
Alberta Grievance Arbitration Awards

October 2021

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ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2091	AECOM Maintenance Contractors	CLAC Local 63, Construction	Grievors - Sleeping on the job	Beattie	2019-08-13
2390	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1096	Air Liquide Canada	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	Air Liquide Canada	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1096	Air Liquide Canada	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
1104	Alberta Crane Owners Association	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1354	Alberta Distillers	UFCW Local 401	Grievance - Improper work schedules	Beattie	2019-07-15
1109	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	Alberta Health Services	UNA	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12

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1109	Alberta Health Services	UNA	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1109	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1109	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
1109	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1109	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1109	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1109	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06

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1109	Alberta Health Services	UNA	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1109	Alberta Health Services	UNA	Grievor - Determination of appropriate penalty for the grievor's use of force toward an elderly patient	Wilson	2021-02-08
1109	Alberta Health Services	UNA	Does the scope of the grievance include the issue of contracting out and contracting in, and did the employer breach the agreement by using Agency nurses.	Tettensor	2021-03-17
1109	Alberta Health Services	UNA	Grievance - Preliminary objection regarding arbitrability of the grievance based on the doctrine of res judicata and issue estoppel.	Wilson	2021-06-03
1109	Alberta Health Services	UNA	Grievor - Was the decision not to return the grievor to her pre-maternity leave line position within the rotating shift schedule discriminatory	Oviatt	2021-06-04
1109	Alberta Health Services	UNA	Grievance - Reinstatement rights. Can a regular or temporary employee who becomes a casual employee return to their previous position within the trial period?	Kanee	2021-07-05
1109	Alberta Health Services	UNA	Grievor - Was the grievor entitled to be compensated for a fourth day of professional development?	Yingst-Bartel	2021-08-19
1364	Alberta Health Services - ANC	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	Alberta Health Services - ANC	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	Alberta Health Services - ANC	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	Alberta Health Services - ANC	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	Alberta Health Services - ANC	AUPE	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02

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1364	Alberta Health Services - ANC	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1364	Alberta Health Services - ANC	AUPE	Grievor - Theft of funds from a resident's chequing account.	Chankasingh	2021-08-23
1110	Alberta Health Services - GSS	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	Alberta Health Services - GSS	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	Alberta Health Services - GSS	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21
1110	Alberta Health Services - GSS	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1110	Alberta Health Services - GSS	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	Alberta Health Services - GSS	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1110	Alberta Health Services - GSS	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	Alberta Health Services - GSS	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1110	Alberta Health Services - GSS	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1110	Alberta Health Services - GSS	AUPE	Grievance - Failure to remove discipline from employee files	Tettensor	2021-07-08

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1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Readily availabe pay for medical radiation technologists	Jones	2019-04-30
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Payment for travel expenses and time for starting or ending the work day at other than the employee's designated work location	Jones	2021-07-15
1132	AltaSteel	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1132	AltaSteel	Steelworkers Local 5220	Grievor - The grievor's misconduct which led to numerous suspensions and eventual termination were a result of his alcoholism.	McFetridge	2021-02-03

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2258	Apel Extrusions	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
2258	Apel Extrusions	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2242	ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1856	ATA	Unifor Local 777	Grievor - Promotion grievance and whether the grievor should have been awarded the position based on relatively equal ability and qualifications	Kanee	2017-02-06
1142	ATCO Electric	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Annual vacation calculation	Tettensor	2020-01-11

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1143	ATCO Structures & Logistics - Barge Landing	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1745	Athabasca University	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1745	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	Athabasca University	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Grievor - Sleeping on duty	Moreau	2019-05-21
1167	Brenda Strafford Foundation - Clifton Manor	UNA	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1552	Buffalo Trail School Division	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1592	Calgary Board of Education	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
2086	Calgary Co-Op	Union of Calgary Co-Operative Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1355	Calgary Laboratory Services	HSA	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1259	Canadian Blood Services	UNA	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	Canadian Blood Services	UNA	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22

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1463	Canadian Blood Services - Techs	HSAА	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1488	Canadian Forest Products	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1118	Capital Care - ANC	AUPE	Grievor - Making inappropriate comments	Asbell	2020-02-07
1118	Capital Care - ANC	AUPE	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1367	Capital Care - PMP/PMT	HSAА	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1854	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1435	Cargill	UFCW Local 401	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1026	CertainTeed Canada	Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1485	CESSCO Fabrication & Engineering	Boilermakers Local 146	Grievor - Improper layoff	Asbell	2021-08-12
1039	Chantelle Management - Edith Cavell Care Centre	AUPE	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1812	City of Calgary	ATU Local 583	Grievor - Preliminary objection as to whether grievor was an employee and impact of a letter of understanding	Casey	2017-03-14
1812	City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29

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1812	City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1812	City of Calgary	ATU Local 583	Grievor - Grievor was discharged for distracted driving when it was discovered that he was eating while driving.	Tettensor	2020-12-09
1974	City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1974	City of Calgary	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12
2116	City of Calgary	Carpenters Local 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1023	City of Calgary	IAFF Local 255	Grievance - Interpretation of claims for short term disability benefits while employees are working temporary, modified duties following an absence for medical reasons.	Tettensor	2021-09-27
1973	City of Calgary - Inside Workers	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26

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1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1975	City of Edmonton	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1123	City of Edmonton	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1123	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1123	City of Edmonton	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	City of Edmonton	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	City of Edmonton	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1123	City of Edmonton	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25
1815	City of Edmonton - Transit	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1815	City of Edmonton - Transit	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22
1815	City of Edmonton - Transit	ATU Local 569	Grievance - Whether newly introduced shifts eliminated the previously available shifts which did not require weekend work.	Smith	2021-05-31

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1981	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1981	City of Red Deer	CUPE Local 417	Grievance - Transfers and promotions regarding external and internal applicants	Moreau	2021-10-04
2124	City of St. Albert	IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1634	CLR - Carpenters	Carpenters	Grievance - Employer grievance regarding case managed aftercare	Kanee	2021-06-10
2130	Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	Grievance - Is the employer required to pay employees for the time to do online orientation courses implemented by Suncor	Francis	2021-06-01
2130	Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	Grievor - Discipline imposed for failing to adhere to food handling procedures	Jolliffe	2021-06-08
2555	Compass Group - ESS Poplar Point - Remote Camp Services	UNITE HERE Local 47	Grievor - Grievor dismissed for disobeying a direct order to relocate to alternate camp accommodation	Yingst-Bartel	2020-10-22
1166	Concordia University College	Concordia University College Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1263	Covenant Health	UNA	Grievance - Consent award regarding job posting	Sims	2018-03-05
1263	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
1263	Covenant Health	UNA	Grievor - Remedy award resulting from a previous job posting award.	Sims	2021-04-19
1275	Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	Grievance - Scheduling of work on named holidays.	Wilson	2021-07-21

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1018	Cummins Canada	Machinists Local 1722	Grievance - Consent award regarding pension plan contributions	Sims	2021-05-11
2016	Dataco Utility Services	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	Dataco Utility Services	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2184	Dene West - Albian Sands Village	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1506	Diamond International Trucks	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04
1851	Diversified Transportation - Industrial	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
1741	Edmonton Catholic Separate School Division	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
1495	Educating & Employing Entities	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
2506	Empire Iron Works	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1865	ENMAX Corporation	IBEW Local 254	Grievors - Are redundant employees entitled to receive pay in lieu of notice, in addition to severance pay?	Robertson	2021-06-04
1861	EPCOR Utilities	Civic Service Union 52	Grievor - Arbitrability of grievance as it concerns health benefits, and whether the entitlement to these benefits can be a subject of grievance arbitration.	Casey	2020-12-09
1861	EPCOR Utilities	Civic Service Union 52	Grievance - Policy grievance concerning medical forms	Casey	2021-06-14
1253	Extendicare (Canada) - Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09

