



ONTARIO LABOUR RELATIONS BOARD

Employment Standards Act, 2000

OLRB Case No: 1189-18-ES
Employment Standards - Appeal (Employer)

Istuary Innovation Group and Associated Companies, and Netint Technologies Inc., Applicants v Director of Employment Standards, Mehdi Semsarzadeh, Minyi Fu, Xinhui Yang, Erfan Javid, Limin Wang, Yu Fang, Hongfei Cheng, Xiaowen Wu, Ying Li, Lisa Le, Zhiqing Zhou, Huyuan Li, Sharon Leung, York Chen, Erez Aharon-Yariv, Zhongli Jiang, Igor Cheifot, Michael Gutman, Yueqi Chen, Dong Liu, Raphael Wong, Santosh Yaraganavi, Zhijun Li, Viacheslav Vekslender, Bipenjot Grewal, Chao Yang Dai, Jomu George Mani Paret, Olakunle Esuruoso, Heyun Zheng, Vasuki Uttamalingam, Bin Du, Shai Katz, Evgueni Plaoude, Edzel Gerald Raffinan, Sizhao Li, Renaud Di Bernardo, Tejasree Vallabhareddi, Natalia Ruchaevski, Mikhael Khaymov, Gregory McKeown, Vitaly Riger, Jie Feng, Alexandre Zassoko, Xiaoli Yue, Igor Brusentsev, Omid Taheri, Dean Steptoe, Wei Xu, Mengmeng Hu, Yu Zhang, Zhiming Zhou, Ding Li, Lin Zhang, Yi Wang, Qidi Zhang, John Ko, Ki Won Sohn, Weichao Wang, Madhura Patil, Zhaohua Zhu, Yang Feng, Chunyao Li, Xiao Jiang, Stephen Lewery, Zhenhai Jian, Renchuan Zhang, Min Liu, Ayube Ali, David Chakkuthara, Yuge Wang, Jigar Patel, Sean Doyle, Ionut Mirel, Paul Greenwood, Xu Gang Zhao, Yuefeng Lu, Wenting Li, Zhifeng Jiang, Hatif Sattar, Michael Kreinin, Yinxia Yang, Daniel Levesque, Xishi Huang, Chen Zheng, Shizhou Zhang, Wenming Feng, Pranav Ranjan, Garrick Chow, Ingo Weigele, Vadim Mintz, Fengdong Pei, Mario Grgic, Samuel Vale, Weimin Xu, Yuguang Fang, Elizabeth-Ann Felso-Hebert, Rizwan Macknojia, Abdoulaye Berthe, Yikun Xu, David Dutch, Jie Chen, Jing Zhang, Qiang Ma, Jun Yang, Janice Man-Ying Leung, Huan Zheng, Randall Reid, Qiuping Li, Martin Kovac, Royston Dsouza, Sridhar Adusumilli, Chenchao Gao, Raveendra Seetharam, Alexander Kryvoshaev, Hansen Dsouza, Devashish Paul, Michael Barton, Ali Sadri, and Kalpesh Ishwarbhai Patel, Responding Parties

Employment Practices Branch File No: 70191994-0

OLRB Case No: 1609-19-ES
Employment Standards - Appeal (Director)

Lixin Wang A.K.A. Alex Wang a director of Acorn Networks Inc., Istuary Big Computing Inc., Jiake Ziben Management Vintage Inc., Cantech Capital Inc. and Cantech Capital II Inc., and Wie Wang A.K.A. David Wang a director of Jiake Ziben Management Vintage Inc., Cantech Capital Inc. and Cantech Capital II Inc., Applicants v Mehdi Semsarzadeh, Minyi Fu, Xinhui

