



***OFL/FTO***

# **OFL Ontario Arbitrator's Survey**

**April 1977 - September 2003**

**Prepared for the Ontario Federation of Labour  
by Sack Goldblatt Mitchell 1.800.387.5422**

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.

Arbitrator	Arbitrability, Jurisdiction & Res Judicata	Bargaining Unit, Scope	Call in & Reporting Pay	Job Evaluation (Classification)	Collective Agreement	Contracting Out	Remedies (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
Abramsky, R.	0			0	0				0	8	2	6		0	0	2		2			
	6			1	1				1	5	1	8		2	1	1		1			
Adams	0			0			0					1									0
	1			1			1					0									1
Adell, B.	0	0				0			1	2				0	1			2			
	1	1				2			0	0				2	0			0			
Aggarwal, A.P.	2			0	1	1	0			6		10		2	1	0	0	1			2
	4			3	2	0	1			13		6		0	2	1	3	1			0
Albertini							0											0			
							1											1			
Albertyn, C.	1	1	0	1		1	0		1	4	0	5		2		2		1			
	2	1	1	0		0	1		1	3	1	4		0		0		4			
Armstrong, T.	0		0	1		1	1		1	3	0	2			2	0					
	3		1	0		1	1		2	3	1	2			1	2					
Barrett, A.	12	1		1		1	2	3	3	28	6	14	1	3	3	3	1	6	1	2	1
	3	0		1		3	1	0	0	11	3	14	0	4	2	2	0	0	0	0	1
Barton, P.	15	0	2	4	1	5	0	1	8	49	10	29		6	4	2	1	5		5	5
	8	1	2	1	1	3	2	0	7	29	7	39		2	2	0	1	2		1	1
Bastien, F.	1					1				0								1			
	2					0				2								2			
Baum, D.	8	0		2	1	0	0			16	2	14			3	1		3		2	4
	2	1		1	2	2	2			25	1	9			1	0		1		0	2
Baxter, S.		0		0		0							0								
		1		1		1							1								
Beattie, A.	1				2	1		1		6		6		1		2		1			
	1				0	0		0		8		2		0		0		1			

Beck, S.M.	2	2		2	1	2			0	12	0	11	0	0	4	1		3			
	4	1		1	0	0			2	11	1	3	1	1	1	0		2			
Bendel, M.	6			5	2	0	2	1	1	20	0	6		0	4	2		6	1	2	
	3			2	3	1	5	0	1	21	1	10		2	4	0		9	0	1	
Bloch, J.B.	1																				
	0																				
Brandt, G.J.	11	2	2	14	3	6	1	0	3	38	9	26	2	3	6	5		6	3	1	2
	6	0	1	6	0	3	5	2	4	34	4	23	1	1	1	5		9	1	1	0
Brault, S.				1		0	0			1		1				1		1			
				2		1	2			2		1				1		0			
Brent, G.	31	6	1	23	7	7	2	5	3	61	10	58	3	4	9	6		14	1	1	5
	15	6	1	11	2	7	2	3	3	72	5	45	2	7	1	4		13	0	0	5
Briggs, F.D.	10	1		1	0	1	1		0	4	2	5	1	1	3	2	1	0			0
	6	0		0	1	0	1		3	6	1	2	0	2	1	2	0	3			1
Brown, H.D.	25	17	3	28	3	9	11	1	3	117	12	68	1	5	8	11	1	20	0	2	13
	28	5	0	21	3	3	12	4	3	114	15	57	3	2	2	9	2	17	2	3	10
Brown, R.	1	0		0		1	1			0		0	1		1			0			0
	0	1		1		0	0			4		1	0		0			1			1
Brown, R.M.	1			1		5			1	10	0	3	1	2	1	0		3			1
	3			1		1			2	12	2	11	2	2	3	4		2			1
Brown, T.W.	0										0	1		0				0			
	1										1	0		1				1			
Brunner, P.J.	10	4	3	8	2	12	2	4		48	2	44	1	1	1	2	1	8	2	2	9
	6	3	1	5	8	2	5	2		82	3	39	0	1	2	1	1	6	0	0	7
Burkett, K.M.	8	4	1	5	4	8	0	2	2	44	3	16	1	2	5	2	1	5	0	1	5
	10	5	0	1	8	2	1	4	2	53	4	38	0	1	2	3	2	9	1	1	2
Carrier, J.D.	3	1			1	1		0	1	11	0	3	0	1	6	1		1	0		
	4	0			0	0		1	2	6	2	7	2	0	0	0		2	1		
Carter, D.D.	1	0	1			1	1	0		1	0	1	1	1	1	0		1			
	0	2	0			0	1	1		4	1	2	0	0	1	1		2			
Chapman, P.A.				0					0					0							
				1					1					1							
Charney,G.J.	5			2	0	1	1	1	1	18	3	5	0	3	3	2		3			1
	5			1	1	2	1	0	2	8	0	6	1	0	2	2		2			0
Chodos, P.					1			1		1											
					0			0		0											
Clement	4			1				1	1	13	3	6	1	0	1			2			0
	1			0				1	1	8	0	3	0	1	1			0			2
Cocker	1						1		1	2	1	2			1	0		0			1
	0						0		0	3	0	2			1	1		1			0
Craven, P.	9	1		1	2		0	0	0	9	2	10	1		1	6		3		0	1
	3	0		1	2		2	1	1	15	2	11	0		1	3		3		1	0
Crljenica, T.	0			0		1	0	0	0	8		1			3			0		1	0
	1			1		0	1	1	1	4		2			0			1		1	1