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1245	Extencicare (Canada) - Michener Hill	AUPE	Implementation of single site rule.	Smith	2021-04-30
1477	Federated Co-Operatives	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
1683	FHR Fairmont Jasper Park Lodge	Unifor Local 4354	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1683	FHR Fairmont Jasper Park Lodge	Unifor Local 4354	Grievors - The apprentice employees grieved whether the change in their work schedules after returning from trade school was considered necessary	Yingst-Bartel	2017-05-31
1197	Finning International	Machinists Local 99	Grievance - Were the grievors entitled to notice for a schedule change which resulted in not having to work a statutory holiday?	Yingst-Bartel	2021-05-10
2051	First Canada - Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
2306	First Canada - Branch 34040	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2306	FirstCanada - Branch 34040	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1878	FirstCanada - Wood Buffalo	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation process	Francis	2020-06-09
1467	Foremost Universal	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1744	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1768	Fortis Alberta	United Utility Workers Association	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
1768	Fortis Alberta	United Utility Workers Association	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15

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1311	Gateway Casinos - Grand Villa Casino	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1311	Gateway Casinos - Grand Villa Casino	UFCW Local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1054	Good Samaritan Society - Multi Facility	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1163	Good Samaritan Society - Multi Facility	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	Good Samaritan Society - Multi Facility	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1840	Government of Alberta	AUPE	Grievor - Suspension and termination stemming from an incident involving a leaked recording of an assault by an inmate on a Correctional Officer	Moreau	2017-03-09
1840	Government of Alberta	AUPE	Grievor - The grievor was suspended for insubordination and discreditable conduct which contravened the Sheriffs Code of Conduct	Tettensor	2017-11-20
1840	Government of Alberta	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-29
1840	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	Government of Alberta	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1840	Government of Alberta	AUPE	Grievance - Did the employer properly deny meal expenses when employees were working within their assigned work areas	Asbell	2020-09-29

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1840	Government of Alberta	AUPE	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01
1840	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
1840	Government of Alberta	AUPE	Grievor - Arbitrability of termination and pay grievances.	Smith	2021-05-17
1840	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for Twitter comments.	Price	2021-06-28
1840	Government of Alberta	AUPE	Grievance - Employer grievance as to whether the union was required to consolidate 120 grievances into group grievances.	Smith	2021-07-07
1581	Holy Family Catholic Separate School Division	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
2110	IBEW Local 424	IBEW Local 1007	Grievor - Whether the grievors were entitled to compensation in lieu of notice when their positions were eliminated, and is so what would be considered reasonable notice.	Smith	2021-01-06
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
2160	IPEX	Unifor Local 21A	Grievor - Timeliness of grievance	Casey	2021-05-13
1011	K+S Windsor Salt	Unifor Local 474	Grievor - Preliminary decision determining the extension of time limits	Kanee	2021-06-29
1895	Kal Tire	Machinists Local 99	Grievor - Discharge for dishonest behavior	Casey	2021-10-05

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1478	Kawneer Company Canada	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
1353	Labatt Alberta Brewery	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1710	Leavitt Machinery - Interior Lift Truck Services	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1066	Legal Aid Society	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1569	Living Waters Catholic Separate School Division	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
2623	Logistics in Motion	Steelworkers Local 1-207	Grievance - Interpretation of general holiday pay provisions.	Moreau	2021-05-11
1883	McKesson Canada	UFCW Local 401	Grievor - Whether the selection of an employee with less seniority than the grievor violated the collective agreement	Casey	2021-08-16
1580	Medicine Hat School Division	ATA	Grievance - Introduction of an employee attendance management policy	Moreau	2021-07-15
1926	NAIT	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1926	NAIT	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
1926	NAIT	NAIT Academic Staff Association	Grievance was untimely, deemed abandoned, and was not an appropriated case in which to extend the time limit.	Sims	2021-03-22
2095	NDT Management Association	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1225	Neegan Development	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices, and whether the doctrine of double jeopardy is applicable.	Casey	2017-02-06
1225	Neegan Development	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1225	Neegan Development	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
2228	Norquest College	Norquest College Faculty Association	Grievance - Staff reductions	Sims	2021-10-07
1229	North American Mining	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1464	Northern Weld Arc	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Policy grievance about the use of "Performance to Target and Labour Utilization" in the assessment of an employee's level challenge	Jones	2020-09-11
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Policy grievance on whether the employer's tools used in assessing an employee's level challenge are fair and transparent.	Jones	2021-03-30
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Payroll advance	Asbell	2021-10-28
2429	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
2181	Pincher Creek Co-Operative Association	Unifor Local 4050	Grievance - Whether a negotiated wage increase provided for increases to all wages including those paid to minimum wage employees	Garden	2021-01-26

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1437	Prudential Steel	Steelworkers Local 7226	Grievor - Shop floor altercation with fellow worker.	Hornung	2021-09-09
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Grievance - Work reorganization	Chankasingh	2019-01-30
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Grievance - When are laid off but not terminated employees entitled to severance pay?	Sims	2021-05-11
1917	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1300	Richardson Oilseed	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
2539	Sage Properties - Prince of Peace Manor & Harbour	CUPE Local 8	Grievance - Whether employees who work on a general holiday are entitled to receive both general holiday pay and any other premiums	Kanee	2021-03-09
2553	Shell Canada - Scotford Refinery	Unifor Local 530A	Grievance - The union represents employees in the Refinery and Chemical plants of the employer's operation. Can the employer institute blackout vacations for turnaround work that occurs at the employer's Upgrader plant?	Kanee	2021-08-30
1451	Simmons Canada	Operating Engineers Local 955	Grievor - Dismissal for re-selling company product that was purchased at discounted employee prices	Moreau	2021-08-27
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1100	Sobeys Capital - Retail Support Centre	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
2377	Sodexo Canada - Mt. Robson & Mt. Logan Lodge	UNITE HERE Local 47	Consent award regarding work load of camp attendants during bridging period.	Jones	2021-04-13
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1405	St. Michael's Long Term Care Centre	AUPE	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1468	Supreme Group	Iron Workers Local 805	Discipline for failing to adhere to employer rule.	Kanee	2021-04-15
1233	Tidewater Midstream & Infrastructure	Unifor Local 431	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	Tolko Industries	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1208	Town of Morinville	CUPE Local 2426	Whether the Fitness Instructor position is within the union's bargaining unit	Casey	2021-04-30
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1383	University of Calgary	AUPE	Grievor - Entitlement to standby pay	Moreau	2020-03-10
2219	University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1236	Various Employers	National Maintenance Council	Grievance - Payment for orientations	Smith	2019-11-18
2557	Vision Loss Rehabilitation Alberta	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
1224	Waste Management Canada	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1838	West Coast Reduction - Northern Alberta Processing	UFCW Local 401	Grievance - Employee status of chief power engineer – bargaining unit or managerial.	Sims	2021-05-27
1680	Western Grocers - Freeport Facility	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
1944	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1836	Weyerhaeuser	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
2356	Wood Buffalo Housing & Development	CUPE Local 1505	Grievor - Termination of employment prior to end of probationary period	Casey	2021-08-30
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1270	Wood's Homes	CUPE Local 4731	Grievance - Timeliness preliminary objection	Ponak	2021-10-05

