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# Alberta Grievance Arbitration Awards

## March 2021

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## ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09

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1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA Local 301	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Determination of appropriate penalty for the grievor's use of force toward an elderly patient	Wilson	2021-02-08

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1109	<a href="#">Alberta Health Services</a>	UNA	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
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	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	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16

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1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	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	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Readily availabe pay for medical radiation technologists	Jones	2019-04-30
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27

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1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	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	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	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	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1856	<a href="#">ATA</a>	Unifor Local 777	Alberta Teachers' Association	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	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident at a remote worksite	Smith	2017-02-10
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	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	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievance - Annual vacation calculation	Tettensor	2020-01-11

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1143	<a href="#"><u>ATCO Structures &amp; Logistics - Barge Landing</u></a>	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1745	<a href="#"><u>Athabasca University</u></a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1745	<a href="#"><u>Athabasca University</u></a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	<a href="#"><u>Athabasca University</u></a>	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1382	<a href="#"><u>Brenda Strafford Foundation - Clifton Manor</u></a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1167	<a href="#"><u>Brenda Strafford Foundation - Clifton Manor</u></a>	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1552	<a href="#"><u>Buffalo Trail School Division</u></a>	ATA	Buffalo Trail Public Schools Regional Division No. 28	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1592	<a href="#"><u>Calgary Board of Education</u></a>	ATA	Calgary School District No. 19	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
2086	<a href="#"><u>Calgary Co-Op</u></a>	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1355	<a href="#"><u>Calgary Laboratory Services</u></a>	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1259	<a href="#"><u>Canadian Blood Services</u></a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	<a href="#"><u>Canadian Blood Services</u></a>	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1463	<a href="#"><u>Canadian Blood Services - Techs</u></a>	HSAA	Canadian Blood Services Calgary and Edmonton (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08

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1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1367	<a href="#">Capital Care - PMP/PMT</a>	HSA	Capital Care Group Inc.	HSA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1435	<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre (Chantelle Management Ltd.)	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1812	<a href="#">City of Calgary</a>	ATU Local 583	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	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the 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	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29



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1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary and the Calgary Police Service	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	City of Edmonton (Police Service)	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	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (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	<a href="#">City of Edmonton</a>	Edmonton Police Association	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

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1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service	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	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	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
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
2555	<a href="#">Compass Group - ESS Poplar Point - Remote Camp Services</a>	UNITE HERE Local 47	Compass Group Canada (Beaver) Ltd. Operating as ESS Poplar Point Remote 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	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1263	<a href="#">Covenant Health</a>	UNA	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

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2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2184	<a href="#">Dene West - Albian Sands Village</a>	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1506	<a href="#">Diamond International Trucks</a>	Machinists Local 1722	Diamond International Trucks	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04
1851	<a href="#">Diversified Transportation - Industrial</a>	Teamsters Local 362	Diversified Transportation	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
1741	<a href="#">Edmonton Catholic Separate School Division</a>	Unifor Local 52A	Board of Trustees of the Edmonton Catholic Separate School Division No.7	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physicians of Alberta	Alberta Health Services	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	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1861	<a href="#">EPCOR Utilities</a>	Civic Service Union 52	EPCOR Utilities Inc.	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
1253	<a href="#">Extencicare (Canada) - Athabasca</a>	UNA	Extencicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	Federated Co-Operatives Limited	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	Jasper Park Lodge	Unifor Local 4534	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	Jasper Park Lodge	Unifor Local 4534	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

## ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	First Canada ULC	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	Francis	2020-06-09
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	Universal Industries Corp.	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	FortisAlberta Inc.	United Utility Workers Association of Canada	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	FortisAlberta Inc.	United Utility Workers Associaton	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	Gateway Casinos & Entertainment Limited	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	Gateway Casinos & Entertainment Limited	UFCW local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1840	<a href="#">Government of Alberta</a>	AUPE	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	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
1581	<a href="#">Holy Family Catholic Separate School Division</a>	ATA	Holy Family Catholic Regional Division No. 37	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
2110	<a href="#">IBEW Local 424</a>	IBEW Local 1007	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	Smith	2021-01-06
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1478	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1710	<a href="#">Leavitt Machinery - Interior Lift Truck Services</a>	Machinists Local 99	Leavitt Machinery General Partnership	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1066	<a href="#">Legal Aid Society</a>	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	Living Waters Catholic 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
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Northern Alberta Institute of Technology	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	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation	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,	Casey	2017-02-06
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	North American Mining Inc.	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 - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	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	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing A Finning Enterprise	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
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
2181	<a href="#">Pincher Creek Co-Operative Association</a>	Unifor Local 4050	Pincher Creek Co-operative	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
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1917	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	Sobeys Capital Incorporated	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	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobey's West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	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



## ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc. (Lilydale Division)	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1405	<a href="#">St. Michael's Long Term Care Centre</a>	AUPE	St. Michael's Long Term Care Centre	AUPE Local 47	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12