Cummings, M.E.						0		1													
						1		0													
Davie, L.M.	8	1		3	2	2	0		5	7	1	1	1	0	1	2		4	1	0	
	5	0		1	1	0	2		2	11	1	3	0	4	1	0		4	0	1	
Deans							0			0					1						
							1			1					0						
Devlin, J.H.	11	5		11	4	3	2	1	1	26	2	16	2	3	7	1		10	1	1	3
	7	4		3	1	9	1	0	3	30	3	20	0	3	3	4		9	0	0	1
Dissanayake, N.V.	3	0	0	2	3	3	3	0	2	11	3	6	0	0	3	0		4		1	2
	8	1	1	0	3	1	3	1	1	31	5	11	2	1	0	1		6		0	0
Dumoulin, R.C.	3	1			1	1	2		2	8		5		1	4	1		1			1
	6	0			2	1	3		0	7		4		2	3	0		2			0
Eberlee	0	0		1	0	1	0		1	1	1	2	2	1		1		0			
	2	1		0	2	0	1		1	6	0	1	1	1		0		2			
Edwards	2	1			1		1			1		1		0	1						
	1	0			0		1			6		1		1	0						
Ellis, S.R.	1							0	1	0		0	0					3	1		0
	7							1	0	3		1	1					1	0		1
Emrich, J.E.	2	0	0	1	0	1	1		0	4	1	3		1	2	0		1			1
	0	1	2	2	1	0	1		2	10	0	3		2	1	1		2			1
Etherington, B.										2		1	0			0					
										2		0	1			1					
Faubert, M.J.					1			0	1	0		0		0	0						
					0			1	2		2			1	1						
Finley	1						1			5	1	2		1	1			0			2
	1						0			5	1	2		2	0			2			1
Fisher, B.B.	1			0		1	0	1	1	4	0	3						1		1	
	0			1		1	1	1	0	3	1	0						0		0	
Foisy	3			0	0	0		1	0	11	0	16		1	4	2		1			0
	3	2		1	1	1		1	1	10	1	8		0	3	2		2			1
Franks	0	1		1	1					6	0	3		0	1			3			
	1	1		0	1					7	1	3		1	0			2			
Freedman, H.	0						0			0								2			
	1						1			2								1			
Goodfellow, R.G.	4	1			1	1	0		2	4		1	0	0	1	1		1			1
	1	0			0	1	1		1	5		1	2	2	0	2		1			1
Gordon, P.J.	1					1				1		0						0			0
	1					0				1		1						1			1
Gorsky, M.R.	9	2	1	10	0	2	1	2	1	16	2	15	0	0	1	3		1	1		2
	8	3	0	1	5	2	2	1	0	29	8	17	1	2	3	2		2	0		2
Gray, O.V.	4	2		2		1	1		3	10	1	7	1	1	2	1		3			
	3	0		0		3	3		1	14	4	11	0	0	1	0		4			
Haefling, P.	7	0	1		0	2	1	1	0	22	3	10	1	0	1	5		4			0
	9	1	0		4	4	5	2	4	27	5	14	0	2	3	5		8			4

Harris, D.A.	1			1	1	1	0		0	13	1	6	1	0		3	1		1	
	5			0	0	1	2		4	10	1	5	0	2		1	4		1	
Herlich, B.	1			1		1	1		1	2			1	1		1	2			
	1			0		1	0		1	4			0	1		0	1			
Herman, R.J.	3		1	1	0	2	1		1	3	1	0	0		1	4	2		1	
	4		1	0	1	0	0		0	4	0	2	1		0	0	0		0	
Hewat	0									0				1					0	
	1									1				0					1	
Hinnegan, K.A.	14	5	1	7	4	6	5	4	6	104	14	46		4	9	1	6	4	1	8
	1	4	2	1	2	1	6	3	4	47	1	20		4	4	0	6	0	0	6
Hope	1																			
	0																			
Hornung, R.I.	0																			
	1																			
Howe, R.D.	3	0	0			0	0	1	0	6		2	1	1	1	0				2
	0	1	1			2	1	0	3	3		2	0	0	0	1				1
Hunter, I.A.	4	2	0	0	3	2	3	0	3	15	3	12	1	0	1	0	4		1	0
	6	1	1	2	1	2	1	1	0	31	4	19	1	1	3	3	4		1	2
Jackson, R.	2			1	1	0	0		2	3	1	0	2		2	2				
	1			0	0	1	1		0	2	1	1	0		0	0				
Joachim, M.K.	0			1			0		0	1		1		1	1		1			0
	2			0			1		1	2		3		1	1		0			1
Johnston, J.D.	0	1		1					0	1		2		0	1	0	0			0
	3	0		0					1	0		0		1	2	3	1			
Jolliffe, T.	2	1		1	0	3	0			17	2	11		0	2	2	4			1
	4	2		4	1	0	2			13	5	6		1	1	0	2			0
Kaplan, W.	18	2	1	1	2	4	3		2	11	1	3	2	4	3	1	6	0		2
	6	0	0	1	1	4	2		2	7	0	5	0	1	0	0	5	1		0
Kates	3	1	0	4	1	0	0	1		18	1	15	1	2	0	1	1		1	1
	4	3	1	6	0	2	2	2		16	1	13	0	4	1	1	0		2	3
Keller, M.B.	4	2		1	0	2			0	11	3	12	1	3	2	2	3	1		3
	2	3		0	2	0			1	10	0	7	0	7	4	1	4	0		1
Kennedy, R.L.	5	5	2	3	0	4	2	2	3	76	8	41	1	4	2		6			3
	8	0	2	6	2	1	5	1	1	73	4	31	1	1	4		3			2
Kirkwood, B.A.	1	1			0		1		2	8	1	4	2	2		1	0			2
	2	0			1		0		1	13	1	12	1	0		0	1			1
Knopf, P.S.	7	8	1	4	3	1	2	1	4	26	3	13	2	2	5	3	6	0	1	0
	13	3	0	4	3	1	4	1	3	31	2	14	2	2	5	8	8	1	1	1
Langille, B.A.	2				1	0	0	1		10	1	4	1		1		1			
	1				0	1	2	0		9	0	4	0		2		2			
Lavery, D.	2	1			1		0			2	1	0		1		0	0			
	1	0			0		2			1	0	1		0		1	1			
Leighton, D						0				1							1			
						1				0							0			