Yang, Erfan Javid, Limin Wang, Yu Fang, Hongfei Cheng, Xiaowen Wu, Ying Li, Lisa Le, Zhiqing Zhou, Huyuan Li, Sharon Leung, York Chen, Erez Aharon-Yariv, Zhongli Jiang, Igor Cheifot, Michael Gutman, Yueqi Chen, Dong Liu, Raphael Wong, Santosh Yaraganavi, Zhijun Li, Viacheslav Vekslender, Bipenjot Grewal, Chao Yang Dai, Jomu George Mani Paret, Olakunle Esuruoso, Heyun Zheng, Vasuki Uttamalingam, Bin Du, Shai Katz, Evgueni Plaoude, Edzel Gerald Raffinan, Sizhao Li, Renaud Di Bernardo, Tejasree Vallabhareddi, Natalia Ruchaevski, Mikhael Khaymov, Gregory McKeown, Vitaly Riger, Jie Feng, Alexandre Zassoko, Xiaoli Yue, Igor Brusentsev, Omid Taheri, Dean Steptoe, Wei Xu, Mengmeng Hu, Yu Zhang, Zhiming Zhou, Ding Li, Lin Zhang, Yi Wang, Qidi Zhang, John Ko, Ki Won Sohn, Weichao Wang, Madhura Patil, Zhaohua Zhu, Yang Feng, Chunyao Li, Xiao Jiang, Stephen Lewery, Zhenhai Jian, Renchuan Zhang, Min Liu, Ayube Ali, David Chakkuthara, Yuge Wang, Jigar Patel, Sean Doyle, Ionut Mirel, Paul Greenwood, Xu Gang Zhao, Yuefeng Lu, Wenting Li, Zhifeng Jiang, Hatif Sattar, Michael Kreinin, Yinxia Yang, Daniel Levesque, Xishi Huang, Chen Zheng, Shizhou Zhang, Wenming Feng, Pranav Ranjan, Garrick Chow, Ingo Weigele, Vadim Mintz, Fengdong Pei, Mario Grgic, Samuel Vale, Weimin Xu, Yuguang Fang, Elizabeth-Ann Felso-Hebert, Rizwan Macknojia, Abdoulaye Berthe, Yikun Xu, David Dutch, Jie Chen, Jing Zhang, Qiang Ma, Jun Yang, Janice Man-Ying Leung, Huan Zheng, Randall Reid, Qiuping Li, Martin Kovac, Royston Dsouza, Sridhar Adusumilli, Chenchao Gao, Raveendra Seetharam, Alexander Kryvoshaev, Hansen Dsouza, Devashish Paul, Michael Barton, Ali Sadri, Kalpesh Ishwarbhai Patel, and Director of Employment Standards, Responding Parties

Employment Practices Branch File No: 70191994-0

OLRB Case No: 1145-20-ES
Employment Standards - Appeal (Employer)

Netint Technologies Inc., Applicant v Fenggao Xu, and Director of Employment Standards, Responding Parties

Employment Practices Branch File No: 70228222-3

OLRB Case No: 1146-20-ES
Employment Standards - Appeal (Employer)

Netint Technologies Inc., Applicant v Zhijun Yao, and Director of Employment Standards, Responding Parties

Employment Practices Branch File No: 70210074-8

COVER LETTER

TO THE PARTIES LISTED ON APPENDIX A:

The Board is attaching the following document(s):

Decision - December 03, 2024
Settlement Agreement

DATED: December 03, 2024

Catherine Gilbert
Registrar

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ONTARIO LABOUR RELATIONS BOARD

OLRB Case No: **1189-18-ES**

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Employment Practices Branch File No: **70191994-0**

OLRB Case No: **1609-19-ES**

Lixin Wang A.K.A. Alex Wang a director of **Acorn Networks Inc., Istuary Big Computing Inc., Jiake Ziben Management Vintage Inc., Cantech Capital Inc. and Cantech Capital II Inc.**, and Wie