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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	United 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	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	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	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	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	<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1236	<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18
2557	<a href="#">Vision Loss Rehabilitation Alberta</a>	UFCW Local 401	Vision Loss Rehabilitation Alberta	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	Waste Management Canada Corp.	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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1680	<a href="#"><u>Western Grocers - Freeport Facility</u></a>	Teamsters Local 987	Westfair Foods	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
1944	<a href="#"><u>Westfair Foods - Real Canadian Superstore</u></a>	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1836	<a href="#"><u>Weyerhaeuser</u></a>	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
2514	<a href="#"><u>Wood Buffalo Regional Library</u></a>	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2218	<a href="#">University of Alberta</a>	<b>Association of the Academic Staff of the University of Alberta</b>	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	<a href="#">University of Alberta</a>	<b>Association of the Academic Staff of the University of Alberta</b>	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	<a href="#">Buffalo Trail School Division</a>	<b>ATA</b>	Buffalo Trail Public Schools Regional Division No. 28	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1592	<a href="#">Calgary Board of Education</a>	<b>ATA</b>	Calgary School District No. 19	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
1581	<a href="#">Holy Family Catholic Separate School Division</a>	<b>ATA</b>	Holy Family Catholic Regional Division No. 37	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
1569	<a href="#">Living Waters Catholic Separate School Division</a>	<b>ATA</b>	Living Waters Catholic 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
1745	<a href="#">Athabasca University</a>	<b>Athabasca University Faculty Association</b>	Athabasca University	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1745	<a href="#">Athabasca University</a>	<b>Athabasca University Faculty Association</b>	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	<a href="#">Athabasca University</a>	<b>Athabasca University Faculty Association</b>	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1815	<a href="#">City of Edmonton - Transit</a>	<b>ATU Local 569</b>	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1815	<a href="#">City of Edmonton - Transit</a>	<b>ATU Local 569</b>	City of Edmonton	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22
1812	<a href="#">City of Calgary</a>	<b>ATU Local 583</b>	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	<a href="#">City of Calgary</a>	<b>ATU Local 583</b>	Corporation of the City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1812	<a href="#">City of Calgary</a>	<b>ATU Local 583</b>	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1812	<a href="#">City of Calgary</a>	<b>ATU Local 583</b>	Corporation of the 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	<a href="#">Alberta Health Services - ANC</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	<a href="#">Alberta Health Services - ANC</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	<a href="#">Alberta Health Services - ANC</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	<a href="#">Alberta Health Services - ANC</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	<a href="#">Alberta Health Services - ANC</a>	<b>AUPE</b>	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1364	<a href="#">Alberta Health Services - ANC</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1110	<a href="#">Alberta Health Services - GSS</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	<a href="#">Alberta Health Services - GSS</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	<a href="#">Alberta Health Services - GSS</a>	<b>AUPE</b>	Alberta Health Services	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	<a href="#">Alberta Health Services - GSS</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1110	<a href="#">Alberta Health Services - GSS</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre (Chantelle Management Ltd.)	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1840	<a href="#">Government of Alberta</a>	<b>AUPE</b>	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	<a href="#">Government of Alberta</a>	<b>AUPE</b>	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1840	<a href="#">Government of Alberta</a>	<b>AUPE</b>	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	<a href="#">Government of Alberta</a>	<b>AUPE</b>	Government of Alberta (Justice & Solicitor General)	AUPE	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01
1840	<a href="#">Government of Alberta</a>	<b>AUPE</b>	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
1066	<a href="#">Legal Aid Society</a>	<b>AUPE</b>	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1405	<a href="#">St. Michael's Long Term Care Centre</a>	<b>AUPE</b>	St. Michael's Long Term Care Centre	AUPE Local 47	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1383	<a href="#">University of Calgary</a>	<b>AUPE</b>	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1467	<a href="#">Foremost Universal</a>	<b>Boilermakers Local 146</b>	Universal Industries Corp.	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1026	<a href="#">CertainTeed Canada</a>	<b>Boilermakers Local D345</b>	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1974	<a href="#">City of Calgary</a>	<b>Calgary Police Association</b>	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	<a href="#">City of Calgary</a>	<b>Calgary Police Association</b>	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1974	<a href="#">City of Calgary</a>	<b>Calgary Police Association</b>	Corporation of the City of Calgary and the Calgary Police Service	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	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	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric	Canadian Energy Workers Association	Grievance - Annual vacation calculation	Tettensor	2020-01-11
2116	<a href="#">City of Calgary</a>	<b>Carpenters Local 2103</b>	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1975	<a href="#">City of Edmonton</a>	<b>Civic Service Union 52</b>	City of Edmonton (Police Service)	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
1861	<a href="#">EPCOR Utilities</a>	<b>Civic Service Union 52</b>	EPCOR Utilities Inc.	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
1905	<a href="#">OEM Remanufacturing</a>	<b>CLAC Local 56, Logistics, Manufacturing &amp; Allied Trades</b>	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1905	<a href="#">OEM Remanufacturing</a>	<b>CLAC Local 56, Logistics, Manufacturing &amp; Allied Trades</b>	OEM Remanufacturing A Finning Enterprise	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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2091	<a href="#">AECOM Maintenance Contractors</a>	<b>CLAC Local 63, Construction</b>	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	<b>CLAC Local 63, Construction</b>	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1166	<a href="#">Concordia University College</a>	<b>Concordia University College Faculty Association</b>	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
2514	<a href="#">Wood Buffalo Regional Library</a>	<b>CUPE Local 2157-01</b>	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	<b>CUPE Local 2559</b>	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1973	<a href="#">City of Calgary - Inside Workers</a>	<b>CUPE Local 38</b>	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1981	<a href="#">City of Red Deer</a>	<b>CUPE Local 417</b>	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



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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	Edmonton Police Service (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	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	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	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	Edmonton Police Service	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	<a href="#">Red Deer College</a>	<b>Faculty Association of Red Deer College</b>	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	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	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1463	<a href="#">Canadian Blood Services - Techs</a>	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
2110	<a href="#">IBEW Local 424</a>	IBEW Local 1007	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	Smith	2021-01-06
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1506	<a href="#">Diamond International Trucks</a>	Machinists Local 1722	Diamond International Trucks	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04

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1710	<a href="#">Leavitt Machinery - Interior Lift Truck Services</a>	<b>Machinists Local 99</b>	Leavitt Machinery General Partnership	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1426	<a href="#">Red Deer Advocate</a>	<b>Media &amp; Communications Workers Local 30400</b>	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1926	<a href="#">NAIT</a>	<b>NAIT Academic Staff Association</b>	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1926	<a href="#">NAIT</a>	<b>NAIT Academic Staff Association</b>	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
1926	<a href="#">NAIT</a>	<b>NAIT Academic Staff Association</b>	Northern Alberta Institute of Technology	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	<a href="#">Various Employers</a>	<b>National Maintenance Council</b>	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18
2390	<a href="#">Aecon Mining</a>	<b>Operating Engineers Local 955</b>	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1104	<a href="#">Alberta Crane Owners Association</a>	<b>Operating Engineers Local 955</b>	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1878	<a href="#">FirstCanada - Wood Buffalo</a>	<b>Operating Engineers Local 955</b>	First Canada ULC	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 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,	Francis	2020-06-09
1225	<a href="#">Neegan Development</a>	<b>Operating Engineers Local 955</b>	Neegan Development Corporation	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2017-02-06
1225	<a href="#">Neegan Development</a>	<b>Operating Engineers Local 955</b>	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1229	<a href="#">North American Mining</a>	<b>Operating Engineers Local 955</b>	North American Mining Inc.	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

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1495	<a href="#">Educating &amp; Employing Entities</a>	<b>Professional Association of Resident Physicians of Alberta</b>	Alberta Health Services	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	<a href="#">NDT Management Association</a>	<b>Quality Control Council of Canada</b>	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
1228	<a href="#">Tolko Industries</a>	<b>Steelworkers Local 1-207</b>	Tolko Industries Ltd.	United 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	<a href="#">Tolko Industries</a>	<b>Steelworkers Local 1-207</b>	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1228	<a href="#">Tolko Industries</a>	<b>Steelworkers Local 1-207</b>	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	<a href="#">Tolko Industries</a>	<b>Steelworkers Local 1-207</b>	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1223	<a href="#">SunHills Mining - Highvale Mine</a>	<b>Steelworkers Local 1595</b>	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1223	<a href="#">SunHills Mining - Highvale Mine</a>	<b>Steelworkers Local 1595</b>	SunHills Mining LP	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1132	<a href="#">AltaSteel</a>	<b>Steelworkers Local 5220</b>	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1132	<a href="#">AltaSteel</a>	<b>Steelworkers Local 5220</b>	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	<a href="#">Apel Extrusions</a>	<b>Steelworkers Local 6034</b>	Apel Extrusions Limited	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	<a href="#">Apel Extrusions</a>	<b>Steelworkers Local 6034</b>	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1851	<a href="#">Diversified Transportation - Industrial</a>	<b>Teamsters Local 362</b>	Diversified Transportation	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24

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2306	<a href="#">First Canada - Branch 34040</a>	<b>Teamsters Local 362</b>	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2306	<a href="#">FirstCanada - Branch 34040</a>	<b>Teamsters Local 362</b>	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1305	<a href="#">Lafarge Canada - Ready Mix</a>	<b>Teamsters Local 362</b>	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1477	<a href="#">Federated Co-Operatives</a>	<b>Teamsters Local 987</b>	Federated Co-Operatives Limited	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
2051	<a href="#">First Canada - Branch 31720</a>	<b>Teamsters Local 987</b>	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1680	<a href="#">Western Grocers - Freeport Facility</a>	<b>Teamsters Local 987</b>	Westfair Foods	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
1354	<a href="#">Alberta Distillers</a>	<b>UFCW Local 401</b>	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1435	<a href="#">Cargill</a>	<b>UFCW Local 401</b>	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	<b>UFCW Local 401</b>	Gateway Casinos & Entertainment Limited	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	<b>UFCW Local 401</b>	Gateway Casinos & Entertainment Limited	UFCW local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1300	<a href="#">Richardson Oilseed</a>	<b>UFCW Local 401</b>	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	<b>UFCW Local 401</b>	Sobeys Capital Incorporated	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	<a href="#">Sobeys Capital (Safeway) - Retail</a>	<b>UFCW Local 401</b>	Sobey's West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	<b>UFCW Local 401</b>	Sobeys West Inc. (Safeway Operations)	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