Levinson, M.L.	3	1			2		1	0		0	2		1	0	2				0		
	2	0			0		1	1		6	4		0	3	0				1		
Levinson, R.L.	5	0		0	0	5	2		4	23	3	12	1	2	0	2	2	1	1		
	11	1		1	4	1	2		2	19	4	9	0	0	2	1	6	0	1		
Liang, S.	0						0		1			2							0		
	2						1		0			2							1		
Luborsky, G.F.	2						0		1	0	1			1			1				
	3						1		1	2	2			1			1				
Lynk, M.	1				1					2					1						
	2					1			2	1				1			1				
MacDowell, R.O.	0	1		3	1	2	1	1		12	2	0		0			0				
	2	1		0	1	0	0	1		5	1	1		2			2				
Marcotte, W.A.	8	2	0	1	1	5	0	1	2	23	3	9	1	2	6	6	3	1	0	0	
	9	1	1	0	2	4	2	3	1	20	2	9	3	4	3	2	3	0	1	1	
Marszewski	0	0			0	0	0			3	2	3	1	2	0		1		1		
	3	1			1	1	1			5	2	1	1	1	1		1		0		
McKechnie, G.H.	4	1		3	0	5	0	1		19	3	10		1	2		5	1	1		
	1	1		1	1	3	2	4		13	7	8		0	1		1		0	1	
McLaren, R.H.	4	2	1	5	0	5	4	1	1	46	3	25		2	4	2	0	4	2	1	4
	7	0	1	5	1	3	5	1	2	45	9	26		2	5	3	1	11	0	1	2
Mikus, L.	1	0		0	0		0		0	8	2	4		1		0		6		2	
	4	1		1	1		2		2	15	1	4		1		4		4		0	
Mitchnick, M.G.	1	2		0		1	2		1	6	0	3	1	1	1	2		2			
	4	2		1		0	2		1	9	1	1	2	1	1	1		3			
Murray, D.	2				0				1	6	1	2	1			1		0		1	0
	3				2				1	5	0	0	3			0		1		0	1
Nairn, M.A.	1			0		0		0		3		0		1		1					
	2			1		1		1		4		1		0		0					
Newman, E.	0						1		0	1		2						0			
	1						0		3	3		0						2			
Newman, M.R.	2	0		3	1	1	2		2	8	3	4	1	2	0	2		5			
	3	3		0	3	1	1		4	9	1	11	0	0	2	4		2			
Novick, S.				1						1		1									2
				0						0		0									0
O'Neil, K.G.	0	0		0	1	0			0	3	0				1	1		1			
	1	2		1	0	1			1	3	1				0	2		3			
Palmer, E.E.	10	4	6	11	1	8	2	2	3	128	9	61	2	6	6	2	1	19	2	2	3
	12	4	5	6	2	1	2	1	2	97	10	52	0	1	3	4	1	8	0	1	4
Petryshen, K.M.	3				1	2	0	0	2	8		2		1	2	2		1		0	
	2				1	0	1	1	1	5		4		0	3	1		2		1	
Picher, M.G.	6	2		8	0	1	1	3	1	26	3	19	4	0	4	0	1	5		3	2
	4	2		6	1	4	3	3	2	45	2	19	0	2	2	2	0	3		1	4
Picher, P.C.	5	5		10	2	2	2	1	1	24	1	19	0	1	5	2		3	0	0	0
	4	1		3	5	1	5	1	2	24	1	24	1	1	2	3		6	1	1	2

Pineau	1									1	0	1			1	2		2			
	0									2	1	1			1	1		0			
Randall, D.	2			0				1		3		0	1			1					
	2			1				1		6		2	0			2					
Rayner, W.B.	8	3		11	5	9	4	3	4	104	12	49	2	5	5	2	1	2	1	1	1
	6	3		1	3	2	6	0	0	86	7	32	0	1	1	2	1	8	0	1	5
Reilly, F.				1																	
				0																	
Roach, J.E.	9	1		3	1	2	2			5	1	3		0	1	1	1	2			0
	4	1		1	4	1	2			11	0	4		3	1	0	0	4			1
Roberts, R.J.	7	0	1	7	1	4	0	0	1	35	5	21		2	6	2		4	1		3
	7	1	1	4	2	4	3	3	0	22	4	33		1	7	3		6	1		2
Rose, J.B.	10	2	0	2	3	1	1		1	18	3	16	0		2	2		2	1	1	
	1	0	1	1	2	0	0		1	12	3	7	1		3	0		4	0	0	
Saltman, M.K.	7	2		8	0	4	1	1	2	30	5	12	2	0	4	9		2		2	5
	9	1		2	2	1	4	1	2	28	3	18	0	1	4	6		5		1	2
Samuels, J.W.	5	3	0	5	8	8	2	1	0	42	4	12		1	2	1		2	1	3	2
	4	2	2	4	2	2	2	1	1	43	7	37		1	2	1		6	1	4	5
Sargeant, T.					0				0	2	1	2						1	0		0
					1				1	1	1	0						0	1		1
Sarra, J.	2	1		2		0	0			2	0	1	0	0	0	1		1			
	4	2		2		1	1			12	1	3	1	1	1	1		1			
Satterfield, N.B.	0	1			0	1	2		0	4	1	0			0	1		0			
	2	0			1	0	1		1	7	0	2			2	3		3			
Schiff, S.A.	4			1	1	1	0	0	1	12		10	1		1	1		3	0		0
	2			0	1	0	2	2	0	17		2	0		3	1		6	2		1
Shime, O.B.	5	2	1	0	1	3	2	3	1	18	0	18		0	2	1	1	2		0	1
	6	3	0	3	2	2	0	5	0	26	2	26		1	1	2	1	7		1	2
Silverman, M.	0																				
	1																				
Simmons, C.G.	8	3		3	2	6	4	2	0	16	2	11	4	4	7	8		9	0	1	2
	8	2		1	0	0	2	2	1	29	4	26	0	3	3	3		6	1	0	1
Slotnick, L.					0					1		2									
					1					1		2									
Snow, H.	1	0		0	0	1	0		0	5	0	2	0		1	1		0	0	1	2
	5	1		2	1	0	1		1	4	3	1	1		0	1		2	1	0	0
Solomatenko, V.	5	0			3	4	0		3	9	1	8		2	1	2		2	1	2	1
	4	2			1	1	3		1	19	4	8		2	0	1		4	0	1	3
Springate, I.C.	4	2		4	2	1	3		3	30	1	14	1	1	1	5	0	3		1	1
	9	2		4	3	3	4		4	39	4	20	1	1	4	5	1	10		0	0
Stanley	4	1		1	0	3	0	0	1	14	2	8	0	0	3	5		0		1	2
	8	0		0	2	1	4	1	1	7	1	8	1	2	6	1		1		0	2
Starkman, D.	5	1	1	2	0	2	1	1	1	6	1	8	2	2	2	2		2	0	0	0
	14	4	1	1	2	0	1	0	3	14	1	8	0	2	4	2		5	1	1	1

