

**In the Matter of an Appeal Pursuant to Section 3-53 of  
The Saskatchewan Employment Act, SS. 2013, Chapter S-15.1**

**Decision Appealed from:** Occupational Health & Safety Officer Notice of Contravention  
March 17, 2018

**Appellant (Employer):** Harvest Community Inc.  
**Respondent (Employee):** Keira Heisler

**Representing the Appellant:** Sheila Denysiuk, Q.C.  
**Representing the Respondent:** Self Representing

**CONSENT ORDER**

1. An Occupational Health and Safety Officer issued an Occupational Health and Safety decision dated March 17, 2018. The Notice of Contravention issued by the Officer ordered that the employer must:

- Cease the discriminatory action
- Reinstatement the Employee to the workplace under the same terms and conditions under which she was formerly employed,
- Pay any lost wages/benefits she would have been entitled to from June 26, 2017
- Remove any reprimand or other *references* to the matter from her employment record by April 6, 2018.

2. Harvest Community Inc. appealed the Decision to an adjudicator pursuant to ss 3-53 and 3-54 of *The Saskatchewan Employment Act*.

3. The parties have now resolved the issues enumerated in the Notice of Contravention issued by the Occupational Health and Safety Officer on March 17, 2018 and have both signed a Settlement Agreement attached hereto and forming part of this Order dated November 29<sup>th</sup>, 2018. In the Minutes of Settlement executed, the parties agree that:

- the OH&S complaint will be concurrently resolved as a condition of the settlement;
- the parties consent to an order setting aside the Notice of Contravention.
- The complaint is considered at an end upon the receipt by the Respondent, Keira Heisler, of the consideration stated in section 3 in the Minutes of Settlement.

4. In recognition of filing of the Minutes of Settlement executed by the parties, with the consent of the parties, I hereby order that:

- The Appeal by Harvest Community Inc. is dismissed.
- The Notice of Contravention issued by the Occupational Health and Safety Officer as Report No 17318 is hereby set aside as of this date.

Issued at Gull Lake, Saskatchewan, this 19<sup>th</sup> day of December, 2018.

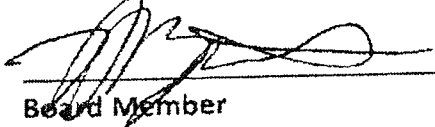
**MEWeston**



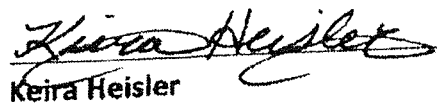
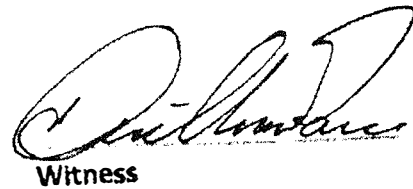
**Marlene Weston**  
**Adjudicator**

The Order consented to by the Appellant on Dec 21, 2018, in Regina, Sask.

Harvest Community Inc.

  
Board Member  
Officer or Executive Director

The Order consented to by the Respondent on Jan 24, <sup>2019</sup>~~2018~~ in Vibank Sk.

  
Keira Heisler  
Witness

Dillan Para  
Witness Printed Name