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	<b>UFCW Local 401</b>	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	<b>UFCW Local 401</b>	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	<b>UFCW Local 401</b>	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	<a href="#">Sofina Foods - Lilydale</a>	<b>UFCW Local 401</b>	Sofina Foods Inc. (Lilydale Division)	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1430	<a href="#">Sofina Foods - Lilydale</a>	<b>UFCW Local 401</b>	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	<b>UFCW Local 401</b>	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	<a href="#">Sofina Foods - Lilydale</a>	<b>UFCW Local 401</b>	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
2557	<a href="#">Vision Loss Rehabilitation Alberta</a>	<b>UFCW Local 401</b>	Vision Loss Rehabilitation Alberta	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	<b>UFCW Local 401</b>	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	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	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA Local 301	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	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
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1263	<a href="#">Covenant Health</a>	UNA	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
1253	<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21



## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	<b>Unifor Local 4050</b>	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
2181	<a href="#">Pincher Creek Co-Operative Association</a>	<b>Unifor Local 4050</b>	Pincher Creek Co-operative	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	<a href="#">Waste Management Canada</a>	<b>Unifor Local 4050</b>	Waste Management Canada Corp.	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	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	<b>Unifor Local 431</b>	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	<b>Unifor Local 4354</b>	Jasper Park Lodge	Unifor Local 4534	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	<b>Unifor Local 4354</b>	Jasper Park Lodge	Unifor Local 4534	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	<a href="#">Canadian Forest Products</a>	<b>Unifor Local 446</b>	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1836	<a href="#">Weyerhaeuser</a>	<b>Unifor Local 447</b>	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1741	<a href="#">Edmonton Catholic Separate School Division</a>	<b>Unifor Local 52A</b>	Board of Trustees of the Edmonton Catholic Separate School Division No.7	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
1209	<a href="#">Suncor Energy - Oilsands</a>	<b>Unifor Local 707A</b>	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	<a href="#">Suncor Energy - Oilsands</a>	<b>Unifor Local 707A</b>	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	<a href="#">Suncor Energy - Oilsands</a>	<b>Unifor Local 707A</b>	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1209	<a href="#">Suncor Energy - Oilsands</a>	<b>Unifor Local 707A</b>	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1096	<a href="#">Air Liquide Canada</a>	<b>Unifor Local 777</b>	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	<a href="#">Air Liquide Canada</a>	<b>Unifor Local 777</b>	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1096	<a href="#">Air Liquide Canada</a>	<b>Unifor Local 777</b>	Air Liquide Canada Inc.	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
1856	<a href="#">ATA</a>	<b>Unifor Local 777</b>	Alberta Teachers' Association	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	<a href="#">Kawneer Company Canada</a>	<b>Unifor Local 99</b>	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
2086	<a href="#">Calgary Co-Op</a>	<b>Union of Calgary Co-Operative Employees</b>	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	<b>UNITE HERE Local 47</b>	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	<b>UNITE HERE Local 47</b>	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
2555	<a href="#">Compass Group - ESS Poplar Point - Remote Camp Services</a>	<b>UNITE HERE Local 47</b>	Compass Group Canada (Beaver) Ltd. Operating as ESS Poplar Point Remote 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	<a href="#">Dene West - Albian Sands Village</a>	<b>UNITE HERE Local 47</b>	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	<b>UNITE HERE Local 47</b>	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	<b>UNITE HERE Local 47</b>	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
2016	<a href="#">Dataco Utility Services</a>	<b>United Utility Workers Association</b>	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2016	<a href="#">Dataco Utility Services</a>	<b>United Utility Workers Association</b>	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
1768	<a href="#">Fortis Alberta</a>	<b>United Utility Workers Association</b>	FortisAlberta Inc.	United Utility Workers Association of Canada	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
1768	<a href="#">Fortis Alberta</a>	<b>United Utility Workers Association</b>	FortisAlberta Inc.	United Utility Workers Associaton	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
2219	<a href="#">University of Lethbridge</a>	<b>University of Lethbridge Faculty Association</b>	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1405	<a href="#">St. Michael's Long Term Care Centre</a>	AUPE	St. Michael's Long Term Care Centre	AUPE Local 47	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1592	<a href="#">Calgary Board of Education</a>	ATA	Calgary School District No. 19	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	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	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary and the Calgary Police Service	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	FortisAlberta Inc.	United Utility Workers Association	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1812	<a href="#">City of Calgary</a>	ATU Local 583	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	<a href="#">Diversified Transportation - Industrial</a>	Teamsters Local 362	Diversified Transportation	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	North American Mining Inc.	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	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	Gateway Casinos & Entertainment Limited	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	Gateway Casinos & Entertainment Limited	UFCW local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1861	<a href="#">EPCOR Utilities</a>	Civic Service Union 52	EPCOR Utilities Inc.	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	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation	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,	Casey	2017-02-06
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc. (Lilydale Division)	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	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
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1478	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	First Canada ULC	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	Francis	2020-06-09
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	FortisAlberta Inc.	United Utility Workers Association of Canada	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	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	<a href="#">Pincher Creek Co-Operative Association</a>	Unifor Local 4050	Pincher Creek Co-operative	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	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	Federated Co-Operatives Limited	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	Universal Industries Corp.	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23



## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (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
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton ad Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	Living Waters Catholic 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	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing A Finning Enterprise	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
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1581	<a href="#">Holy Family Catholic Separate School Division</a>	ATA	Holy Family Catholic Regional Division No. 37	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1856	<a href="#">ATA</a>	Unifor Local 777	Alberta Teachers' Association	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	<a href="#">Alberta Health Services</a>	UNA	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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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1066	<a href="#">Legal Aid Society</a>	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA Local 301	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetridge	2017-08-03
2514	<a href="#">Wood Buffalo Regional Library</a>	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetridge	2019-10-07
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetridge	2019-11-06
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	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	<a href="#">Westfair Foods - Real Canadian Superstore</a>	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1552	<a href="#">Buffalo Trail School Division</a>	ATA	Buffalo Trail Public Schools Regional Division No. 28	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	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	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1463	<a href="#">Canadian Blood Services - Techs</a>	HSAA	Canadian Blood Services Calgary and Edmonton (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1383	<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	Jasper Park Lodge	Unifor Local 4534	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1680	<a href="#">Western Grocers - Freeport Facility</a>	Teamsters Local 987	Westfair Foods	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
2557	<a href="#">Vision Loss Rehabilitation Alberta</a>	UFCW Local 401	Vision Loss Rehabilitation Alberta	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	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	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	City of Edmonton (Police Service)	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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievance - Entitlements while awaiting accommodation	<b>Ponak</b>	2021-02-01
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	Sobeys Capital Incorporated	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	<b>Price</b>	2017-05-29
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	<b>Price</b>	2018-01-31
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	<b>Price</b>	2018-02-28
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	<b>Price</b>	2018-11-16
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	<b>Price</b>	2019-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	<b>Price</b>	2019-09-13
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	Waste Management Canada Corp.	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	<b>Seveny</b>	2020-05-19
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	<b>Sims</b>	2017-01-17
1741	<a href="#">Edmonton Catholic Separate School Division</a>	Unifor Local 52A	Board of Trustees of the Edmonton Catholic Separate School Division No.7	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	<b>Sims</b>	2017-06-05
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	United Steelworkers, Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	<b>Sims</b>	2017-06-29
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	<b>Sims</b>	2017-12-13
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	<b>Sims</b>	2018-01-17