Stephens, B.	1			1						2		4		1				0		
	0			0						1		6		1				2		
Stewart, S.L.	2	3	0	2		4	1	1	16	1	11		1	4	1	1		2		
	0	0	1	0		0	2	1	18	1	7		2	1	0	3		0		
Surdykowski, G.T.	2			1	0	1	1	0	9		5	0		1	3	1		0		
	1			1	2	1	0	1	8		5	2		1	1	0		1		
Swan, K.P.	4	3	1	10	1	2	0	0	23	1	7	1	1	3	2	2	0	2		
	3	1	0	2	0	1	3	2	22	1	13	0	1	1	3	0	3	1		
Szlazak, I.									0									0		
									1									1		
Tacon, S.	3	0	1		0	2			11	1	5	2	1	0	4	3		0		
	0	1	0		1	0			11	0	5	0	2	1	1	1		1		
Teplitsky, M.	5	3	1	3	1	3	0	0	1	17	3	17		1	4	0	3	3	1	
	2	2	0	3	2	1	2	2	3	34	3	22		1	1	1	1	0	5	
Thorne, I.G.	7	2		2	2	1	3	0	0	6	1	16	0	0	2	3	3	0	2	2
	11	2		4	3	1	3	1	3	21	6	10	1	4	0	1	7	1	2	1
Tims, M.L.	0			1			0	0	0	9	1	2		3	1	2				
	2			0			3	1	1	9	0	2		0	1	0				
Verity, R.L.	5	1	0	2	1	0			0	23	2	11	0	2	3	0	4	0	0	1
	6	0	1	0	0	1			3	43	4	10	1	1	2	3	0	1	1	2
Wacyk, T.				0						0	0				1					
				1						2	1				0					
Walter	0									0		0			0		1			
	1									1		1			1		1			
Watters, M.V.	5	2		1	1	1	0	1	0	11	7	18	1	0	5	2	0	9	0	2
	4	0		1	2	0	3	0	2	14	4	17	1	1	2	2	1	2	2	2
Weatherill, J.F.W.	0	1			0				0	1		3			2		1			
	2	0			1				1	4		0			0		3			
Welling, B.	2		2	4	0	2	0		3	16	6	13	1		1	2	1	2	1	2
	2		0	1	1	2	1		0	15	2	7	0		1	0	0	1	0	2
Wexler, M.										0		1			0					
										1		1			1					
Whitaker	2	1				1	0		4	4				3	1		2		1	
	0	1				0	1		0	5				0	0		0		0	
Whitehead, J.D.	1			0		2			3	12	6	7	2	1	4	3	3	1	1	
	5			1		0			0	9	1	2	0	0	2	0	2	1	0	
Williamson, D.R.	4	0		1	0	2	1		1	8	2	3	1	2	2	3	4		1	
	4	2		0	1	0	1		2	13	2	5	1	0	1	1	5		0	
Wilson, N.	1		0	0						1		3			1		3		0	
	3		1	2						6		3			0		3		1	
Young, R.	1	1				1				3	0	8	0		1	2	0	1	1	
	2	0				0				1	2	3	1		0	1	3	0	1	

Company blue

Union red

	Hours of Work	Illness, Fitness to Return	Interpretation	Job Experience	Job Posting	Job Vacancy	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
<b>Arbitrator</b>																						
Abramsky, R.				0			7	1	1					2		1	1		1		0	
			2				0	0	0					1		1	0		0		1	
Adams								1	0		0											
								0	1		2											
Adell, B.					1				1	1			1		1	2						
				0					0	0			0		0	3						
Aggarwal, A.P.	1	1	2	1	4	1	2	0	1	0	1	0	1	1		1	1		0	0	1	1
	0	1	0	0	2	0	0	1	5	5	0	1			2	1		2	1	2	1	0
Albertini					1																	
					0																	
Albertyn, C.		1	2		2	2	1		4							3	0			1		
		0	0		1	0	0		0							1	1			0		
Armstrong, T.			0		1		1	0	2				0							1		
			1		1		0	1	2				1							2		
Barrett, A.	0		1	6	0	1	2	2	2	4	1	1	4	3	6				1	2	1	
	1		1	1	1	5	4	3	2	4	2	1	1	1	2				0	0	1	
Barton, P.	1	1	1	3	5	2	9	2	3	6	4	6	0	1	1	10	4	1	7	8	1	
	0	1	0	1	1	6	4	3	2	5	3	3	1	0	0	2	0	1	2	4	1	
Bastien, F.										0												
										1												
Baum, D.		0	0	4	1	4	2	2	1	1	4	0	1	0	4		1	1	3	0	0	
		1	1	2	3	0	3	1	3	4	2	1	1	0	3	2		0	1	4	2	2
Baxter, S.								1					2									
								0					1									
Beattie, A.			0	0	1	1	1	0								1				3		
			1	1	1	0	0	1								0				0		

