

IN THE MATTER OF AN ARBITRATION
PURSUANT TO THE
B.C. LABOUR RELATIONS CODE, R.S.B.C. 1996, c. 244

BETWEEN:

COLLEGE OF NEW CALEDONIA
(“the College”)

AND:

FACULTY ASSOCIATION OF THE
COLLEGE OF NEW CALEDONIA
(“the Faculty Association”)

RE: **CLIFF COADIC** — Grievor

BEFORE: **ROBERT B. BLASINA** (Arbitrator)

Counsel for the
Faculty Association: **LEO McGRADY, Q.C.**
 ZOE TOWLE

Counsel for the College: **BRUCE GRIST**

Date of Hearing: **JUNE 14, 2011**

Date of Award: **JUNE 15, 2011**

A W A R D

I

The arbitration hearing in this matter commenced on June 14, 2011 in Prince George. The parties submitted extensive opening statements, and entered numerous documents into evidence. I then engaged the parties in “without prejudice” mediation discussions. These produced an agreement by the parties that I write a brief award summarizing my findings of fact, with a view to these being provided to Manulife in support of Mr. Coadic’s application for LTD benefits. Based on the information provided to me by the parties, I have every confidence concluding the following.

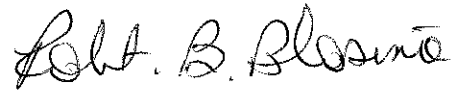
II

Cliff Coadic commenced employment with CNC on October 19, 2006. He was hired as a sessional faculty employee, and this first appointment was to June 10, 2007; and, it was followed by a second sessional appointment commencing the next day, June 11, 2007. These two appointments kept Mr. Coadic actively engaged by the College from October 19, 2006 to June 30, 2008. Mr. Coadic was not actively engaged by the College from July 1, 2008 to January 8, 2009; however, he retained seniority status and hence continuous employee status. Effective January 9, 2009 Mr. Coadic was regularized at 80% for the 2008-9 working year. Mr. Coadic returned to active employment on January 9, 2009, and worked to June 25, 2009. Mr. Coadic is considered by the College to be an employee on a medical leave of absence, and his seniority and employee recall rights have not expired.

III

It is declared and ordered that this award brings the grievance against the College to complete conclusion.

Dated this 15th day of June, 2011.

Handwritten signature of Robert B. Blasina in cursive script.

Robert B. Blasina
Arbitrator