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
2184	<a href="#">Dene West - Albian Sands Village</a>	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1253	<a href="#">Extencicare (Canada) - Athabasca</a>	UNA	Extencicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
1263	<a href="#">Covenant Health</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1506	<a href="#">Diamond International Trucks</a>	Machinists Local 1722	Diamond International Trucks	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Northern Alberta Institute of Technology	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
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1710	<a href="#">Leavitt Machinery - Interior Lift Truck Services</a>	Machinists Local 99	Leavitt Machinery General Partnership	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physicians of Alberta	Alberta Health Services	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	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	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	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	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



## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1236	<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service	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
2110	<a href="#">IBEW Local 424</a>	IBEW Local 1007	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	Smith	2021-01-06
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre ( Chantelle Management Ltd.)	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1917	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	<b>Tettensor</b>	2019-09-10
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	<b>Tettensor</b>	2019-10-28
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievance - Annual vacation calculation	<b>Tettensor</b>	2020-01-11
1435	<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	<b>Tettensor</b>	2020-01-24
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	<b>Tettensor</b>	2020-02-10
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	<b>Tettensor</b>	2020-03-11
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Grievor was discharged for distracted driving when it was discovered that he was eating while driving.	<b>Tettensor</b>	2020-12-09
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	<b>Tettensor</b>	2021-01-27
1109	<a href="#">Alberta Health Services</a>	UNA	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.	<b>Tettensor</b>	2021-03-17
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	<b>Wallace</b>	2017-03-16
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	<b>Wallace</b>	2017-03-24
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	<b>Wallace</b>	2017-04-19
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	<b>Wallace</b>	2017-11-14

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	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	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	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	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Determination of appropriate penalty for the grievor's use of force toward an elderly patient	Wilson	2021-02-08
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	Jasper Park Lodge	Unifor Local 4534	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	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	<b>Yingst-Bartel</b>	2019-08-11
2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	<b>Yingst-Bartel</b>	2020-02-07
2555	<a href="#">Compass Group - ESS Poplar Point - Remote Camp Services</a>	UNITE HERE Local 47	Compass Group Canada (Beaver) Ltd. Operating as ESS Poplar Point Remote Services	UNITE HERE Local 47	Grievor - Grievor dismissed for disobeying a direct order to relocate to alternate camp accommodation	<b>Yingst-Bartel</b>	2020-10-22
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	<b>Yingst-Bartel</b>	2021-01-13
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	<b>Young</b>	2019-09-02

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1552	<a href="#">Buffalo Trail School Division</a>	ATA	Buffalo Trail Public Schools Regional Division No. 28	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	Universal Industries Corp.	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1856	<a href="#">ATA</a>	Unifor Local 777	Alberta Teachers' Association	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	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation	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,	Casey	2017-02-06
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1592	<a href="#">Calgary Board of Education</a>	ATA	Calgary School District No. 19	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">City of Calgary</a>	ATU Local 583	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
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	Federated Co-Operatives Limited	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	Jasper Park Lodge	Unifor Local 4534	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	Sobeys Capital Incorporated	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	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	Jasper Park Lodge	Unifor Local 4534	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	<a href="#">Edmonton Catholic Separate School Division</a>	Unifor Local 52A	Board of Trustees of the Edmonton Catholic Separate School Division No.7	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc. (Lilydale Division)	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	United 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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (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	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1710	<a href="#">Leavitt Machinery - Interior Lift Truck Services</a>	Machinists Local 99	Leavitt Machinery General Partnership	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1851	<a href="#">Diversified Transportation - Industrial</a>	Teamsters Local 362	Diversified Transportation	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physicians of Alberta	Alberta Health Services	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	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobey's West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	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
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	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	<a href="#">Government of Alberta</a>	AUPE	Government of the Province of Alberta	AUPE	Grievor - The grievor was suspended for insubordination and discreditable conduct which contravened the Sheriffs Code of Conduct	Tettensor	2017-11-20

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	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	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	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	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05



## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	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	<a href="#">Canadian Blood Services - Techs</a>	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of senirity	Wallace	2018-06-18
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constuctive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19

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1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	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	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
2184	<a href="#">Dene West - Albian Sands Village</a>	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27

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1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	North American Mining Inc.	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	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1066	<a href="#">Legal Aid Society</a>	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre ( Chantelle Management Ltd.)	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	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	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30

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1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10

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1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	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	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03

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1917	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
2514	<a href="#">Wood Buffalo Regional Library</a>	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1478	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1236	<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18

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1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1253	<a href="#">Extencicare (Canada) - Athabasca</a>	UNA	Extencicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1435	<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24



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1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
1383	<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1263	<a href="#">Covenant Health</a>	UNA	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	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	City of Edmonton (Police Service)	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

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2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	Waste Management Canada Corp.	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Severy	2020-05-19
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	First Canada ULC	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	Francis	2020-06-09
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	Living Waters Catholic 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	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service	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	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	Gateway Casinos & Entertainment Limited	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing A Finning Enterprise	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	<a href="#">Fortis Alberta</a>	United Utility Workers Association	FortisAlberta Inc.	United Utility Workers Association of Canada	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
1840	<a href="#">Government of Alberta</a>	AUPE	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	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06
2555	<a href="#">Compass Group - ESS Poplar Point - Remote Camp Services</a>	UNITE HERE Local 47	Compass Group Canada (Beaver) Ltd. Operating as ESS Poplar Point Remote 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	<a href="#">St. Michael's Long Term Care Centre</a>	AUPE	St. Michael's Long Term Care Centre	AUPE Local 47	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	Gateway Casinos & Entertainment Limited	UFCW local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1680	<a href="#">Western Grocers - Freeport Facility</a>	Teamsters Local 987	Westfair Foods	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA Local 301	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the 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	<a href="#">EPCOR Utilities</a>	Civic Service Union 52	EPCOR Utilities Inc.	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
1581	<a href="#">Holy Family Catholic Separate School Division</a>	ATA	Holy Family Catholic Regional Division No. 37	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22
1506	<a href="#">Diamond International Trucks</a>	Machinists Local 1722	Diamond International Trucks	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04
2110	<a href="#">IBEW Local 424</a>	IBEW Local 1007	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	Smith	2021-01-06
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
2557	<a href="#">Vision Loss Rehabilitation Alberta</a>	UFCW Local 401	Vision Loss Rehabilitation Alberta	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
2181	<a href="#">Pincher Creek Co-Operative Association</a>	Unifor Local 4050	Pincher Creek Co-operative	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	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	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	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary and the Calgary Police Service	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	FortisAlberta Inc.	United Utility Workers Associaton	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">NAIT</a>	NAIT Academic Staff Association	Northern Alberta Institute of Technology	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

