

**DECISION OF ADJUDICATOR**

**IN THE MATTER OF AN ADJUDICATION  
PURSUANT TO SECTION 2-75 AND 4-6 OF  
THE SASKATCHEWAN EMPLOYMENT ACT**



**COMPLAINANT:**  
Sherry Buckingham:

Represented by Maureen Ooms, Employment Standards Officer, Ministry of  
Labour Relations and Workplace Safety

**RESPONDENTS:**

Infield Services Ltd., Box 2046, Kindersley, Saskatchewan, S0I 1S0;  
Andrew Makranoff being a Director of Infield Services Ltd., Box 2046,  
Kindersley, Saskatchewan, S0I 1S0; and  
Wonona Makranoff being a Director of Infield Services Ltd., Box 2046,  
Kindersley, Saskatchewan, S0I 1S0;

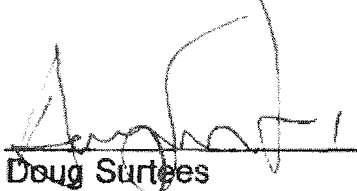
I was appointed adjudicator on this matter by the Saskatchewan Labour Relations Board on October 7, 2015.

After several attempts at contacting the parties a hearing was set for November 17, 2015. The employee was unable to attend on that date due to injury. A second date of December 22 was then set. The Labour Standards Officer then assigned to the case was unable to attend this date because of illness. A third date of January 27, 2016 was then set. Prior to the January 27 hearing date, a different Labour Standards Officer was assigned to this matter. The parties were able to come to an agreement as to the appropriate outcome. By written agreement signed by the employee on January 15, 2016 and by Andrew Makranoff and Wonona Makranoff on their own behalf and on behalf of the employer Infield Services Ltd. The parties agreed that the employer would pay, and the employee would accept \$3,630.35 as full and final settlement of Ms. Buckingham's employment standards complaint (LRB 195-15). I have included a copy of their agreement as part of my decision.

**Decision:**

Andrew Makranoff, Wonona Makranoff and Infield Services Ltd. Shall pay Sherry Buckingham \$3,630.35 in full and final settlement of Ms. Buckingham's employment standards complaint (LRB 195-15).

Dated at the City of Saskatoon, in the Province of Saskatchewan this 19<sup>th</sup> day of January, 2016.



Doug Surtees  
Adjudicator

REGARDING THE MATTER OF SHERRY BUCKINGHAM'S EMPLOYMENT  
STANDARDS COMPLAINT AGAINST INFIELT SERVICES LTD:

I AM THE EMPLOYER IN THIS MATTER, AND I DO HEREBY AGREE TO PAY  
THE SUM OF \$3630.35 AS FULL AND FINAL SETTLEMENT OF THE  
EMPLOYMENT STANDARDS COMPLAINT OF SHERRY BUCKINGHAM. I  
AGREE THAT THE APPOINTED ADJUDICATOR, MR. DOUG SURTEES,  
WILL WRITE UP A DECISION IN THIS MATTER INDICATING AGREEMENT  
BY BOTH PARTIES THAT PAYMENT IN THE AMOUNT OF \$3630.35 TO  
SHERRY BUCKINGHAM WILL REPRESENT FULL AND FINAL SETTLEMENT  
OF SHERRY BUCKINGHAM'S EMPLOYMENT STANDARDS COMPLAINT.

DATED AT Kindersley, SASKATCHEWAN THIS 16 DAY OF  
JANUARY, 2016.

  
\_\_\_\_\_  
WONONA MAKRANOFF

  
\_\_\_\_\_  
WITNESS

  
\_\_\_\_\_  
ANDREW MAKRANOFF

  
\_\_\_\_\_  
WITNESS

REGARDING THE MATTER OF SHERRY BUCKINGHAM'S EMPLOYMENT  
STANDARDS COMPLAINT AGAINST INFIELD SERVICES LTD:

I AM THE EMPLOYEE IN THIS MATTER, AND I DO HEREBY AGREE TO  
ACCEPT THE SUM OF \$3630.35 AS FULL AND FINAL SETTLEMENT OF MY  
EMPLOYMENT STANDARDS COMPLAINT AGAINST INFIELD SERVICES LTD.  
I AGREE THAT THE APPOINTED ADJUDICATOR, MR. DOUG SURTEES,  
WILL WRITE UP A DECISION IN THIS MATTER INDICATING AGREEMENT BY  
BOTH PARTIES THAT PAYMENT IN THE AMOUNT OF \$3630.35 BY THE  
EMPLOYER TO ME WILL REPRESENT FULL AND FINAL SETTLEMENT OF MY  
EMPLOYMENT STANDARDS COMPLAINT.

DATED AT Saskatoon, SASKATCHEWAN THIS 15<sup>th</sup> DAY OF  
JANUARY, 2016.

Sherry Buckingham  
SHERRY BUCKINGHAM

V. Kibon  
WITNESS

The Parties are hereby notified of their right to appeal this decision pursuant to Sections 4-8, 4-9 and 4-10 of *The Saskatchewan Employment Act* (the "Act").

The information below has been modified and is applicable only to Part II and Part IV of the Act. To view the entire sections of the legislation, the Act can be accessed at [www.saskatchewan.ca](http://www.saskatchewan.ca).

#### **Right to appeal adjudicator's decision to board**

- 4-8(1)** An employer, employee or corporate director who is directly affected by a decision of an adjudicator on an appeal or hearing pursuant to Part II may appeal the decision to the board on a question of law.
- (3)** A person who intends to appeal pursuant to this section shall:
- (a)** file a notice of appeal with the board within 15 business days after the date of service of the decision of the adjudicator; and
  - (b)** serve the notice of appeal on all persons mentioned in clause 4-4(1)(b) who received the notice setting the appeal or hearing.
- (4)** The record of an appeal is to consist of the following:
- (a)** in the case of an appeal pursuant to Part II, the wage assessment or the notice of hearing;
  - (c)** the notice of appeal filed with the director of employment standards pursuant to Part II;
  - (d)** any exhibits filed before the adjudicator;
  - (e)** the written decision of the adjudicator;
  - (f)** the notice of appeal to the board;
  - (g)** any other material that the board may require to properly consider the appeal.
- (5)** The commencement of an appeal pursuant to this section does not stay the effect of the decision or order being appealed unless the board orders otherwise.
- (6)** The board may:
- (a)** affirm, amend or cancel the decision or order of the adjudicator; or
  - (b)** remit the matter back to the adjudicator for amendment of the adjudicator's decision or order with any directions that the board

#### **Appeal to Court of Appeal**

- 4-9(1)** With leave of a judge of the Court of Appeal, an appeal may be made to the Court of Appeal from a decision of the board pursuant to section 4-8 on a question of law.
- (2)** A person, including the director of employment standards, intending to make an appeal to the Court of Appeal shall apply for leave to appeal within 15 business days after the date of service of the decision of the board.
- (3)** Unless a judge of the Court of Appeal orders otherwise, an appeal to the Court of Appeal does not stay the effect of the decision being appealed.

#### **Right of director to appeal**

**4-10** The director of employment standards has the right:

- (a)** to appear and make representations on:
  - (i)** any appeal or hearing heard by an adjudicator; and
  - (ii)** any appeal of an adjudicator's decision before the board or the Court of Appeal; and
- (b)** to appeal any decision of an adjudicator or the board.