Wang A.K.A. David Wang a director of **Jiake Ziben Management Vintage Inc., Cantech Capital Inc. and Cantech Capital II Inc.**, Applicants v Mehdi Semsarzadeh, Minyi Fu, Xinhui Yang, Erfan Javid, Limin Wang, Yu Fang, Hongfei Cheng, Xiaowen Wu, Ying Li, Lisa Le, Zhiqing Zhou, Huyuan Li, Sharon Leung, York Chen, Erez Aharon-Yariv, Zhongli Jiang, Igor Cheifot, Michael Gutman, Yueqi Chen, Dong Liu, Raphael Wong, Santosh Yaraganavi, Zhijun Li, Viacheslav Vekslender, Bipenjot Grewal, Chao Yang Dai, Jomu George Mani Paret, Olakunle Esuruoso, Heyun Zheng, Vasuki Uttamalingam, Bin Du, Shai Katz, Evgueni Plaoude, Edzel Gerald Raffinan, Sizhao Li, Renaud Di Bernardo, Tejasree Vallabhareddi, Natalia Ruchaevski, Mikhael Khaymov, Gregory McKeown, Vitaly Riger, Jie Feng, Alexandre Zassoko, Xiaoli Yue, Igor Brusentsev, Omid Taheri, Dean Steptoe, Wei Xu, Mengmeng Hu, Yu Zhang, Zhiming Zhou, Ding Li, Lin Zhang, Yi Wang, Qidi Zhang, John Ko, Ki Won Sohn, Weichao Wang, Madhura Patil, Zhaohua Zhu, Yang Feng, Chunyao Li, Xiao Jiang, Stephen Lewery, Zhenhai Jian, Renchuan Zhang, Min Liu, Ayube Ali, David Chakkuthara, Yuge Wang, Jigar Patel, Sean Doyle, Ionut Mirel, Paul Greenwood, Xu Gang Zhao, Yuefeng Lu, Wenting Li, Zhifeng Jiang, Hatif Sattar, Michael Kreinin, Yinxia Yang, Daniel Levesque, Xishi Huang, Chen Zheng, Shizhou Zhang, Wenming Feng, Pranav Ranjan, Garrick Chow, Ingo Weigele, Vadim Mintz, Fengdong Pei, Mario Grgic, Samuel Vale, Weimin Xu, Yuguang Fang, Elizabeth-Ann Felso-Hebert, Rizwan Macknoja, Abdoulaye Berthe, Yikun Xu, David Dutch, Jie Chen, Jing Zhang, Qiang Ma, Jun Yang, Janice Man-Ying Leung, Huan Zheng, Randall Reid, Qiuping Li, Martin Kovac, Royston Dsouza, Sridhar Adusumilli, Chenchao Gao, Raveendra Seetharam, Alexander Kryvoshaev, Hansen Dsouza, Devashish Paul, Michael Barton, Ali Sadri, Kalpesh Ishwarbhai Patel, and Director of Employment Standards, Responding Parties

Employment Practices Branch File No: **70191994-0**

OLRB Case No: **1145-20-ES**

Netint Technologies Inc., Applicant v Fenggao Xu, and Director of Employment Standards, Responding Parties

Employment Practices Branch File No: **70228222-3**

OLRB Case No: **1146-20-ES**

Netint Technologies Inc., Applicant v Zhijun Yao, and Director of Employment Standards, Responding Parties

Employment Practices Branch File No: **70210074-8**

BEFORE: Patrick Kelly, Vice-Chair

DECISION OF THE BOARD: December 3, 2024

1. Board File No. 1189-18-ES is an application for review under the *Employment Standards Act, 2000*, S.O. 2000, c.41, as amended, (the "Act") of Order to Pay 80063723-OPR for \$5,508,188.33. The basis for the Order was a finding that, pursuant to section 4 of the Act, the Applicant and numerous other entities are one employer for the purposes of the Act.

2. Board File No. 1609-19-ES is an application for review under the Act of Director Orders to Pay issued to Lixin (Alex) Wang and Wie (David) Wang: Orders to Pay No. 80063720-OPR, 80063722-OPR, 80063719-OPR, 80063690-OPR and 80063689-OPR.

3. Board Files No. 1145-20-ES and 1146-20-ES are applications for review under the Act that were consolidated with the above two applications by Board decision dated November 23, 2020.