Beck, S.M.	2	1			2	1	2	0	1	1	0		1	2		3			0	1		0
	1	0			0	0	1	1	0	0	3		0	0		1			1	0		1
Bendel, M.		1	1	2	3		5	1	3	1	2	2		4	1	12	1			4		
		1	1	0	1		2	3	1	4	2	0		2	1	5	0			1		
Bloch, J.B.										0	0											
									1	1												
Brandt, G.J.		2		3	8	0	9	4	5	7	16	4	5	3	9	14	0		6	5		3
		1		3	5	1	4	1	2	4	3	2	1	3	3	5	1		4	2		0
Brault, S.									1		1	1				0						0
									0		0	0				1						1
Brent, G.	4	1	0	7	16	4	17	9	4	14	8	7	7	4	14	30	2	1	10	13	2	1
	1	2	2	2	6	3	7	7	5	6	9	3	3	2	4	11	2	0	5	5	1	1
Briggs, F.D.	0			1		0	2	1	2	1	1	1	0	0		0	0		1	3	0	
	1			0		2	2	0	0	3	1	2	1	3		2	1		0	2	1	
Brown, H.D.	6	7	0	7	10	3	20	5	4	15	13	7	4	10	16	38	7		10	9	4	4
	2	4	2	19	8	3	8	2	5	10	10	5	4	4	8	14	2		6	6	3	3
Brown, R.	1		0			1			0		2					0				0		
	0		1			0			1		1					1				1		
Brown, R.M.	0		0		2		2	2	2	5	6	5	1	0	0	4	1		1	3	2	1
	1		2		3		4	1	1	0	4	0	0	2	1	5	0		1	3	0	0
Brown, T.W.						1				1												
						0				1												
Brunner, P.J.	0	1	2		4	1	16	5	6	8	3	2	3	3	12	15	2		3	4	0	7
	1	1	2		5	0	4	2	4	8	3	4	1	3	3	3	3		1	6	2	5
Burkett, K.M.	3	2	6	7	5	2	8	4	9	9	13	4	2	1	5	12	3	1	6	1	2	5
	1	0	0	3	6	2	8	5	4	7	8	10	0	3	4	12	0	0	4	6	3	3
Carrier, J.D.	0	0		1	3	1	2		1	2	3	1		3		4				1	2	
	1	1		0	1	0	1		0	1	0	0		3		1				0	0	
Carter, D.D.				1	2	1		2	1	1	3					3				3		
				0	1	0		1	0	0	3					0				0		
Chapman, P.A.														0	1				0			
														1	0				1			
Charney,G.J.			1	0	2	1	2		1	1	3	3		2	1	4			1	3		
			0	1	1	0	3		1	1	1	0		0	0	1			1	1		
Chodos, P.								1														
								0														
Clement				2	1			0	1	0	2	2	1			5			1	2		
				0	0			1	0	1	1	0	0			0			1	0		
Cocker	1							1								1						
	0							1								1						
Craven, P.	1			2	5	1	3		4	0	2	1		5		7			0	1	0	
	0			0	3	0	3		4	1	4	1		3		6			1	0	2	
Crljenica, T.				1		1		1	2						1	1				2	0	
				1		0		0	2						0	2				1	1	

Cummings, M.E.

Davie, L.M.

1 1 1 1 2 0 5 1 4 0 1 3  
0 0 3 0 1 1 2 0 2 1 0 0

Deans

1 0 1 0 0 0 0  
0 1 0 1 1 1

Devlin, J.H.

2 1 1 0 11 1 10 6 3 3 15 7 0 1 9 20 2 5 6 2 1  
1 4 2 2 8 0 12 5 4 6 12 3 1 1 0 4 1 1 3 1 0

Dissanayake, N.V.

0 2 4 2 7 0 5 4 3 2 4 4 0 1 2 0  
1 1 3 0 11 1 2 3 1 3 1 6 1 3 1 2

Dumoulin, R.C.

0 0 3 1 1 5 0 0 0 1 4 1 1 3 0  
2 1 2 1 3 3 3 1 1 0 1 1 2 2 2

Eberlee

2 1 0 0 0 0 0 0 2 1  
0 0 3 1 2 4 1 1 0

Edwards

4 1 0 1 4 1  
3 0 1 0 0 0 0

Ellis, S.R.

0 1 1 1 2 1 1  
1 1 1 0 1 0 1 0

Emrich, J.E.

0 1 1 0 2 1 1 0 0 0 1 1 2 5 0 2 0 1  
1 1 0 1 3 2 0 1 1 2 3 1 0 2 1 3 2 0

Etherington, B.

0 2 1  
1 0 0

Faubert, M.J.

2 1 1  
0 0 0

Finley

1 0 1 1 0 2 0 1 0 1  
1 2 3 1 1 0 1 1 0

Fisher, B.B.

0 1 3 1 0 1 0 2 0 1 0 0 0 0  
1 2 3 0 1 1 1 1 1 0 1 1 1

Foisy

1 2 0 1 3 1 3 0 3 2 2 5 0 7 1 0 1 1  
0 0 4 0 5 0 3 1 1 0 3 1 1 0 3 1 2 0

Franks

1 1 1 1 2 2 1 1 2 0 1  
1 0 1 0 1 1 2 0 0 1 1

Freedman, H.

1 1 0 0 0  
0 0 1 1 2

Goodfellow, R.G.

2 1 0 1 0 1 4 0 2 1 1 0  
1 2 1 1 1 4 1 3 0 0 1 2

Gordon, P.J.

0 0 0 2 1  
1 1 1

Gorsky, M.R.

1 1 1 2 3 1 3 1 5 7 6 3 0 3 8 2 5 6 1 1  
2 2 1 1 1 0 5 2 1 4 5 3 3 1 6 1 2 2 0 1

Gray, O.V.

0 0 0 1 4 0 2 2 1 2 1 0 1 0  
2 2 1 0 3 2 4 3 1 2 0 1

Haefling, P.

0 1 0 2 6 0 4 0 6 3 1 4 0 3 2 15 0 2 3 0  
1 2 4 0 7 1 4 2 4 7 4 1 1 5 0 5 1 0 3 1