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1552	Buffalo Trail School Division	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1592	Calgary Board of Education	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
1581	Holy Family Catholic Separate School Division	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
1569	Living Waters Catholic Separate School Division	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
1580	Medicine Hat School Division	ATA	Grievance - Introduction of an employee attendance management policy	Moreau	2021-07-15
1745	Athabasca University	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1745	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	Athabasca University	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1815	City of Edmonton - Transit	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1815	City of Edmonton - Transit	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1815	City of Edmonton - Transit	ATU Local 569	Grievance - Whether newly introduced shifts eliminated the previously available shifts which did not require weekend work.	Smith	2021-05-31
1812	City of Calgary	ATU Local 583	Grievor - Preliminary objection as to whether grievor was an employee and impact of a letter of understanding	Casey	2017-03-14
1812	City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1812	City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1812	City of Calgary	ATU Local 583	Grievor - Grievor was discharged for distracted driving when it was discovered that he was eating while driving.	Tettensor	2020-12-09
1364	Alberta Health Services - ANC	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	Alberta Health Services - ANC	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	Alberta Health Services - ANC	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	Alberta Health Services - ANC	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	Alberta Health Services - ANC	AUPE	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1364	Alberta Health Services - ANC	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1364	Alberta Health Services - ANC	AUPE	Grievor - Theft of funds from a resident's chequing account.	Chankasingh	2021-08-23

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1110	Alberta Health Services - GSS	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	Alberta Health Services - GSS	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	Alberta Health Services - GSS	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21
1110	Alberta Health Services - GSS	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1110	Alberta Health Services - GSS	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	Alberta Health Services - GSS	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1110	Alberta Health Services - GSS	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	Alberta Health Services - GSS	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1110	Alberta Health Services - GSS	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1110	Alberta Health Services - GSS	AUPE	Grievance - Failure to remove discipline from employee files	Tettensor	2021-07-08
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Grievor - Sleeping on duty	Moreau	2019-05-21
1118	Capital Care - ANC	AUPE	Grievor - Making inappropriate comments	Asbell	2020-02-07

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1118	Capital Care - ANC	AUPE	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1039	Chantelle Management - Edith Cavell Care Centre	AUPE	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1245	Extendicare (Canada) - Michener Hill	AUPE	Implementation of single site rule.	Smith	2021-04-30
1054	Good Samaritan Society - Multi Facility	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1840	Government of Alberta	AUPE	Grievor - Suspension and termination stemming from an incident involving a leaked recording of an assault by an inmate on a Correctional Officer	Moreau	2017-03-09
1840	Government of Alberta	AUPE	Grievor - The grievor was suspended for insubordination and discreditable conduct which contravened the Sheriffs Code of Conduct	Tettensor	2017-11-20
1840	Government of Alberta	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-29
1840	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	Government of Alberta	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1840	Government of Alberta	AUPE	Grievance - Did the employer properly deny meal expenses when employees were working within their assigned work areas	Asbell	2020-09-29
1840	Government of Alberta	AUPE	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1840	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
1840	Government of Alberta	AUPE	Grievor - Arbitrability of termination and pay grievances.	Smith	2021-05-17
1840	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for Twitter comments.	Price	2021-06-28
1840	Government of Alberta	AUPE	Grievance - Employer grievance as to whether the union was required to consolidate 120 grievances into group grievances.	Smith	2021-07-07
1066	Legal Aid Society	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1405	St. Michael's Long Term Care Centre	AUPE	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1383	University of Calgary	AUPE	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1485	CESSCO Fabrication & Engineering	Boilermakers Local 146	Grievor - Improper layoff	Asbell	2021-08-12
1467	Foremost Universal	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1026	CertainTeed Canada	Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1974	City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1974	City of Calgary	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12
1142	ATCO Electric	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1634	CLR - Carpenters	Carpenters	Grievance - Employer grievance regarding case managed aftercare	Kanee	2021-06-10
2116	City of Calgary	Carpenters Local 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1975	City of Edmonton	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1861	EPCOR Utilities	Civic Service Union 52	Grievor - Arbitrability of grievance as it concerns health benefits, and whether the entitlement to these benefits can be a subject of grievance arbitration.	Casey	2020-12-09
1861	EPCOR Utilities	Civic Service Union 52	Grievance - Policy grievance concerning medical forms	Casey	2021-06-14
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Policy grievance about the use of "Performance to Target and Labour Utilization" in the assessment of an employee's level challenge	Jones	2020-09-11
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Policy grievance on whether the employer's tools used in assessing an employee's level challenge are fair and transparent.	Jones	2021-03-30
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Payroll advance	Asbell	2021-10-28
2091	AECOM Maintenance Contractors	CLAC Local 63, Construction	Grievors - Sleeping on the job	Beattie	2019-08-13
1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1166	Concordia University College	Concordia University College Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
2356	Wood Buffalo Housing & Development	CUPE Local 1505	Grievor - Termination of employment prior to end of probationary period	Casey	2021-08-30
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
1208	Town of Morinville	CUPE Local 2426	Whether the Fitness Instructor position is within the union's bargaining unit	Casey	2021-04-30

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1744	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1973	City of Calgary - Inside Workers	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1275	Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	Grievance - Scheduling of work on named holidays.	Wilson	2021-07-21
1981	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1981	City of Red Deer	CUPE Local 417	Grievance - Transfers and promotions regarding external and internal applicants	Moreau	2021-10-04
1270	Wood's Homes	CUPE Local 4731	Grievance - Timeliness preliminary objection	Ponak	2021-10-05

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2539	Sage Properties - Prince of Peace Manor & Harbour	CUPE Local 8	Grievance - Whether employees who work on a general holiday are entitled to receive both general holiday pay and any other premiums	Kanee	2021-03-09
1123	City of Edmonton	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1123	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1123	City of Edmonton	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	City of Edmonton	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	City of Edmonton	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1123	City of Edmonton	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25
1917	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Payment for travel expenses and time for starting or ending the work day at other than the employee's designated work location	Jones	2021-07-15
1355	Calgary Laboratory Services	HSAA	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1463	Canadian Blood Services - Techs	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1367	Capital Care - PMP/PMT	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
2124	City of St. Albert	IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1023	City of Calgary	IAFF Local 255	Grievance - Interpretation of claims for short term disability benefits while employees are working temporary, modified duties following an absence for medical reasons.	Tettensor	2021-09-27
2429	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1854	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
2110	IBEW Local 424	IBEW Local 1007	Grievor - Whether the grievors were entitled to compensation in lieu of notice when their positions were eliminated, and is so what would be considered reasonable notice.	Smith	2021-01-06
1865	ENMAX Corporation	IBEW Local 254	Grievors - Are redundant employees entitled to receive pay in lieu of notice, in addition to severance pay?	Robertson	2021-06-04
2506	Empire Iron Works	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1464	Northern Weld Arc	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1468	Supreme Group	Iron Workers Local 805	Discipline for failing to adhere to employer rule.	Kanee	2021-04-15
1506	Diamond International Trucks	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04
1197	Finning International	Machinists Local 99	Grievance - Were the grievors entitled to notice for a schedule change which resulted in not having to work a statutory holiday?	Yingst-Bartel	2021-05-10
1895	Kal Tire	Machinists Local 99	Grievor - Discharge for dishonest behavior	Casey	2021-10-05
1710	Leavitt Machinery - Interior Lift Truck Services	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1018	Cummins Canada	Machinists Local 1722	Grievance - Consent award regarding pension plan contributions	Sims	2021-05-11
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Grievance - Work reorganization	Chankasingh	2019-01-30