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	<b>AECOM Maintenance Contractors Ltd.</b>	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	<b>Aecon Mining</b>	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	<b>Air Liquide Canada Inc.</b>	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	<b>Air Liquide Canada Inc.</b>	Unifor Local 777	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	<b>Air Liquide Canada Inc. Edmonton</b>	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	<b>Alberta Distillers Limited</b>	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA Local 301	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	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
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	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	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31



## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	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	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievance - Readily availabe pay for medical radiation technologists	Jones	2019-04-30
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Phycians of Alberta	<b>Alberta Health Services</b>	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
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services (Bow Island Health Centre)</b>	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services, Elk Point Hospital</b>	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1856	<a href="#">ATA</a>	Unifor Local 777	<b>Alberta Teachers' Association</b>	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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	<b>AltaSteel</b>	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
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	<b>AltaSteel Ltd.</b>	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	<b>Apel Extrusions Limited</b>	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	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	<b>Apel Extrusions Limited</b>	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	<b>ARAMARK Remote Workplace Services Ltd.</b>	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric</b>	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric</b>	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric</b>	Canadian Energy Workers Association	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric</b>	Canadian Energy Workers Association	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric Ltd.</b>	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric Ltd.</b>	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric Ltd.</b>	Canadian Energy Workers Association	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric Ltd.</b>	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	<b>ATCO Structures &amp; Logistics Ltd. Barge Landing Lodge</b>	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	<b>Athabasca University</b>	Athabasca University Faculty Association	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	<b>Athabasca University</b>	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	<b>Athabasca University Board of Governors</b>	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	<b>Board of Governors of the Northern Alberta Institute of Technology</b>	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	<b>Board of Governors of the Northern Alberta Institute of Technology</b>	NAIT Academic Staff Association	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	<b>Board of Governors of the University of Lethbridge</b>	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1741	<a href="#">Edmonton Catholic Separate School Division</a>	Unifor Local 52A	<b>Board of Trustees of the Edmonton Catholic Separate School Division No.7</b>	Unifor Local 52A	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	<b>Brenda Strafford Foundation (Clifton Manor)</b>	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1552	<a href="#">Buffalo Trail School Division</a>	ATA	<b>Buffalo Trail Public Schools Regional Division No. 28</b>	ATA	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	<b>Calgary co-Operative Association Limited</b>	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	<b>Calgary Laboratory Services</b>	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1592	<a href="#">Calgary Board of Education</a>	ATA	<b>Calgary School District No. 19</b>	ATA	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1259	<a href="#">Canadian Blood Services</a>	UNA	<b>Canadian Blood Services</b>	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	<a href="#">Canadian Blood Services</a>	UNA	<b>Canadian Blood Services (Edmonton ad Calgary Centres)</b>	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1463	<a href="#">Canadian Blood Services - Techs</a>	HSAA	<b>Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)</b>	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	<b>Canadian Forest Products Ltd.</b>	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1118	<a href="#">Capital Care - ANC</a>	AUPE	<b>Capital Care Group Inc.</b>	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
1118	<a href="#">Capital Care - ANC</a>	AUPE	<b>Capital Care Group Inc.</b>	AUPE Local 49	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	<b>Capital Care Group Inc.</b>	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1854	<a href="#">Capital Power</a>	IBEW Local 1007	<b>Capital Power</b>	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	<b>Cardinal Coach Lines ULC</b>	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1435	<a href="#">Cargill</a>	UFCW Local 401	<b>Cargill Limited</b>	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	<b>CertainTeed Gypsum Canada Inc.</b>	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1812	<a href="#">City of Calgary</a>	ATU Local 583	<b>City of Calgary</b>	ATU Local 583	Grievor - Preliminary objection as to whether grievor was an employee and impact of a letter of understanding	Casey	2017-03-14
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	<b>City of Calgary</b>	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>City of Edmonton</b>	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
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	<b>City of Edmonton</b>	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	<b>City of Edmonton</b>	ATU Local 569	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>City of Edmonton - Edmonton Police Service</b>	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	<b>City of Edmonton (Police Service)</b>	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
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	<b>City of Red Deer</b>	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	<b>City of St. Albert</b>	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	<b>Clifton Mnor (a Division of the Brenda Strafford Foundation)</b>	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
2555	<a href="#">Compass Group - ESS Poplar Point - Remote Camp Services</a>	UNITE HERE Local 47	<b>Compass Group Canada (Beaver) Ltd. Operating as ESS Poplar Point Remote Services</b>	UNITE HERE Local 47	Grievor - Grievor dismissed for disobeying a direct order to relocate to alternate camp accommodation	Yingst-Bartel	2020-10-22
1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	<b>Concordia University of Edmonton</b>	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	<b>Contintental Electric</b>	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1812	<a href="#">City of Calgary</a>	ATU Local 583	<b>Corporation of the City of Calgary</b>	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1974	<a href="#">City of Calgary</a>	Calgary Police Association	<b>Corporation of the City of Calgary</b>	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1812	<a href="#">City of Calgary</a>	ATU Local 583	<b>Corporation of the City of Calgary</b>	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1974	<a href="#">City of Calgary</a>	Calgary Police Association	<b>Corporation of the City of Calgary</b>	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1812	<a href="#">City of Calgary</a>	ATU Local 583	<b>Corporation of the City of Calgary</b>	ATU Local 583	Grievor - Grievor was discharged for distracted driving when it was discovered that he was eating while driving.	Tettensor	2020-12-09
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	<b>Corporation of the City of Calgary</b>	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1974	<a href="#">City of Calgary</a>	Calgary Police Association	<b>Corporation of the City of Calgary and the Calgary Police Service</b>	Calgary Police Association	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12
1263	<a href="#">Covenant Health</a>	UNA	<b>Covenant Health</b>	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1263	<a href="#">Covenant Health</a>	UNA	<b>Covenant Health</b>	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

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	<b>Dataco Utility Services Ltd.</b>	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	<b>Dataco Utility Services Ltd.</b>	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2184	<a href="#">Dene West - Albian Sands Village</a>	UNITE HERE Local 47	<b>Dene West Limited Partnership by its General Partner Great West Catering</b>	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1506	<a href="#">Diamond International Trucks</a>	Machinists Local 1722	<b>Diamond International Trucks</b>	Machinists Local 1722	Grievance - Use of bulletin boards	Sims	2021-01-04
1851	<a href="#">Diversified Transportation - Industrial</a>	Teamsters Local 362	<b>Diversified Transportation</b>	Teamsters Local 362	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	<b>Edith Cavell Care Centre (Chantelle Management Ltd.)</b>	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>Edmonton Police Service</b>	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
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>Edmonton Police Service (City of Edmonton)</b>	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	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>Edmonton Police Service (City of Edmonton)</b>	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>Edmonton Police Service (City of Edmonton)</b>	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	<b>Empire iron Works Ltd.</b>	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1861	<a href="#">EPCOR Utilities</a>	Civic Service Union 52	<b>EPCOR Utilities Inc.</b>	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
1253	<a href="#">Extencicare (Canada) - Athabasca</a>	UNA	<b>Extencicare Athabasca</b>	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09



## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	<b>Federated Co-Operatives Limited</b>	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	<b>First Canada ULC</b>	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	Francis	2020-06-09
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	<b>First Canada ULC o/a First Student Canada</b>	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	<b>First Canada ULC, Branch 31720</b>	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	<b>Fort McMurray Catholic Board of Education</b>	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	<b>FortisAlberta Inc.</b>	United Utility Workers Association of Canada	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	<b>FortisAlberta Inc.</b>	United Utility Workers Associaton	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	<b>Gateway Casinos &amp; Entertainment Limited</b>	UFCW Local 401	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	<b>Gateway Casinos &amp; Entertainment Limited</b>	UFCW local 401	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	<b>Good Samaritan Society</b>	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	<b>Good Samaritan Society</b>	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	<b>Good Samaritan Society</b>	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta</b>	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta</b>	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13



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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta</b>	AUPE	Grievance - Did the employer properly deny meal expenses when employees were working within their assigned work areas	Asbell	2020-09-29
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta</b>	AUPE	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta (Justice &amp; Solicitor General)</b>	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta (Justice &amp; Solicitor General)</b>	AUPE	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of the Province of Alberta</b>	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	<a href="#">Government of Alberta</a>	AUPE	<b>Government of the Province of Alberta</b>	AUPE	Grievor - The grievor was suspended for insubordination and discreditable conduct which contravened the Sheriffs Code of Conduct	Tettensor	2017-11-20
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of the Province of Alberta</b>	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
1383	<a href="#">University of Calgary</a>	AUPE	<b>Governors of the University of Calgary</b>	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1581	<a href="#">Holy Family Catholic Separate School Division</a>	ATA	<b>Holy Family Catholic Regional Division No. 37</b>	ATA	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
2110	<a href="#">IBEW Local 424</a>	IBEW Local 1007	<b>IBEW Local 424</b>	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	Smith	2021-01-06
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	<b>Imperial Oil (Strathcona Refinery)</b>	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	<b>Inn Vest Hotels GP</b>	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	<b>Jasper Park Lodge</b>	Unifor Local 4534	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24

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1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	<b>Jasper Park Lodge</b>	Unifor Local 4534	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
1478	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	<b>Kawneer Company Canada Ltd.</b>	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	<b>Labatt Brewing Company Ltd.</b>	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	<b>Lafarge Canada Inc.</b>	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1710	<a href="#">Leavitt Machinery - Interior Lift Truck Services</a>	Machinists Local 99	<b>Leavitt Machinery General Partnership</b>	Machinists Local 99	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1066	<a href="#">Legal Aid Society</a>	AUPE	<b>Legal Aid Alberta</b>	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	<b>Living Waters Catholic School Division</b>	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
1236	<a href="#">Various Employers</a>	National Maintenance Council	<b>Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon</b>	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	<b>Neegan Development Corporation</b>	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,	Casey	2017-02-06
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	<b>Neegan Development Corporation Ltd.</b>	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	<b>Neegan Development Corporation Ltd.</b>	Operating Engineers Local 955	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	<b>North American Mining Inc.</b>	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
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	<b>Northern Alberta Institute of Technology</b>	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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	<b>Northern Weldarc Ltd.</b>	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	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	<b>OEM Remanufacturing A Finning Enterprise</b>	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	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	<b>OEM Remanufacturing Company Inc.</b>	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	<b>Oilers Entertainment Group</b>	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
2181	<a href="#">Pincher Creek Co-Operative Association</a>	Unifor Local 4050	<b>Pincher Creek Co-operative</b>	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
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	<b>Red Deer Advocate (A Division of Back Press Group Ltd.)</b>	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1917	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	<b>Red Deer College</b>	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	<b>Richardson Oilseed Limited</b>	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	<b>SNC Lavalin O&amp;M Logistics Inc.</b>	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	<b>SNC Lavalin O&amp;M Logistics Inc.</b>	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	<b>Sobeys Capital Incorporated</b>	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	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	<b>Sobeys Inc. - Safeway Operations</b>	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	<b>Sobeys West Inc. - Safeway Operations</b>	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	<b>Sobeys West Inc. (Safeway Operations)</b>	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	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	<b>Sobeys West Inc. (Safeway Operations)</b>	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	<b>Sobey's West Inc. (Safeway Operations)</b>	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	<b>Sofina Food Inc.</b>	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	<b>Sofina Foods Inc.</b>	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	<b>Sofina Foods Inc.</b>	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	<b>Sofina Foods Inc. (Lilydale Division)</b>	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1405	<a href="#">St. Michael's Long Term Care Centre</a>	AUPE	<b>St. Michael's Long Term Care Centre</b>	AUPE Local 47	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	<b>Sterling Crane</b>	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	<b>SunHills Mining LP</b>	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	<b>SunHills Mining LP</b>	Steelworkers Local 1595	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	<b>Superheat Canada Inc.</b>	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	<b>Tidewater Midstream &amp; Infrastructure Ltd.</b>	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	<b>Tolko Industries Ltd.</b>	United 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	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	<b>Tolko Industries Ltd.</b>	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	<b>Tolko Industries Ltd.</b>	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	<b>Tolko Industries Ltd. High Level Lumber Division</b>	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	<b>Universal Industries Corp.</b>	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	<b>University of Alberta</b>	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	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	<b>University of Alberta</b>	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
2557	<a href="#">Vision Loss Rehabilitation Alberta</a>	UFCW Local 401	<b>Vision Loss Rehabilitation Alberta</b>	UFCW Local 401	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	<b>Waste Management Canada Corp.</b>	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

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1680	<a href="#">Western Grocers - Freeport Facility</a>	Teamsters Local 987	<b>Westfair Foods</b>	Teamsters Local 987	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	UFCW Local 401	<b>Westfair Foods</b>	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	<b>Weyerhaeuser Canada</b>	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
2514	<a href="#">Wood Buffalo Regional Library</a>	CUPE Local 2157-01	<b>Wood Buffalo Regional Library</b>	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	City of Calgary	<b>Alberta Regional Council of Carpenters and Allied Workers Local Union 2103</b>	Grievance - Closure of carpentry shop	Sims	2019-02-20
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>Alberta Union of Professional Employees</b>	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	<b>Association of the Academic Staff of the University of Alberta</b>	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	<b>Association of the Academic Staff of the University of Alberta</b>	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1552	<a href="#">Buffalo Trail School Division</a>	ATA	Buffalo Trail Public Schools Regional Division No. 28	<b>ATA</b>	Breach of Ministerial Order regarding teacher workloads	Moreau	2016-11-21
1592	<a href="#">Calgary Board of Education</a>	ATA	Calgary School District No. 19	<b>ATA</b>	Grievance - Interpretation of agreement relating to personal leave and temporary leave	Asbell	2017-02-27
1581	<a href="#">Holy Family Catholic Separate School Division</a>	ATA	Holy Family Catholic Regional Division No. 37	<b>ATA</b>	Grievance concerns the maximum number of personal leave days that a teacher can use during a school year.	Jones	2020-12-09
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	Living Waters Catholic School Division	<b>ATA</b>	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
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	<b>Athabasca University Faculty Association</b>	Grievor - Lack of particulars as to reason for discipline	Sims	2017-01-17
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	<b>Athabasca University Faculty Association</b>	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University Board of Governors	<b>Athabasca University Faculty Association</b>	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	<b>ATU Local 569</b>	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	<b>ATU Local 569</b>	Grievor - Grievor suspended for his actions in dealing with an unruly, intoxicated bus passenger.	Casey	2020-12-22