Levinson, M.L.	0	0			0	1			1	0				0		0	0	0	0			
	2	2			1	0			0	1				3		1	2	1				
Levinson, R.L.	1	1	0	1	4	1	16			5	4	4	3	3		8		1	3			
	0	0	1	0	2	0	4			2	7	7	0	3		2		1	2			
Liang, S.		0			1		1		1	0	1			0		1			1			
		1			0		1		0	2	0			1		0			0			
Luborsky, G.F.					1		0	0			3			2		0	1					
					1		1	1			0			2		1	0					
Lynk, M.					1							1		1					1			
MacDowell, R.O.	0				1	1	3	1	1	0	1				2	1						
	1				1	0	1	0	0	2	3				0	0						
Marcotte, W.A.	0	0	0	2	0	0	1	1	1	3	6	1	0	0	6	2		0	1			
	2	1	1	1	5	1	5	3	10	5	3	2	1	3	12	2		1	5			
Marszewski					1	1	0	2	0		1		1	1	3			1	0			
					0	0	1	0	1		0		1	0	3			1	1			
McKechnie, G.H.		1	1	4	4		3	2	1		1	3	1	1	12	2		4	0	0		
		0	0	0	0		1	1	1		1	1	1	1	2	1		1	2	2		
McLaren, R.H.	2	2	1	6	12	3	10	2	7	10	5	8	3	0	5	14	3	5	5	1	1	
	0	5	2	10	5	2	3	0	1	4	3	2	0	4	4	12	2	1	2	1	2	
Mikus, L.	2	0	0		0		2	1	0	1	1		0	3	1		1	3				
	0	1	1		1		4	1	2	1	2		1	1	1		0	2				
Mitchnick, M.G.		0	1	2	1	1	3	1	0	1	9	0	1	1	4	0	1		2	0		
		1	1	0	1	0	4	0	4	2	1	4	1	1	4	1	0		0	1		
Murray, D.					0		0		1		1	1		1					1			
					2		1		0		0	0		0					1			
Nairn, M.A.					1					1	1	0	0	0	1	1		1				
					0					0	2	1	1	1	0	0		0				
Newman, E.					0		1			0					1							
					1		0			1					0							
Newman, M.R.	1	1	1		2		1	1	3	3	1	1		2	4	0		0	0	0		
	0	0	0		1		5	0	2	1	0	0		1	2	1		2	4	1		
Novick, S.					1										1							
					0										0							
O'Neil, K.G.			1			0	0			0	2			0	1	0			0			
			0			1	1			3	1			2	2	1			1			
Palmer, E.E.	3	0	2	6	10		26	7	11	15	15	5	4	1	13	18	3	0	8	16	3	
	1	2	2	3	7		10	2	2	14	8	4	0	0	7	13	3	1	7	10	1	
Petryshen, K.M.	1	1	0		1		0		3	2	1	0	1	2		3	0		1	1	0	
	0	0	2		0		1		1	2	0	1	0	2		1	1		0	0	1	
Picher, M.G.	0	1	1	2	3	2	14	2	1	2	1	9	0	3	2	17	2		4	8	0	2
	2	4	3	2	4	1	7	0	2	6	6	6	3	2	3	7	3		3	7	2	1
Picher, P.C.	2	1		2	4	0	6	1	4	2	4	7	2	3	6	11	1	2	2	0	2	1
	1	1		7	1	1	5	3	3	1	4	3	3	0	1	8	0	0	2	1	1	3

Pineau																							
							1								2	1							
							0								2	1							
Randall, D.	1						1	0	0	1	1				1		0	0		0			
	0						0	1	2	1	2				0		1	1		2			
Rayner, W.B.	0	2	2	2	11	4	6	3	2	14	10	2			4	7	23	3		7	5	0	2
	2	4	4	1	2	0	11	0	1	13	7	7			5	6	9	1		2	8	4	2
Reilly, F.									0	1													
									1	0													
Roach, J.E.	1	0	0		2	3	4	1	1	2	1	1	0	1	3	5	3			1	3	1	1
	2	1	2		3	0	2	2	0	2	2	0	1	1	3	6	0			0	2	3	0
Roberts, R.J.	0		1	1	5	1	3	2	4	3	4	4	2	1	0	11	2			3	5	0	0
	1		1	0	6	0	6	4	0	8	3	3	1	4	5	3	0			2	6	1	1
Rose, J.B.		1		4	5		5	2	3	2	1	0	1	2	3	12	2			1	2	0	0
		0		0	4		5	1	2	2	2	4	0	2	1	9	1			0	1	1	1
Saltman, M.K.	2	1	0	3	1	0	4	3	2	2	6	5	0	2	5	16	1	1	1	1	3	0	1
	2	1	1	1	5	1	2	2	2	6	9	1	2	5	0	9	0	1		4	3	7	1
Samuels, J.W.	2	2	0	1	5		4	3	2	5	9	4	4	2	6	23	2			3	6	2	0
	0	0	1	1	3		11	2	1	4	6	8	1	2	2	6	2			5	5	1	1
Sargeant, T.									1		0												
									1		1												
Sarra, J.					1		0		1		0	0	3	1		1	0						
					1		3		1		2	1	0	0		2	1						
Satterfield, N.B.					3		1	0		1		1				2							
					0		3	1		0		0				1							
Schiff, S.A.			1	1	2	2	1		2	1	3		0	2	4	3	1					0	1
			0	1	0	0	1		0	0	3		1	1	0	1	1					1	0
Shime, O.B.	2	1	1	1	1		8	5	3	6	4	1	3	1	4	7	1			8	4	0	0
	1	3	0	1	3		7	0	1	4	5	6	1	1	5	7	1			1	2	2	2
Silverman, M.																							
Simmons, C.G.		1		3	6	2	9	4	7	8	2	0	0	6	1	10	0			1	6	0	1
		1		1	3	1	4	1	2	1	3	1	1	3	2	7	1			2	2	1	1
Slotnick, L.							3				1					0							
							1				0					1							
Snow, H.	1		1		1		1	0	3	3	2	1		1		2				4	0	0	
	1		1		1		0	1	2	2	1	0		0		2				1	1	1	
Solomatenko, V.					1		3	1	1	2	3	3		1		4	0			1	4	1	
					8		3	0	2	3	3	0		1		5	1			0	3	1	
Springate, I.C.	1	1	2	2	3		5	0	3	3	5	0	2	5	2	10				1	5	0	0
	0	0	2	9	3		3	2	0	1	4	1	0	5	0	6				0	1	3	1
Stanley				2	2	1	2	1	2	2	1	4	2	2	1	5	1			1	3	1	
				0	0	0	7	1	1	2	3	1	0	1	2	7	0			2	2	0	
Starkman, D.		0	1	0	2		4	1	4	1	2	1	1	3		5	0			2	0	0	
		1	1	2	3		2	2	0	1	6	2	1	4		4	1			1	3	2	