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Grievance - When are laid off but not terminated employees entitled to severance pay?	Sims	2021-05-11
1926	NAIT	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1926	NAIT	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
1926	NAIT	NAIT Academic Staff Association	Grievance was untimely, deemed abandoned, and was not an appropriated case in which to extend the time limit.	Sims	2021-03-22
1236	Various Employers	National Maintenance Council	Grievance - Payment for orientations	Smith	2019-11-18
2228	Norquest College	Norquest College Faculty Association	Grievance - Staff reductions	Sims	2021-10-07
2390	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1104	Alberta Crane Owners Association	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1878	FirstCanada - Wood Buffalo	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation process	Francis	2020-06-09
1225	Neegan Development	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices, and whether the doctrine of double jeopardy is applicable.	Casey	2017-02-06
1225	Neegan Development	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1225	Neegan Development	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1229	North American Mining	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1451	Simmons Canada	Operating Engineers Local 955	Grievor - Dismissal for re-selling company product that was purchased at discounted employee prices	Moreau	2021-08-27
1495	Educating & Employing Entities	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
2095	NDT Management Association	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
2623	Logistics in Motion	Steelworkers Local 1-207	Grievance - Interpretation of general holiday pay provisions.	Moreau	2021-05-11
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	Tolko Industries	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1132	AltaSteel	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1132	AltaSteel	Steelworkers Local 5220	Grievor - The grievor's misconduct which led to numerous suspensions and eventual termination were a result of his alcoholism.	McFetridge	2021-02-03
2258	Apel Extrusions	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2258	Apel Extrusions	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1437	Prudential Steel	Steelworkers Local 7226	Grievor - Shop floor altercation with fellow worker.	Hornung	2021-09-09
1851	Diversified Transportation - Industrial	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
2306	First Canada - Branch 34040	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2306	FirstCanada - Branch 34040	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1477	Federated Co-Operatives	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
2051	First Canada - Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1680	Western Grocers - Freeport Facility	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
1354	Alberta Distillers	UFCW Local 401	Grievance - Improper work schedules	Beattie	2019-07-15
1435	Cargill	UFCW Local 401	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1311	Gateway Casinos - Grand Villa Casino	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1311	Gateway Casinos - Grand Villa Casino	UFCW Local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1883	McKesson Canada	UFCW Local 401	Grievor - Whether the selection of an employee with less seniority than the grievor violated the collective agreement	Casey	2021-08-16
1300	Richardson Oilseed	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1100	Sobeys Capital - Retail Support Centre	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
2557	Vision Loss Rehabilitation Alberta	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
1838	West Coast Reduction - Northern Alberta Processing	UFCW Local 401	Grievance - Employee status of chief power engineer – bargaining unit or managerial.	Sims	2021-05-27
1944	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1109	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	Alberta Health Services	UNA	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	Alberta Health Services	UNA	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1109	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
1109	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1109	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1109	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1109	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06
1109	Alberta Health Services	UNA	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1109	Alberta Health Services	UNA	Grievor - Determination of appropriate penalty for the grievor's use of force toward an elderly patient	Wilson	2021-02-08
1109	Alberta Health Services	UNA	Does the scope of the grievance include the issue of contracting out and contracting in, and did the employer breach the agreement by using Agency nurses.	Tettensor	2021-03-17
1109	Alberta Health Services	UNA	Grievance - Preliminary objection regarding arbitrability of the grievance based on the doctrine of res judicata and issue estoppel.	Wilson	2021-06-03

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievor - Was the decision not to return the grievor to her pre-maternity leave line position within the rotating shift schedule discriminatory	Oviatt	2021-06-04
1109	Alberta Health Services	UNA	Grievance - Reinstatement rights. Can a regular or temporary employee who becomes a casual employee return to their previous position within the trial period?	Kanee	2021-07-05
1109	Alberta Health Services	UNA	Grievor - Was the grievor entitled to be compensated for a fourth day of professional development?	Yingst-Bartel	2021-08-19
1167	Brenda Strafford Foundation - Clifton Manor	UNA	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1259	Canadian Blood Services	UNA	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	Canadian Blood Services	UNA	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1263	Covenant Health	UNA	Grievance - Consent award regarding job posting	Sims	2018-03-05
1263	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
1263	Covenant Health	UNA	Grievor - Remedy award resulting from a previous job posting award.	Sims	2021-04-19
1253	Extendicare (Canada) - Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1163	Good Samaritan Society - Multi Facility	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	Good Samaritan Society - Multi Facility	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
2160	IPEX	Unifor Local 21A	Grievor - Timeliness of grievance	Casey	2021-05-13
1353	Labatt Alberta Brewery	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
2181	Pincher Creek Co-Operative Association	Unifor Local 4050	Grievance - Whether a negotiated wage increase provided for increases to all wages including those paid to minimum wage employees	Garden	2021-01-26
1224	Waste Management Canada	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1233	Tidewater Midstream & Infrastructure	Unifor Local 431	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1683	FHR Fairmont Jasper Park Lodge	Unifor Local 4354	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1683	FHR Fairmont Jasper Park Lodge	Unifor Local 4354	Grievors - The apprentice employees grieved whether the change in their work schedules after returning from trade school was considered necessary	Yingst-Bartel	2017-05-31
1488	Canadian Forest Products	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1836	Weyerhaeuser	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1011	K+S Windsor Salt	Unifor Local 474	Grievor - Preliminary decision determining the extension of time limits	Kanee	2021-06-29

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1741	Edmonton Catholic Separate School Division	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
2553	Shell Canada - Scotford Refinery	Unifor Local 530A	Grievance - The union represents employees in the Refinery and Chemical plants of the employer's operation. Can the employer institute blackout vacations for turnaround work that occurs at the employer's Upgrader plant?	Kanee	2021-08-30
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
1096	Air Liquide Canada	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	Air Liquide Canada	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1096	Air Liquide Canada	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
1856	ATA	Unifor Local 777	Grievor - Promotion grievance and whether the grievor should have been awarded the position based on relatively equal ability and qualifications	Kanee	2017-02-06
1478	Kawneer Company Canada	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
2086	Calgary Co-Op	Union of Calgary Co-Operative Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2242	ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1143	ATCO Structures & Logistics - Barge Landing	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
2130	Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	Grievance - Is the employer required to pay employees for the time to do online orientation courses implemented by Suncor	Francis	2021-06-01
2130	Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	Grievor - Discipline imposed for failing to adhere to food handling procedures	Jolliffe	2021-06-08
2555	Compass Group - ESS Poplar Point - Remote Camp Services	UNITE HERE Local 47	Grievor - Grievor dismissed for disobeying a direct order to relocate to alternate camp accommodation	Yingst-Bartel	2020-10-22
2184	Dene West - Albian Sands Village	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
2377	Sodexo Canada - Mt. Robson & Mt. Logan Lodge	UNITE HERE Local 47	Consent award regarding work load of camp attendants during bridging period.	Jones	2021-04-13
2016	Dataco Utility Services	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	Dataco Utility Services	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
1768	Fortis Alberta	United Utility Workers Association	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1768	Fortis Alberta	United Utility Workers Association	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
2219	University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	Tolko Industries	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1405	St. Michael's Long Term Care Centre	AUPE	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1167	Brenda Strafford Foundation - Clifton Manor	UNA	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1745	Athabasca University	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1592	Calgary Board of Education	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1815	City of Edmonton - Transit	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1367	Capital Care - PMP/PMT	HSA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1840	Government of Alberta	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-29
1109	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1163	Good Samaritan Society - Multi Facility	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1118	Capital Care - ANC	AUPE	Grievor - Making inappropriate comments	Asbell	2020-02-07
2390	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
2429	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1118	Capital Care - ANC	AUPE	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1840	Government of Alberta	AUPE	Grievance - Did the employer properly deny meal expenses when employees were working within their assigned work areas	Asbell	2020-09-29
1225	Neegan Development	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1974	City of Calgary	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12
1110	Alberta Health Services - GSS	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1768	Fortis Alberta	United Utility Workers Association	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
1485	CESSCO Fabrication & Engineering	Boilermakers Local 146	Grievor - Improper layoff	Asbell	2021-08-12
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Payroll advance	Asbell	2021-10-28