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1812	<a href="#">City of Calgary</a>	ATU Local 583	City of Calgary	<b>ATU Local 583</b>	Grievor - Preliminary objection as to whether grievor was an employee and impact of a letter of understanding	Casey	2017-03-14
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	<b>ATU Local 583</b>	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	<b>ATU Local 583</b>	Grievor - Termination for sexual harassment	Casey	2019-12-16
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	<b>ATU Local 583</b>	Grievor - Grievor was discharged for distracted driving when it was discovered that he was eating while driving.	Tettensor	2020-12-09
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Dismissal for invading personal space and inappropriate groping.	Sims	2021-01-11
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	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	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26



## ALBERTA GRIEVANCE AWARDS - Style of Cause, Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Rude and disrespectful behaviour towards two different contractors	Asbell	2021-02-22
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Government of Alberta</a>	AUPE	Government of the Province 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	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1840	<a href="#">Government of Alberta</a>	AUPE	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 - Style of Cause, Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	<b>AUPE</b>	Grievance - Entitlements while awaiting accommodation	Ponak	2021-02-01
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	<b>AUPE</b>	Grievor - Appropriateness of discipline for four separate incidents	Kanee	2021-03-02
1066	<a href="#">Legal Aid Society</a>	AUPE	Legal Aid Alberta	<b>AUPE</b>	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	<b>AUPE Local 048 Chapter 017</b>	Grievor - Sleeping on duty	Moreau	2019-05-21
1383	<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	<b>AUPE Local 052</b>	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1405	<a href="#">St. Michael's Long Term Care Centre</a>	AUPE	St. Michael's Long Term Care Centre	<b>AUPE Local 47</b>	Grievor - Termination of employment for abusive behaviour and for failing to report an incident of abuse	Abells	2020-11-02
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre (Chantelle Management Ltd.)	<b>AUPE Local 48 Chapter 11</b>	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	<b>AUPE Local 49</b>	Grievor - Making inappropriate comments	Asbell	2020-02-07
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	<b>AUPE Local 49</b>	Grievor - Reinstatement remedy - Whether reinstatement had to be to the same employer worksite	Asbell	2020-05-08
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	Universal Industries Corp.	<b>Boilermakers Local 146</b>	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1236	<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	<b>Boilermakers Local 146</b>	Grievance - Payment for orientations	Smith	2019-11-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>Calgary Civic Employees Local 37 of CUPE</b>	Grievor - Whether suspension justified for speeding and driving an employer vehicle in an unsafe manner	Tettensor	2017-03-23
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>Calgary Civic Employees Local 37 of CUPE</b>	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	<b>Calgary Police Association</b>	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	<b>Calgary Police Association</b>	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary and the Calgary Police Service	<b>Calgary Police Association</b>	Grievor - Whether grievor voluntarily resigned	Asbell	2021-02-12
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	<b>Canadian Energy Workers Association</b>	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	<b>Canadian Energy Workers Association</b>	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	<b>Canadian Energy Workers Association</b>	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	<b>Canadian Energy Workers Association</b>	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	<b>Canadian Energy Workers Association</b>	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	<b>Canadian Energy Workers Association</b>	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	<b>Canadian Energy Workers Association</b>	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	<b>Canadian Energy Workers Association</b>	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	<b>Cement, Lime, Gypsum &amp; Allied Workers, Division of Boilermakers Local D345</b>	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	City of Edmonton (Police Service)	<b>Civic Service Union 52</b>	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 - Style of Cause, Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1861	<a href="#">EPCOR Utilities</a>	Civic Service Union 52	EPCOR Utilities Inc.	<b>Civic Service Union 52</b>	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
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing A Finning Enterprise	<b>CLAC Local 56, Logistics, Manufacturing &amp; Allied Trades</b>	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
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	Contintental Electric	<b>CLAC Local 63</b>	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	Concordia University of Edmonton	<b>Concordia University College of Alberta Faculty Association</b>	Grievance - Graduate teaching load	Ponak	2018-12-11
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	<b>Construction Workers Union, CLAC Local 63</b>	Grievors - Sleeping on the job	Beattie	2019-08-13
2514	<a href="#">Wood Buffalo Regional Library</a>	CUPE Local 2157-01	Wood Buffalo Regional Library	<b>CUPE Local 2157-01</b>	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	Fort McMurray Catholic Board of Education	<b>CUPE Local 2559</b>	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>CUPE Local 37</b>	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>CUPE Local 37</b>	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>CUPE Local 37</b>	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>CUPE Local 37</b>	Grievor - Sexual harassment text messages	Casey	2019-05-30
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	Corporation of the City of Calgary	<b>CUPE Local 38</b>	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	City of Red Deer	<b>CUPE Local 417</b>	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	<b>Edmonton Police Association</b>	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	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton	<b>Edmonton Police Association</b>	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	<b>Edmonton Police Association</b>	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton - Edmonton Police Service	<b>Edmonton Police Association</b>	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	<b>Edmonton Police Association</b>	Grievor - Accommodation to work modified position	Jones	2019-02-04
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service	<b>Edmonton Police Association</b>	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	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	Red Deer College	<b>Faculty Association of Red Deer College</b>	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - Duty to accommodate	Moreau	2018-01-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievance - Whether employees engaged in a return to work program through WCB are entitled to named holiday pay	Jones	2020-11-06
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - Was the confidentiality of a Memorandum of Settlement breached by grievor in response to a Facebook post	Asbell	2021-02-26
1463	<a href="#">Canadian Blood Services - Techs</a>	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	<b>HSAA</b>	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	Capital Care Group Inc.	<b>HSAA</b>	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	Calgary Laboratory Services	<b>HSAA (Paramedical Technical Employees)</b>	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	Oilers Entertainment Group	<b>IATSE Local 210</b>	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	<b>IBEW Local 1007</b>	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
2110	<a href="#">IBEW Local 424</a>	IBEW Local 1007	IBEW Local 424	<b>IBEW Local 1007</b>	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	Smith	2021-01-06
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire iron Works Ltd.	<b>Iron Workers Local 805</b>	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	<b>Iron Workers Local 805</b>	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	<b>Logistics, Manufacturing &amp; Allied Trades Union, CLAC Local 56</b>	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1506	<a href="#">Diamond International Trucks</a>	Machinists Local 1722	Diamond International Trucks	<b>Machinists Local 1722</b>	Grievance - Use of bulletin boards	Sims	2021-01-04

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1710	<a href="#">Leavitt Machinery - Interior Lift Truck Services</a>	Machinists Local 99	Leavitt Machinery General Partnership	<b>Machinists Local 99</b>	Grievor - Whether a release and settlement entered into by the grievor barred him reinstating his grievance	Smith	2017-07-21
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	<b>Media &amp; Communications Workers Local 30400 of America</b>	Grievance - Work reorganization	Chankasingh	2019-01-30
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	<b>NAIT Academic Staff Association</b>	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	<b>NAIT Academic Staff Association</b>	Grievor - Position redundancy and recall rights	Tettensor	2021-01-27
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Northern Alberta Institute of Technology	<b>NAIT Academic Staff Association</b>	Grievance was untimely, deemed abandoned, and was not an appropriated case in which to extend the time limit.	Sims	2021-03-22
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	<b>Operating Engineers Local 955</b>	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	Sterling Crane	<b>Operating Engineers Local 955</b>	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	First Canada ULC	<b>Operating Engineers Local 955</b>	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation	Francis	2020-06-09
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation	<b>Operating Engineers Local 955</b>	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,	Casey	2017-02-06
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	<b>Operating Engineers Local 955</b>	Grievance - Calculation of overtime	Casey	2020-01-20
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	<b>Operating Engineers Local 955</b>	Grievance - Interpretation of transportation allowance provisions	Asbell	2020-11-23
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	North American Mining Inc.	<b>Operating Engineers Local 955</b>	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physicians of Alberta	Alberta Health Services	<b>Professional Association of Resident Physicians of Alberta</b>	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08