Stephens, B.				0				1	1	0					2		0	1				
				1				1	1	1					0		2	1				
Stewart, S.L.	0		2	0	3		3	4	2	2	3	4	1	2	1	10	1	0	2	2		
	1		0	1	1		1	1	1	0	0	0	0	1	0	2	0	1	2	2		
Surdykowski, G.T.	1				2		2		1	7		0	1	3		3		0	0	1		
	0				0		1		1	3		1	0	2		2		1	1	2		
Swan, K.P.			2	2	1	2	1	4	5	1		1	1	1	0	0	2	2	1	3		
			1	5	3	1	0	5	1	0		2	3	0	3	1	4	1	0	11		
Szlazak, I.																						
Tacon, S.					1		2		0	3	2	1		0		1		1	1	1		
					1		2		1	1	1	0		1		0		0	2	0		
Teplitsky, M.	0	0	1		6	2	5	1	2	4	4	2	1	3	12	12	2	1	1	1	0	
	2	3	1		8	1	6	2	3	4	5	5	2	2	9	8	0	0	2	1	1	
Thorne, I.G.	0		0	1	3	0	3	4	5	4	4	3	1	1	1	8	1	1	4	1	2	
	2		1	1	2	1	8	4	5	0	3	6	1	2	2	9	0	1	4	1	1	
Tims, M.L.	1		0		3		6	0	2	2	2			1		2			0	0		
	0		2		1		1	2	0	3	0			0		0			1	1		
Verity, R.L.	1		2	2	5	1	3	3	3	3	3	4	5	1	4	14	0	0	0	2	2	
	2		1	0	2	1	4	0	1	2	2	2	1	1	0	4	2	1	2	1	0	
Wacyk, T.							1			1	0			0		0						
							1			0	1			1		1						
Walter																1						
																0						
Watters, M.V.	0			1	4	5	3	2	3	0	3	2		3	0	9	1	0	2	0	0	0
	1			0	3	0	5	1	0	4	2	3		2	1	3	1	1	0	4	1	1
Weatherill, J.F.W.	1				1						0	1	1	2		1			0			
	0				2						2	0	0	2		0			1			
Welling, B.			0	1	3		3	3	4	1	1	2	2	3	1	6	1		3	2	1	
			2	0	1		1	1	3	1	1	0	1	2	0	2	0		3	1	3	
Wexler, M.							0		0													
							1		1													
Whitaker					2		1	0	1	1	1		1	0		1			2		0	
					2		0	2	2	0	2		1	2		0			0		1	
Whitehead, J.D.			0	2	2		6	0	3	2	0	1		1		5	2		2	1	1	
			1	0	0		0	1	2	2	1	1		0		1	0		0	2	0	
Williamson, D.R.	0	0	1		3	0	3	1	3	2	6	1		3	1	3			3		0	
	1	1	0		0	1	2	3	2	2	0	0		2	0	2			0		1	
Wilson, N.	0		0		1					0				0		1			1	1		
	1		1		0					1				1		0			0	1		
Young, R.							0		0		0			0		3					0	
							2		1		1			1		1						2

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Company blue

Union red

	Strike & Lock Out	Technological Change	Transfer	Union Rights	Vacation Entitlement & Scheduling	Vacation Pay & Severance Pay	Wages	Work Assignments	Working Conditions	TOTALS
<b>Arbitrator</b>										
Abramsky, R.				2	0	2				38
				0	1	0				34
Adams										2
										7
Adell, B.				0		0	0			13
				1		1	2			13
Aggarwal, A.P.				1	0	0	1	2	4	53
				0	2	4	0	0	0	63
Albertini										1
										2
Albertyn, C.					0	0	0			35
					1	1	1			24
Armstrong, T.			0	1			0			17
			1	1			3			30
Barrett, A.				1	3	1	3	1		138
				1	2	0	1	1		80
Barton, P.	1	4	3	3	5	8	13	1		266
	0	1	0	3	5	6	6	0		170
Bastien, F.				1	0		0			4
				0	1		1			9
Baum, D.				0		1	0	2		88
				3		6	5	1		100
Baxter, S.							0			3
							1			6
Beattie, A.					1					29
					0					16

Beck, S.M.			2	1	0	1	2		63
			0	3	1	1	0		42
Bendel, M.			0	2	0	3	1		107
			2	1	2	5	3		100
Bloch, J.B.									1
									2
Brandt, G.J.	1	5	2	4	2	9	12		281
	0	0	1	3	5	3	6		170
Brault, S.						0			8
						1			12
Brent, G.		1	7	6	8	17	26		497
		3	7	7	7	13	5		333
Briggs, F.D.			1	1	1	1	2		52
			1	0	0	3	2		56
Brown, H.D.	2		9	5	12	12	20	24	641
	0		3	7	7	9	10	20	499
Brown, R.								1	10
								0	14
Brown, R.M.			2	1	2	5	2		78
			0	2	3	4	1		84
Brown, T.W.				0					3
				1					6
Brunner, P.J.		4	3	3	2	13	23	1	312
		1	1	1	2	12	8	0	260
Burkett, K.M.	0	1	2	7	5	18	11		273
	1	4	5	1	2	21	7		279
Carrier, J.D.		0	1	3	0	0	0		58
		1	1	0	1	2	1		42
Carter, D.D.						4			31
						0			20
Chapman, P.A.						0	2		3
						1	0		6
Charney, G.J.			0	2	1	0	3		80
			3	2	1	1	3		54
Chodos, P.						1			5
						0			0
Clement				1	1		3		55
				2	1		0		25
Cocker			0			0			13
			1			2			13
Craven, P.	1	1		2	1	1	3		87
	0	0	2	3	1	2			81
Crljenica, T.						1			24
						0			20