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1096	Air Liquide Canada	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1354	Alberta Distillers	UFCW Local 401	Grievance - Improper work schedules	Beattie	2019-07-15
2091	AECOM Maintenance Contractors	CLAC Local 63, Construction	Grievors - Sleeping on the job	Beattie	2019-08-13
1233	Tidewater Midstream & Infrastructure	Unifor Local 431	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1812	City of Calgary	ATU Local 583	Grievor - Preliminary objection as to whether grievor was an employee and impact of a letter of understanding	Casey	2017-03-14
1851	Diversified Transportation - Industrial	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
1104	Alberta Crane Owners Association	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
2306	FirstCanada - Branch 34040	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
2016	Dataco Utility Services	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1973	City of Calgary - Inside Workers	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1229	North American Mining	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1812	City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1974	City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
2016	Dataco Utility Services	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1812	City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1225	Neegan Development	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1311	Gateway Casinos - Grand Villa Casino	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1311	Gateway Casinos - Grand Villa Casino	UFCW Local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1861	EPCOR Utilities	Civic Service Union 52	Grievor - Arbitrability of grievance as it concerns health benefits, and whether the entitlement to these benefits can be a subject of grievance arbitration.	Casey	2020-12-09
1815	City of Edmonton - Transit	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22
1208	Town of Morinville	CUPE Local 2426	Whether the Fitness Instructor position is within the union's bargaining unit	Casey	2021-04-30
2160	IPEX	Unifor Local 21A	Grievor - Timeliness of grievance	Casey	2021-05-13
1861	EPCOR Utilities	Civic Service Union 52	Grievance - Policy grievance concerning medical forms	Casey	2021-06-14
1883	McKesson Canada	UFCW Local 401	Grievor - Whether the selection of an employee with less seniority than the grievor violated the collective agreement	Casey	2021-08-16
2356	Wood Buffalo Housing & Development	CUPE Local 1505	Grievor - Termination of employment prior to end of probationary period	Casey	2021-08-30
1895	Kal Tire	Machinists Local 99	Grievor - Discharge for dishonest behavior	Casey	2021-10-05
1225	Neegan Development	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices, and whether the doctrine of double jeopardy is applicable.	Casey	2017-02-06
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1110	Alberta Health Services - GSS	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1110	Alberta Health Services - GSS	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Grievance - Work reorganization	Chankasingh	2019-01-30
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1478	Kawneer Company Canada	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
1364	Alberta Health Services - ANC	AUPE	Grievor - Theft of funds from a resident's chequing account.	Chankasingh	2021-08-23
1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1878	FirstCanada - Wood Buffalo	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation process	Francis	2020-06-09
1768	Fortis Alberta	United Utility Workers Association	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
2130	Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	Grievance - Is the employer required to pay employees for the time to do online orientation courses implemented by Suncor	Francis	2021-06-01
1981	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
2181	Pincher Creek Co-Operative Association	Unifor Local 4050	Grievance - Whether a negotiated wage increase provided for increases to all wages including those paid to minimum wage employees	Garden	2021-01-26
1477	Federated Co-Operatives	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
2051	First Canada - Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1026	CertainTeed Canada	Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1437	Prudential Steel	Steelworkers Local 7226	Grievor - Shop floor altercation with fellow worker.	Hornung	2021-09-09
1467	Foremost Universal	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1259	Canadian Blood Services	UNA	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1109	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1353	Labatt Alberta Brewery	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1109	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
2130	Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	Grievor - Discipline imposed for failing to adhere to food handling procedures	Jolliffe	2021-06-08
1109	Alberta Health Services	UNA	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1123	City of Edmonton	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1123	City of Edmonton	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1109	Alberta Health Services	UNA	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1132	AltaSteel	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1323	Canadian Blood Services	UNA	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1123	City of Edmonton	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1109	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1569	Living Waters Catholic Separate School Division	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Policy grievance about the use of "Performance to Target and Labour Utilization" in the assessment of an employee's level challenge	Jones	2020-09-11

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1111	Alberta Health Services - PMP/PMT	HSAА	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1581	Holy Family Catholic Separate School Division	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Policy grievance on whether the employer's tools used in assessing an employee's level challenge are fair and transparent.	Jones	2021-03-30
2377	Sodexo Canada - Mt. Robson & Mt. Logan Lodge	UNITE HERE Local 47	Consent award regarding work load of camp attendants during bridging period.	Jones	2021-04-13
1111	Alberta Health Services - PMP/PMT	HSAА	Grievance - Payment for travel expenses and time for starting or ending the work day at other than the employee's designated work location	Jones	2021-07-15
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1856	ATA	Unifor Local 777	Grievor - Promotion grievance and whether the grievor should have been awarded the position based on relatively equal ability and qualifications	Kanee	2017-02-06
1109	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1066	Legal Aid Society	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1110	Alberta Health Services - GSS	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1109	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06
1109	Alberta Health Services	UNA	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1840	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
2539	Sage Properties - Prince of Peace Manor & Harbour	CUPE Local 8	Grievance - Whether employees who work on a general holiday are entitled to receive both general holiday pay and any other premiums	Kanee	2021-03-09
1468	Supreme Group	Iron Workers Local 805	Discipline for failing to adhere to employer rule.	Kanee	2021-04-15
1634	CLR - Carpenters	Carpenters	Grievance - Employer grievance regarding case managed aftercare	Kanee	2021-06-10
1011	K+S Windsor Salt	Unifor Local 474	Grievor - Preliminary decision determining the extension of time limits	Kanee	2021-06-29
1109	Alberta Health Services	UNA	Grievance - Reinstatement rights. Can a regular or temporary employee who becomes a casual employee return to their previous position within the trial period?	Kanee	2021-07-05
2553	Shell Canada - Scotford Refinery	Unifor Local 530A	Grievance - The union represents employees in the Refinery and Chemical plants of the employer's operation. Can the employer institute blackout vacations for turnaround work that occurs at the employer's Upgrader plant?	Kanee	2021-08-30
1110	Alberta Health Services - GSS	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2219	University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetridge	2019-11-06
1109	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
1132	AltaSteel	Steelworkers Local 5220	Grievor - The grievor's misconduct which led to numerous suspensions and eventual termination were a result of his alcoholism.	McFetridge	2021-02-03
1944	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1552	Buffalo Trail School Division	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1840	Government of Alberta	AUPE	Grievor - Suspension and termination stemming from an incident involving a leaked recording of an assault by an inmate on a Correctional Officer	Moreau	2017-03-09
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
2258	Apel Extrusions	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
1355	Calgary Laboratory Services	HSAA	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1463	Canadian Blood Services - Techs	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1110	Alberta Health Services - GSS	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1364	Alberta Health Services - ANC	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1854	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Grievor - Sleeping on duty	Moreau	2019-05-21
1110	Alberta Health Services - GSS	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1383	University of Calgary	AUPE	Grievor - Entitlement to standby pay	Moreau	2020-03-10
2623	Logistics in Motion	Steelworkers Local 1-207	Grievance - Interpretation of general holiday pay provisions.	Moreau	2021-05-11
1580	Medicine Hat School Division	ATA	Grievance - Introduction of an employee attendance management policy	Moreau	2021-07-15
1451	Simmons Canada	Operating Engineers Local 955	Grievor - Dismissal for re-selling company product that was purchased at discounted employee prices	Moreau	2021-08-27
1981	City of Red Deer	CUPE Local 417	Grievance - Transfers and promotions regarding external and internal applicants	Moreau	2021-10-04
1683	FHR Fairmont Jasper Park Lodge	Unifor Local 4354	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1109	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1680	Western Grocers - Freeport Facility	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
2557	Vision Loss Rehabilitation Alberta	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
1109	Alberta Health Services	UNA	Grievor - Was the decision not to return the grievor to her pre-maternity leave line position within the rotating shift schedule discriminatory	Oviatt	2021-06-04
2086	Calgary Co-Op	Union of Calgary Co-Operative Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1166	Concordia University College	Concordia University College Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1143	ATCO Structures & Logistics - Barge Landing	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1840	Government of Alberta	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1975	City of Edmonton	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1840	Government of Alberta	AUPE	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01
1270	Wood's Homes	CUPE Local 4731	Grievance - Timeliness preliminary objection	Ponak	2021-10-05
1100	Sobeys Capital - Retail Support Centre	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
2506	Empire Iron Works	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1840	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for Twitter comments.	Price	2021-06-28
1865	ENMAX Corporation	IBEW Local 254	Grievors - Are redundant employees entitled to receive pay in lieu of notice, in addition to severance pay?	Robertson	2021-06-04
1224	Waste Management Canada	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1745	Athabasca University	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1741	Edmonton Catholic Separate School Division	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1163	Good Samaritan Society - Multi Facility	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1488	Canadian Forest Products	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1300	Richardson Oilseed	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1263	Covenant Health	UNA	Grievance - Consent award regarding job posting	Sims	2018-03-05
1123	City of Edmonton	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1745	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
2184	Dene West - Albian Sands Village	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2116	City of Calgary	Carpenters Local 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
2242	ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1836	Weyerhaeuser	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1253	Extendicare (Canada) - Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
2306	First Canada - Branch 34040	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
1263	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
1109	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1506	Diamond International Trucks	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04
1364	Alberta Health Services - ANC	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1926	NAIT	NAIT Academic Staff Association	Grievance was untimely, deemed abandoned, and was not an appropriated case in which to extend the time limit.	Sims	2021-03-22
1263	Covenant Health	UNA	Grievor - Remedy award resulting from a previous job posting award.	Sims	2021-04-19
1018	Cummins Canada	Machinists Local 1722	Grievance - Consent award regarding pension plan contributions	Sims	2021-05-11