4. The Board is in receipt of correspondence dated November 22, 2024 from the law firm Koskie Minsky which represents 25 of the employee responding parties in these matters. I shall refer to these 25 employees as "the Koskie claimants". Counsel advises that a committee of the Koskie claimants ("the Employee Committee") was formed to provide instructions to counsel, and that the Employee Committee (currently consisting of Martin Kovac, Wilf Zhao, Michael Barton, Jie (Jay) Feng and Lunin Wange) regularly communicates with the remaining Koskie claimants but also with approximately 90 of the other employee responding parties in these matters.

5. Counsel further advises that a Settlement Agreement (or "the settlement") pertaining to these matters has been reached with the assistance of a Board Labour Relations Officer between the Employee Committee and the following entities and individuals: Netint

Technologies Inc., Cantech Capital Inc., Cantech Capital II Inc., Jiake Ziben Management Vintage Inc., Jiake Ziben Vintage Limited Partnership, Lixin (Alex) Wang and Wie (David) Wang. A copy of the Settlement Agreement has been provided by counsel for the Koskie claimants to the Director of Employment Standards.

6. The parties to the settlement propose to cover not only the Koskie claimants but also the remaining employee responding parties in these matters. Under the settlement, all of the employee responding parties including the Koskie claimants (collectively, "the Employees") will receive approximately 50 per cent of the value of their claims. The settlement contemplates a process (in paragraph 7 of the Settlement Agreement) whereby the Employees are given an opportunity to understand the implications of the settlement and make an informed decision with respect to whether they wish to oppose the settlement. The process includes a formal notice program, a webinar information session and a "negative option" for consenting to the settlement. The Employees will be provided "opt out" forms, and those who sign and return the forms to counsel for the Koskie claimants within a specified period of time will not be bound by the settlement - their claims will remain to be determined by the Board following a hearing. Those individuals who do not sign and return the opt-out forms within the designated period will be deemed to have accepted the terms of the settlement. The completion of the settlement is conditional upon reaching acceptance of Employees holding not less than 97 per cent of the value of the total amount of their claims; and upon the Board granting an order declaring the settlement to be binding on all the Employees holding not less than 97 per cent of the value of the total amount of their claims.

7. The provisions of section 120 of the Act relevant to this decision read as follows:

Settlement through labour relations officer

120 (1) The Board may authorize a labour relations officer to attempt to effect a settlement of the matters raised in an application for review under section 116.

Certain matters not bar to settlement

(2) A settlement may be effected under this section even if,

(a) the employment standards officer who issued the order or refused to issue the order does not participate in the settlement discussions or is not advised of the discussions or settlement; or

(b) the review under section 116 has started.

...

Effect of settlement

(4) If the parties to a settlement under this section do what they agreed to do under the settlement,

(a) the settlement is binding on the parties;

(b) if the review concerns an order, the order is void; and

(c) the review is terminated.

Application to void settlement

(5) If, upon application to the Board, the employee demonstrates that he or she entered into the settlement as a result of fraud or coercion,

(a) the settlement is void;

(b) if the review concerned an order, the order is reinstated; and

(c) the review shall be resumed.

Distribution

(6) If the order that was the subject of the application required the payment of money to the Director in trust, the Director,

(a) shall distribute the amount held in trust with respect to wages, fees or compensation in accordance with the settlement; and

(b) despite clause (4) (b), is entitled to be paid,

(i) that proportion of the administrative costs that were ordered to be paid that is the same as the proportion of the amount of wages, fees or

compensation ordered to be paid that the employee is entitled to receive under the settlement, and

(ii) that proportion of the collector's fees and disbursements that were added to the amount of the order under subsection 128 (2) that is the same as the proportion of the amount of wages, fees or compensation ordered to be paid that the employee is entitled to receive under the settlement.