Cummings, M.E.								1
								1
Davie, L.M.		2	1	0	2	1		65
		1	1	1	2	2		53
Deans			0					3
			1					7
Devlin, J.H.	1	0	1	3	10	5	7	243
	0	1	6	6	12	4	0	201
Dissanayake, N.V.		2	3	0	5	1		97
		1	1	1	8	1		128
Dumoulin, R.C.		1		1	2	1		56
		1		2	2	1		61
Eberlee		0		0	0			17
		2		1	1			34
Edwards		0			1	0		20
		1			0	1		16
Ellis, S.R.						1		14
						0		20
Emrich, J.E.		0	1		1	1		39
		2	2		4	2		63
Etherington, B.					1	1		8
					2	1		8
Faubert, M.J.								6
								7
Finley			1		1	0		23
			1		0	1		27
Fisher, B.B.			2	0	2	2		28
			0	2	2	0		26
Foisy	0	1	2	1	0	0	5	81
	1	0	2	2	1	1	4	73
Franks					1	1		31
					0	1		26
Freedman, H.						0		4
						1		10
Goodfellow, R.G.	1		0	1	2	2		37
	0		1	1	2	1		40
Gordon, P.J.			0		0	1		4
			1		1	0		12
Gorsky, M.R.		2	2	1	1	7	11	153
		1	2	2	2	2	4	144
Gray, O.V.			2	0	1	1	0	56
			1	2	2	1	4	75
Haefling, P.			1	1	0	4	4	120
			2	3	3	12	9	179



Levinson, M.L.					1		1	0		16
					1		3	2		37
Levinson, R.L.		0	2	0	1		6			127
		2	3	3	4		2			109
Liang, S.		0		0						9
		1		1						13
Luborsky, G.F.			1	1	1					16
			0	0	1					18
Lynk, M.				1						7
		1		1						13
MacDowell, R.O.		1	1	1	1	3				41
		1	0	0	0	0				25
Marcotte, W.A.		1	0	2	0	2	5			108
		0	2	2	4	5	11			158
Marszewski		0	0	0		0				24
		1	1	1		4				34
McKechnie, G.H.	1	0		2	0	2	3	0		103
	0	1		0	1	4	3	1		68
McLaren, R.H.	0	0	2	4	1	0	10	9	1	248
	1	1	0	6	7	7	13	5	0	235
Mikus, L.				0	0	0	0			39
				1	1	4	1			65
Mitchnick, M.G.	0		1	1	1	4	6			64
	1		1	0	1	3	1			62
Murray, D.				1						21
				2						22
Nairn, M.A.			1		1	0	0			14
			0		1	1	1			18
Newman, E.			0							6
			1							12
Newman, M.R.		0	0	1	0		2			60
		1	2	0	1		1			69
Novick, S.				1						8
				0						0
O'Neil, K.G.		0			0	1	0			12
		1			1	0	1			30
Palmer, E.E.	1	1	4	2	7	10	27			506
	0	2	3	1	5	10	12			346
Petryshen, K.M.			1	1	1		1			45
			0	0	0		1			35
Picher, M.G.	1		1	5	0	18	3			193
	2		3	5	3	4	3			199
Picher, P.C.			3	2	2	10	2			165
			1	0	4	2	12			156

Pineau				1		1			14
				0		1			10
Randall, D.					0	1	0		14
					1	1	1		27
Rayner, W.B.		4	2	5	9	8	14		383
		5	3	1	5	17	5		290
Reilly, F.									2
									1
Roach, J.E.	1	0	0	3	0	6	1		77
	0	1	2	2	3	6	1		84
Roberts, R.J.		1	1	0	2	3	10		169
		3	5	4	0	9	6		186
Rose, J.B.		1	1	4	0	3	4		124
		1	2	2	2	6	1		86
Saltman, M.K.	0	3	1	1	1	10	5	0	176
	1	1	1	3	1	4	9	3	178
Samuels, J.W.		1	3	3	3	8	12		217
		0	3	2	5	10	7		216
Sargeant, T.									8
									8
Sarra, J.				1		0	2		20
				1		2	0		46
Satterfield, N.B.	0				1				19
	1				0				29
Schiff, S.A.	0	0	0		3	2	4		69
	1	1	3		2	1	3		60
Shime, O.B.		1	3	3	7	6	6		148
		0	4	1	2	8	4		162
Silverman, M.							1		1
							0		1
Simmons, C.G.		1	1	5	2	9	10		187
		2	3	1	4	2	4		146
Slotnick, L.					1				8
					1				7
Snow, H.			1		0	2			37
			1		1	0			40
Solomatenko, V.	1	1	1		2	0	3		77
	0	0	2		1	3	3		93
Springate, I.C.		2	2	3	1	3	2		140
		0	3	1	2	4	5		170
Stanley	1			4	1	3	6		93
	0			1	1	3	1		81
Starkman, D.		0	1	1	3	2	0		73
		1	1	2	2	4	4		115

Stephens, B.				1	1				16
				0	0				17
Stewart, S.L.		0	2	3	4	1			102
		1	2	1	3	0			57
Surdykowski, G.T.		0	0	4	3				52
		1	1	5	0				45
Swan, K.P.	0	1	0	0	4	9			106
	1	0	1	1	3	1			105
Szlazak, I.									0
									2
Tacon, S.		1	1	0	1	0			49
		0	0	1	2	1			37
Teplitsky, M.	1	2	1	3	2	9	8		152
	0	1	3	3	19	5	0		181
Thorne, I.G.		1	1	1	1	6	5	0	114
		0	1	1	2	7	3	2	152
Tims, M.L.			1	1	0	1			41
			0	1	1	0			32
Verity, R.L.	1	0	0	2	2	3	7		128
	0	1	2	3	0	5	5		124
Wacyk, T.			0			1			4
			1			0			9
Walter									2
									5
Watters, M.V.	1		3		3	6			117
	0		4		4	3			104
Weatherill, J.F.W.		1	1		0	2			19
		0	0		1	0			19
Welling, B.		0	1	0	3	3			102
		1	0	3	5	2			68
Wexler, M.					0				1
					1				6
Whitaker		1	1		0				31
		0	0		1				20
Whitehead, J.D.	1		0	1	1	4			81
	1		6	1	4	3			49
Williamson, D.R.	1		1	2	1	2	6		78
	0		1	0	2	4	1		63
Wilson, N.		3				1			17
		4				0			28
Young, R.		0	2		2	2			28
		1	1		3	0			27