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Grievance - When are laid off but not terminated employees entitled to severance pay?	Sims	2021-05-11
1838	West Coast Reduction - Northern Alberta Processing	UFCW Local 401	Grievance - Employee status of chief power engineer – bargaining unit or managerial.	Sims	2021-05-27
2228	Norquest College	Norquest College Faculty Association	Grievance - Staff reductions	Sims	2021-10-07
1142	ATCO Electric	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1710	Leavitt Machinery - Interior Lift Truck Services	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1495	Educating & Employing Entities	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1236	Various Employers	National Maintenance Council	Grievance - Payment for orientations	Smith	2019-11-18
1096	Air Liquide Canada	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1123	City of Edmonton	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2110	IBEW Local 424	IBEW Local 1007	Grievor - Whether the grievors were entitled to compensation in lieu of notice when their positions were eliminated, and is so what would be considered reasonable notice.	Smith	2021-01-06
1245	Extendicare (Canada) - Michener Hill	AUPE	Implementation of single site rule.	Smith	2021-04-30
1840	Government of Alberta	AUPE	Grievor - Arbitrability of termination and pay grievances.	Smith	2021-05-17
1815	City of Edmonton - Transit	ATU Local 569	Grievance - Whether newly introduced shifts eliminated the previously available shifts which did not require weekend work.	Smith	2021-05-31
1840	Government of Alberta	AUPE	Grievance - Employer grievance as to whether the union was required to consolidate 120 grievances into group grievances.	Smith	2021-07-07
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1840	Government of Alberta	AUPE	Grievor - The grievor was suspended for insubordination and discreditable conduct which contravened the Sheriffs Code of Conduct	Tettensor	2017-11-20
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1054	Good Samaritan Society - Multi Facility	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1039	Chantelle Management - Edith Cavell Care Centre	AUPE	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
2124	City of St. Albert	IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1110	Alberta Health Services - GSS	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1917	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1110	Alberta Health Services - GSS	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1435	Cargill	UFCW Local 401	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
2258	Apel Extrusions	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1974	City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1812	City of Calgary	ATU Local 583	Grievor - Grievor was discharged for distracted driving when it was discovered that he was eating while driving.	Tettensor	2020-12-09
1926	NAIT	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
1109	Alberta Health Services	UNA	Does the scope of the grievance include the issue of contracting out and contracting in, and did the employer breach the agreement by using Agency nurses.	Tettensor	2021-03-17
1110	Alberta Health Services - GSS	AUPE	Grievance - Failure to remove discipline from employee files	Tettensor	2021-07-08
1023	City of Calgary	IAFF Local 255	Grievance - Interpretation of claims for short term disability benefits while employees are working temporary, modified duties following an absence for medical reasons.	Tettensor	2021-09-27

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1364	Alberta Health Services - ANC	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1123	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1364	Alberta Health Services - ANC	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1926	NAIT	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1464	Northern Weld Arc	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1364	Alberta Health Services - ANC	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1111	Alberta Health Services - PMP/PMT	HSA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1109	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievor - Determination of appropriate penalty for the grievor's use of force toward an elderly patient	Wilson	2021-02-08
1109	Alberta Health Services	UNA	Grievance - Preliminary objection regarding arbitrability of the grievance based on the doctrine of res judicata and issue estoppel.	Wilson	2021-06-03
1275	Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	Grievance - Scheduling of work on named holidays.	Wilson	2021-07-21
1683	FHR Fairmont Jasper Park Lodge	Unifor Local 4354	Grievors - The apprentice employees grieved whether the change in their work schedules after returning from trade school was considered necessary	Yingst-Bartel	2017-05-31
1744	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
2095	NDT Management Association	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
2555	Compass Group - ESS Poplar Point - Remote Camp Services	UNITE HERE Local 47	Grievor - Grievor dismissed for disobeying a direct order to relocate to alternate camp accommodation	Yingst-Bartel	2020-10-22
1096	Air Liquide Canada	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
1197	Finning International	Machinists Local 99	Grievance - Were the grievors entitled to notice for a schedule change which resulted in not having to work a statutory holiday?	Yingst-Bartel	2021-05-10

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievor - Was the grievor entitled to be compensated for a fourth day of professional development?	Yingst-Bartel	2021-08-19
1364	Alberta Health Services - ANC	AUPE	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1552	Buffalo Trail School Division	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1745	Athabasca University	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1096	Air Liquide Canada	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1467	Foremost Universal	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1856	ATA	Unifor Local 777	Grievor - Promotion grievance and whether the grievor should have been awarded the position based on relatively equal ability and qualifications	Kanee	2017-02-06
1225	Neegan Development	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices, and whether the doctrine of double jeopardy is applicable.	Casey	2017-02-06
1142	ATCO Electric	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident at a remote worksite	Smith	2017-02-10
1026	CertainTeed Canada	Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1592	Calgary Board of Education	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
1840	Government of Alberta	AUPE	Grievor - Suspension and termination stemming from an incident involving a leaked recording of an assault by an inmate on a Correctional Officer	Moreau	2017-03-09
1812	City of Calgary	ATU Local 583	Grievor - Preliminary objection as to whether grievor was an employee and impact of a letter of understanding	Casey	2017-03-14