8. While group settlements featuring an opt-out structure are not explicitly referenced in the Act, the Board has presided over such settlements for many years: see, for example, *Mortman v. Akey*, 2013 CanLII 22945 (ON LRB); *Mariella v. Anderson*, 2013 CanLII 20944 (ON LRB); *1333833 Ontario Inc. v. Lewis*, 2006 CanLII 32030 (ON LRB); *200676 Ontario Ltd. v. Akter*, 2005 CanLII 44696 (ON LRB); *Howell Energraphics Inc. v. Clark*, 2009 CanLII 27343 (ON LRB); *Backcourt Corp. v. Afroz*, 2007 CanLII 16257 (ON LRB); *Baird v. Almas*, 2002 CanLII 38469 (ON LRB); and *14816723 Ontario Ltd. V. Garrido*, 2010 CanLII 1614 (ON LRB).

9. Counsel for the Koskie claimants requests that, pursuant to subsection 119(2) of the Act, the Board designate the members of the Employee Committee to represent the other claimant employees in these proceedings. The provisions of section 119 of the Act relevant to this decision read as follows:

119 (1) This section sets out the Board's powers in a review under section 116.

Persons to represent groups

(2) If a group of parties have the same interest or substantially the same interest, the Board may designate one or more of the parties in the group to represent the group.

...

10. The Board hereby designates the members of the Employee Committee identified in paragraph 4 above to represent the other responding party employees in these matters with respect to the implementation of the settlement.

11. The Board makes the following orders and directions to give effect to the settlement approval process set out in paragraph 7 of the Settlement Agreement:

- i. Koskie Minsky LLP is to prepare and deliver an information package ("Settlement Information Package") to the Employees setting out the following: (i) a summary of the terms of the Settlement Agreement; (ii) the steps in the settlement approval process, including the Opt-Out process; (iii) the Opt-Out Deadline (defined below); (iv) a copy of this decision; and (v) an Opt-Out Form which is to be completed and returned by any of the Employees wishing to opt-out of the Settlement.
- ii. The Board hereby approves the Settlement Information Package template at Exhibit 'F' to counsel's correspondence of November 22, 2024.
- iii. The Settlement Information Package shall include a form allowing any Employee to opt-out of the Settlement Agreement, in which case such Employee shall be excluded from the Settlement Agreement and receive no part of the Settlement Payment.
- iv. Koskie Minsky LLP is to hold and conduct a virtual information session for the Employees regarding the Settlement Agreement, which information session will be recorded and made available on the Koskie Minsky LLP website;
- v. The Employees are subject to a deadline of 5:00pm on the forty-fifth (45th) day following this decision (the "Opt-Out Deadline") (excluding weekends or holidays) to deliver the prescribed form (the "Opt-Out Form") to indicate their decision to opt-out of the Settlement to Koskie Minsky LLP by mail or email. No Opt-Out Forms received after the Opt-Out Deadline shall be accepted;
- vi. On the first business day following the Opt-Out Deadline, Koskie Minsky LLP shall provide a certificate to NetInt and the Cantech Parties certifying the (i) the number of Employees who have accepted or been deemed to have

accepted the Settlement; (ii) the number of Employees who filed an Opt-Out Form before the Opt-Out Deadline; and (iii) the percentage of Claims (by value) that have accepted or been deemed to have accepted the Settlement;

- vii. In the event that the percentage of Claims (by value) having accepted or deemed to have accepted the settlement equals or exceeds the Settlement Threshold as set out in the Settlement Agreement, then: in the event one or more Employees opt-out of the Settlement Agreement, that part of the Settlement Payment set out in paragraph 1 of the Settlement Agreement shall be reduced by such Employee(s)' pro rata share of that portion of the Settlement Payment.

12. There are other Board orders sought by the parties to the Settlement Agreement that the Board will address once the results of the settlement approval process described above concludes and the Board is apprised of the results.

13. The Board directs counsel for the Koskie claimants to provide the Board with a copy of each signed opt-out form returned to his attention immediately following the expiry of the time frame set out in the Settlement Agreement.

14. The Registrar is requested to provide each of the responding party employees a copy of the Settlement Agreement with this decision.

15. Finally, the Board notes that the application for review in Board File No. 1569-19-ES, which is related to these proceedings, is not covered by the terms of the Settlement Agreement nor the orders and directions in this decision.

"Patrick Kelly"
for the Board

APPENDIX A

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