2	1						4	1	3	5		89
	7	1	1	2	2	1	0	1	2	7	0		2	2	0						1	1	1	1		73
Starkman	2	1	2		0	1	0	1		4	0		1	0	0			0			1	3	1	0		44
	1	2	0		2	2	1	2		4	1		1	2	1			1			2	1	3	4		78
Stewart	3	4	2	1	2	4	1	1	1	9	1		0	1	1						2		3	4	1	86
	1	0	1	0	0	0	0	1	0	1	0		1	1	2						2		1	3	0	45
Surdykowski			0	2						1													2			11
			1	0						0													2			10
Swan	3	4	1		1	0	1	0	0	1	2	1	3					0		1			4	9		93
	5	1	0		1	3	0	3	1	4	1	0	11					1		0		3	1			94

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Tacon	1	0			1			0					1	1							1	0	1			26
	1	1			1			1					0	0							0	1	2			25
Tenace	0	1	0	1																						5
	1	0	1	0																						6
Teplitsky	5	1	2	3	4	2	0	2	12	10	2		1	1	1	0		1		2	1	3	2	9	8	144
	6	2	3	4	5	5	2	1	9	8	0		0	2	1	1		0		1	3	3	19	5	0	179
Thorne	2	3	5	3	2	3	1	1	1	8	1		1	4	1	2			1	0	1	1	6	4	0	98
	7	2	5	0	2	6	1	2	2	9	0		1	4	1	1			0	1	1	2	6	3	2	134
Tims	5		2	1	1			1		1				0	0						1	1		1		26
	1		0	3	0			0		0				1	1						0	0		0		22
Verity	3	3	2	2	2	4	5	1	4	13	0		0	0	2	2	1		0	0	1	2	3	4		113
	3	0	1	2	1	2	1	1	0	4	2		1	2	1	0	0		1	2	3	0	5	5		113
Waisglass	1		1		0									1							1		1	1		17
	0		1		2									0							0		0	0		10
Walter																										0
																										4
Warrian			0	1	0	0		0		2				1										1		20
			1	0	2	1		1		2				1										2		20
Watters	3	2	2	0	1	2		3	0	6	1	0	2	0	0				1		2		3	6		91
	3	1	0	3	2	3		0	1	3	1	1	0	4	1				0		4		4	3		92
Weatherill																										4
																										3
Welling	3	3	3	1	0	2	2	3	1	6	1		2	2	1						0	1	0	2	3	92
	1	1	3	1	1	0	1	1	0	2	0		3	1	3					1	0	3	5	2		63
Whitaker			1		0								1								1					14
			1		2								0								0					3
Whitehead	6	0	3	2		1		1		3	2		2	1	1				1		0	1	1	3		73
	0	1	2	1		1		0		1	0		0	2	0				1		6	1	4	3		44
Willes	1	1	1	2	1	0		0	4	8	0	0	0	0		0			0		1	0	1	5		60
	2	1	0	2	2	1		1	0	5	1	0	1	2		1			1		0	1	3	2		48
Williamson	3	1	3	2	4	1		2	1	3				2		0	1			1	1	1	2	4		58
	2	3	1	2	0	0		2	0	2				0		1	0			1	0	0	3	1		54
Wilson				0				0		1			1	0							3			1		15
				1				1		0			0	1							4			0		21
Young	0		0		0			0		3					0						0	2		2	1	23
	1		1		1			1		1					1						1	1		2	0	24