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1109	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1259	Canadian Blood Services	UNA	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1477	Federated Co-Operatives	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
1364	Alberta Health Services - ANC	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1683	FHR Fairmont Jasper Park Lodge	Unifor Local 4354	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1109	Alberta Health Services	UNA	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1100	Sobeys Capital - Retail Support Centre	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1683	FHR Fairmont Jasper Park Lodge	Unifor Local 4354	Grievors - The apprentice employees grieved whether the change in their work schedules after returning from trade school was considered necessary	Yingst-Bartel	2017-05-31
1741	Edmonton Catholic Separate School Division	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1109	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1123	City of Edmonton	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1110	Alberta Health Services - GSS	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1710	Leavitt Machinery - Interior Lift Truck Services	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1851	Diversified Transportation - Industrial	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1110	Alberta Health Services - GSS	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1495	Educating & Employing Entities	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1110	Alberta Health Services - GSS	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1104	Alberta Crane Owners Association	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1123	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1840	Government of Alberta	AUPE	Grievor - The grievor was suspended for insubordination and discreditable conduct which contravened the Sheriffs Code of Conduct	Tettensor	2017-11-20
1163	Good Samaritan Society - Multi Facility	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1364	Alberta Health Services - ANC	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1123	City of Edmonton	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
2306	FirstCanada - Branch 34040	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
2258	Apel Extrusions	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1488	Canadian Forest Products	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1300	Richardson Oilseed	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1263	Covenant Health	UNA	Grievance - Consent award regarding job posting	Sims	2018-03-05
1109	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1123	City of Edmonton	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1109	Alberta Health Services	UNA	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1355	Calgary Laboratory Services	HSAA	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1463	Canadian Blood Services - Techs	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1926	NAIT	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1464	Northern Weld Arc	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
2016	Dataco Utility Services	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
1110	Alberta Health Services - GSS	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1744	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1973	City of Calgary - Inside Workers	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1167	Brenda Strafford Foundation - Clifton Manor	UNA	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	Tolko Industries	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1745	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
2086	Calgary Co-Op	Union of Calgary Co-Operative Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1815	City of Edmonton - Transit	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
2184	Dene West - Albian Sands Village	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1054	Good Samaritan Society - Multi Facility	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1367	Capital Care - PMP/PMT	HSA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1132	AltaSteel	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1364	Alberta Health Services - ANC	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1109	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	Alberta Health Services - PMP/PMT	HSA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1228	Tolko Industries	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1229	North American Mining	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1840	Government of Alberta	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-29
2506	Empire Iron Works	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1066	Legal Aid Society	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1812	City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1039	Chantelle Management - Edith Cavell Care Centre	AUPE	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1166	Concordia University College	Concordia University College Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1109	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1353	Labatt Alberta Brewery	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1109	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1323	Canadian Blood Services	UNA	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1854	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1143	ATCO Structures & Logistics - Barge Landing	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Grievance - Work reorganization	Chankasingh	2019-01-30
1123	City of Edmonton	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1109	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
2116	City of Calgary	Carpenters Local 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1364	Alberta Health Services - ANC	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1430	Sofina Foods - Lilydale	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1111	Alberta Health Services - PMP/PMT	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1110	Alberta Health Services - GSS	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1840	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1944	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Grievor - Sleeping on duty	Moreau	2019-05-21
2124	City of St. Albert	IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1789	City of Calgary - Outside Workers	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1354	Alberta Distillers	UFCW Local 401	Grievance - Improper work schedules	Beattie	2019-07-15
1974	City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1981	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
2091	AECOM Maintenance Contractors	CLAC Local 63, Construction	Grievors - Sleeping on the job	Beattie	2019-08-13
1110	Alberta Health Services - GSS	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1142	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1364	Alberta Health Services - ANC	AUPE	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1917	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1840	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
2016	Dataco Utility Services	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1017	Sobeys Capital (Safeway) - Retail	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1109	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1745	Athabasca University	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
1109	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
2242	ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1110	Alberta Health Services - GSS	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1478	Kawneer Company Canada	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
2219	University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1236	Various Employers	National Maintenance Council	Grievance - Payment for orientations	Smith	2019-11-18
1163	Good Samaritan Society - Multi Facility	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1836	Weyerhaeuser	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1840	Government of Alberta	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1253	Extendicare (Canada) - Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1812	City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1110	Alberta Health Services - GSS	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1142	ATCO Electric	Canadian Energy Workers Association	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1209	Suncor Energy - Oilsands	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
2051	First Canada - Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1225	Neegan Development	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1435	Cargill	UFCW Local 401	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1233	Tidewater Midstream & Infrastructure	Unifor Local 431	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1118	Capital Care - ANC	AUPE	Grievor - Making inappropriate comments	Asbell	2020-02-07
2095	NDT Management Association	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2258	Apel Extrusions	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
2306	First Canada - Branch 34040	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
1383	University of Calgary	AUPE	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1974	City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1263	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
1096	Air Liquide Canada	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1109	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
2390	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
1975	City of Edmonton	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
2429	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1118	Capital Care - ANC	AUPE	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1224	Waste Management Canada	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1109	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1878	FirstCanada - Wood Buffalo	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation process	Francis	2020-06-09
1569	Living Waters Catholic Separate School Division	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1123	City of Edmonton	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25
1311	Gateway Casinos - Grand Villa Casino	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Policy grievance about the use of "Performance to Target and Labour Utilization" in the assessment of an employee's level challenge	Jones	2020-09-11
1768	Fortis Alberta	United Utility Workers Association	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
1840	Government of Alberta	AUPE	Grievance - Did the employer properly deny meal expenses when employees were working within their assigned work areas	Asbell	2020-09-29

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1109	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06
2555	Compass Group - ESS Poplar Point - Remote Camp Services	UNITE HERE Local 47	Grievor - Grievor dismissed for disobeying a direct order to relocate to alternate camp accommodation	Yingst-Bartel	2020-10-22
1405	St. Michael's Long Term Care Centre	AUPE	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1111	Alberta Health Services - PMP/PMT	HSAA	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1311	Gateway Casinos - Grand Villa Casino	UFCW Local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1680	Western Grocers - Freeport Facility	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
1225	Neegan Development	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1109	Alberta Health Services	UNA	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1812	City of Calgary	ATU Local 583	Grievor - Grievor was discharged for distracted driving when it was discovered that he was eating while driving.	Tettensor	2020-12-09
1861	EPCOR Utilities	Civic Service Union 52	Grievor - Arbitrability of grievance as it concerns health benefits, and whether the entitlement to these benefits can be a subject of grievance arbitration.	Casey	2020-12-09

