

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



**Appellants:**

JQR Holdings Inc. and Kathy Hight, being a director of JQR Holdings Inc.; and

**Respondents:**

Robert Metcalf (Employee witness for the Director) and the Director of Employment Standards

Date of Hearing: settled by agreement

Date of Decision: October 25, 2019

[1] A hearing to determine the appellants appeal of Wage Assessment 1-002160 in the amount of \$4,048.77 was set for October 25, 2019.

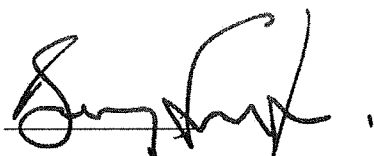
[2] Doug Long was appointed as the Director's delegate to represent the Director only, and not the employee, Robert Metcalf. Kathy Hight represented herself and the corporate appellant. Robert Metcalf represented himself.

[3] Prior to the beginning of the hearing, the parties agreed to a consent order that the appellants shall pay Mr. Metcalf the sum of \$2,500.

[4] As I have no way of determining if and when such payment has been made, I am issuing this consent decision dismissing Wage Assessment 1-002160 upon payment by Ms. Hight to Mr. Metcalf of the agreed amount of \$2,500 within 15 days of this decision.

[5] In the event that the agreed amount of \$2,500 has not been received by Mr. Metcalf within 15 days of this decision, then the appellant's appeal is dismissed and the Wage Assessment is confirmed in the original amount of \$4,048.77

Dated at the City of Saskatoon, in the Province of Saskatchewan this 25<sup>th</sup> day of October, 2019.



Doug Surtees

Adjudicator

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.

(2) A person who is directly affected by a decision of an adjudicator on an appeal pursuant to Part III 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 or hearing pursuant to Part II, the wage assessment or the notice of hearing;

(b) in the case of an appeal pursuant to Part III, any written decision of an occupational health officer or the director of occupational health and safety respecting the matter that is the subject of the appeal;

(c) the notice of appeal filed with the director of employment standards pursuant to Part II or with the director of occupational health and safety pursuant to Part III, as the case may be;

(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 considers appropriate.

#### 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