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1581	Holy Family Catholic Separate School Division	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
1815	City of Edmonton - Transit	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22
1506	Diamond International Trucks	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04
2110	IBEW Local 424	IBEW Local 1007	Grievor - Whether the grievors were entitled to compensation in lieu of notice when their positions were eliminated, and is so what would be considered reasonable notice.	Smith	2021-01-06
1364	Alberta Health Services - ANC	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1096	Air Liquide Canada	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
2557	Vision Loss Rehabilitation Alberta	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
2181	Pincher Creek Co-Operative Association	Unifor Local 4050	Grievance - Whether a negotiated wage increase provided for increases to all wages including those paid to minimum wage employees	Garden	2021-01-26
1926	NAIT	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
1840	Government of Alberta	AUPE	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01
1132	AltaSteel	Steelworkers Local 5220	Grievor - The grievor's misconduct which led to numerous suspensions and eventual termination were a result of his alcoholism.	McFetridge	2021-02-03
1109	Alberta Health Services	UNA	Grievor - Determination of appropriate penalty for the grievor's use of force toward an elderly patient	Wilson	2021-02-08
1974	City of Calgary	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1110	Alberta Health Services - GSS	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1111	Alberta Health Services - PMP/PMT	HSA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1840	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
2539	Sage Properties - Prince of Peace Manor & Harbour	CUPE Local 8	Grievance - Whether employees who work on a general holiday are entitled to receive both general holiday pay and any other premiums	Kanee	2021-03-09
1768	Fortis Alberta	United Utility Workers Association	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
1109	Alberta Health Services	UNA	Does the scope of the grievance include the issue of contracting out and contracting in, and did the employer breach the agreement by using Agency nurses.	Tettensor	2021-03-17
1926	NAIT	NAIT Academic Staff Association	Grievance was untimely, deemed abandoned, and was not an appropriated case in which to extend the time limit.	Sims	2021-03-22
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Policy grievance on whether the employer's tools used in assessing an employee's level challenge are fair and transparent.	Jones	2021-03-30
2377	Sodexo Canada - Mt. Robson & Mt. Logan Lodge	UNITE HERE Local 47	Consent award regarding work load of camp attendants during bridging period.	Jones	2021-04-13
1468	Supreme Group	Iron Workers Local 805	Discipline for failing to adhere to employer rule.	Kanee	2021-04-15
1263	Covenant Health	UNA	Grievor - Remedy award resulting from a previous job posting award.	Sims	2021-04-19
1245	Extendicare (Canada) - Michener Hill	AUPE	Implementation of single site rule.	Smith	2021-04-30

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1208	Town of Morinville	CUPE Local 2426	Whether the Fitness Instructor position is within the union's bargaining unit	Casey	2021-04-30
1197	Finning International	Machinists Local 99	Grievance - Were the grievors entitled to notice for a schedule change which resulted in not having to work a statutory holiday?	Yingst-Bartel	2021-05-10
1018	Cummins Canada	Machinists Local 1722	Grievance - Consent award regarding pension plan contributions	Sims	2021-05-11
2623	Logistics in Motion	Steelworkers Local 1-207	Grievance - Interpretation of general holiday pay provisions.	Moreau	2021-05-11
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Grievance - When are laid off but not terminated employees entitled to severance pay?	Sims	2021-05-11
2160	IPEX	Unifor Local 21A	Grievor - Timeliness of grievance	Casey	2021-05-13
1840	Government of Alberta	AUPE	Grievor - Arbitrability of termination and pay grievances.	Smith	2021-05-17
1838	West Coast Reduction - Northern Alberta Processing	UFCW Local 401	Grievance - Employee status of chief power engineer – bargaining unit or managerial.	Sims	2021-05-27
1815	City of Edmonton - Transit	ATU Local 569	Grievance - Whether newly introduced shifts eliminated the previously available shifts which did not require weekend work.	Smith	2021-05-31
2130	Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	Grievance - Is the employer required to pay employees for the time to do online orientation courses implemented by Suncor	Francis	2021-06-01
1109	Alberta Health Services	UNA	Grievance - Preliminary objection regarding arbitrability of the grievance based on the doctrine of res judicata and issue estoppel.	Wilson	2021-06-03
1109	Alberta Health Services	UNA	Grievor - Was the decision not to return the grievor to her pre-maternity leave line position within the rotating shift schedule discriminatory	Oviatt	2021-06-04

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1865	ENMAX Corporation	IBEW Local 254	Grievors - Are redundant employees entitled to receive pay in lieu of notice, in addition to severance pay?	Robertson	2021-06-04
2130	Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	Grievor - Discipline imposed for failing to adhere to food handling procedures	Jolliffe	2021-06-08
1634	CLR - Carpenters	Carpenters	Grievance - Employer grievance regarding case managed aftercare	Kanee	2021-06-10
1861	EPCOR Utilities	Civic Service Union 52	Grievance - Policy grievance concerning medical forms	Casey	2021-06-14
1840	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for Twitter comments.	Price	2021-06-28
1011	K+S Windsor Salt	Unifor Local 474	Grievor - Preliminary decision determining the extension of time limits	Kanee	2021-06-29
1109	Alberta Health Services	UNA	Grievance - Reinstatement rights. Can a regular or temporary employee who becomes a casual employee return to their previous position within the trial period?	Kanee	2021-07-05
1840	Government of Alberta	AUPE	Grievance - Employer grievance as to whether the union was required to consolidate 120 grievances into group grievances.	Smith	2021-07-07
1110	Alberta Health Services - GSS	AUPE	Grievance - Failure to remove discipline from employee files	Tettensor	2021-07-08
1111	Alberta Health Services - PMP/PMT	HSA	Grievance - Payment for travel expenses and time for starting or ending the work day at other than the employee's designated work location	Jones	2021-07-15
1580	Medicine Hat School Division	ATA	Grievance - Introduction of an employee attendance management policy	Moreau	2021-07-15
1275	Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	Grievance - Scheduling of work on named holidays.	Wilson	2021-07-21

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1485	CESSCO Fabrication & Engineering	Boilermakers Local 146	Grievor - Improper layoff	Asbell	2021-08-12
1883	McKesson Canada	UFCW Local 401	Grievor - Whether the selection of an employee with less seniority than the grievor violated the collective agreement	Casey	2021-08-16
1109	Alberta Health Services	UNA	Grievor - Was the grievor entitled to be compensated for a fourth day of professional development?	Yingst-Bartel	2021-08-19
1364	Alberta Health Services - ANC	AUPE	Grievor - Theft of funds from a resident's chequing account.	Chankasingh	2021-08-23
1451	Simmons Canada	Operating Engineers Local 955	Grievor - Dismissal for re-selling company product that was purchased at discounted employee prices	Moreau	2021-08-27
2553	Shell Canada - Scotford Refinery	Unifor Local 530A	Grievance - The union represents employees in the Refinery and Chemical plants of the employer's operation. Can the employer institute blackout vacations for turnaround work that occurs at the employer's Upgrader plant?	Kanee	2021-08-30
2356	Wood Buffalo Housing & Development	CUPE Local 1505	Grievor - Termination of employment prior to end of probationary period	Casey	2021-08-30
1437	Prudential Steel	Steelworkers Local 7226	Grievor - Shop floor altercation with fellow worker.	Hornung	2021-09-09
1023	City of Calgary	IAFF Local 255	Grievance - Interpretation of claims for short term disability benefits while employees are working temporary, modified duties following an absence for medical reasons.	Tettensor	2021-09-27
1981	City of Red Deer	CUPE Local 417	Grievance - Transfers and promotions regarding external and internal applicants	Moreau	2021-10-04
1895	Kal Tire	Machinists Local 99	Grievor - Discharge for dishonest behavior	Casey	2021-10-05
1270	Wood's Homes	CUPE Local 4731	Grievance - Timeliness preliminary objection	Ponak	2021-10-05

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FOLIO	EMPLOYER	UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2228	Norquest College	Norquest College Faculty Association	Grievance - Staff reductions	Sims	2021-10-07
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	Grievance - Payroll advance	Asbell	2021-10-28