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2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	Superheat Canada Inc.	<b>Quality Control Council of Canada</b>	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	<b>St. Albert Fire Fighters Union IAFF Local 2130</b>	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	<b>Steelworkers Local 1-207</b>	Grievor - Consent Award	Jones	2017-07-31
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	<b>Steelworkers Local 1-207</b>	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	<b>Steelworkers Local 1-207</b>	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	<b>Steelworkers Local 1595</b>	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	<b>Steelworkers Local 1595</b>	Grievance - Whether overtime is payable for working a lieu shift	Sims	2020-09-30
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel Ltd.	<b>Steelworkers Local 5220</b>	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel	<b>Steelworkers Local 5220</b>	Grievor - The grievor's misconduct which led to numerous suspensions and eventual termination were a result of his alcoholism.	McFetridge	2021-02-03
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	<b>Steelworkers Local 6034</b>	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	<b>Steelworkers Local 6034</b>	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1851	<a href="#">Diversified Transportation - Industrial</a>	Teamsters Local 362	Diversified Transportation	<b>Teamsters Local 362</b>	Grievor - Dismissal of bus driver for talking on cell phone while driving	Casey	2017-07-24
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	First Canada ULC o/a First Student Canada	<b>Teamsters Local 362</b>	Grievance - Seniority and displaced drivers	Sims	2020-03-09



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2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	Cardinal Coach Lines ULC	<b>Teamsters Local 362</b>	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	<b>Teamsters Local 362</b>	Grievance - Overpayment of wages	Francis	2020-02-14
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	Federated Co-Operatives Limited	<b>Teamsters Local 987</b>	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	First Canada ULC, Branch 31720	<b>Teamsters Local 987</b>	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1680	<a href="#">Western Grocers - Freeport Facility</a>	Teamsters Local 987	Westfair Foods	<b>Teamsters Local 987</b>	Grievor - Consent award regarding acts of violence	Oviatt	2020-11-18
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	<b>UFCW Local 1118</b>	Grievance - Improper work schedules	Beattie	2019-07-15
1435	<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	<b>UFCW Local 1118</b>	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	Gateway Casinos & Entertainment Limited	<b>UFCW Local 401</b>	Grievance - Layoffs at Grand Villa Casino	Casey	2020-09-08
1311	<a href="#">Gateway Casinos - Grand Villa Casino</a>	UFCW Local 401	Gateway Casinos & Entertainment Limited	<b>UFCW local 401</b>	Grievance - Remedy award pertaining to layoffs at Grand Villa Casino	Casey	2020-11-16
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	Richardson Oilseed Limited	<b>UFCW Local 401</b>	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	Sobeys Capital Incorporated	<b>UFCW Local 401</b>	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobey's West Inc. (Safeway Operations)	<b>UFCW Local 401</b>	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	<b>UFCW Local 401</b>	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12

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1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	<b>UFCW Local 401</b>	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	<b>UFCW Local 401</b>	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	<a href="#">Sobeys Capital (Safeway) - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	<b>UFCW Local 401</b>	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc. (Lilydale Division)	<b>UFCW Local 401</b>	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	<b>UFCW Local 401</b>	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Food Inc.	<b>UFCW Local 401</b>	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	<b>UFCW Local 401</b>	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
2557	<a href="#">Vision Loss Rehabilitation Alberta</a>	UFCW Local 401	Vision Loss Rehabilitation Alberta	<b>UFCW Local 401</b>	Grievor - Discharge for sexual harassment	Oviatt	2021-01-25
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	UFCW Local 401	Westfair Foods	<b>UFCW Local 401</b>	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievors - Lieu time for union business	Jones	2017-07-10
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12

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1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	McFetridge	2020-03-25
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Five day suspension for sexual harassment	Jones	2020-09-30
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Employer policy regarding measles exposure at work	Kanee	2020-10-06
1109	<a href="#">Alberta Health Services</a>	UNA	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	<a href="#">Alberta Health Services</a>	UNA	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

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1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	<b>UNA</b>	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
1253	<a href="#">Extencicare (Canada) - Athabasca</a>	UNA	Extencicare Athabasca	<b>UNA</b>	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	<b>UNA</b>	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	<b>UNA</b>	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton ad Calgary Centres)	<b>UNA Local 155 and 411</b>	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	<b>UNA Local 213</b>	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services, Elk Point Hospital	<b>UNA Local 26</b>	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA Local 301</b>	Grievance concerns the reduction of vacation slots during the months that Connect Care training would be taking place.	Kanee	2020-11-30
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	<b>UNA Local 409</b>	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	<b>UNA Local 411</b>	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	<b>UNA Local 86</b>	Grievance - Consent award regarding job posting	Sims	2018-03-05
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	<b>Unifor Local 21A</b>	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	<b>Unifor Local 250A</b>	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21

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1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	<b>Unifor Local 4050</b>	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
2181	<a href="#">Pincher Creek Co-Operative Association</a>	Unifor Local 4050	Pincher Creek Co-operative	<b>Unifor Local 4050</b>	Grievance - Whether a negotiated wage increase provided for increases to all wages including those paid to minimum wage employees	Garden	2021-01-26
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	Waste Management Canada Corp.	<b>Unifor Local 4050</b>	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	<b>Unifor Local 4301</b>	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	Canadian Forest Products Ltd.	<b>Unifor Local 446</b>	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	Weyerhaeuser Canada	<b>Unifor Local 447</b>	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	Jasper Park Lodge	<b>Unifor Local 4534</b>	Grievor - Should the grievor have been offered an overtime shift instead of a less senior employee	Norrie	2017-04-24
1683	<a href="#">FHR Fairmont Jasper Park Lodge</a>	Unifor Local 4354	Jasper Park Lodge	<b>Unifor Local 4534</b>	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	<a href="#">Edmonton Catholic Separate School Division</a>	Unifor Local 52A	Board of Trustees of the Edmonton Catholic Separate School Division No.7	<b>Unifor Local 52A</b>	Grievance - Calculation of pay for the month of September for "ten-month" employees	Sims	2017-06-05
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievance - Contracting out	Casey	2019-11-21
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc. Edmonton	<b>Unifor Local 777</b>	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	<b>Unifor Local 777</b>	Grievor - Employer's obligation to train	Smith	2020-03-19
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	<b>Unifor Local 777</b>	Grievance - Interpretation question regarding long term benefits.	Yingst-Bartel	2021-01-13
1856	<a href="#">ATA</a>	Unifor Local 777	Alberta Teachers' Association	<b>Unifor Local 777</b>	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	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	<b>Unifor Local 99</b>	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	<b>Union of Calgary Employees</b>	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	<b>UNITE HERE Local 47</b>	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	<b>UNITE HERE Local 47</b>	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
2555	<a href="#">Compass Group - ESS Poplar Point - Remote Camp Services</a>	UNITE HERE Local 47	Compass Group Canada (Beaver) Ltd. Operating as ESS Poplar Point Remote Services	<b>UNITE HERE Local 47</b>	Grievor - Grievor dismissed for disobeying a direct order to relocate to alternate camp accommodation	Yingst-Bartel	2020-10-22
2184	<a href="#">Dene West - Albian Sands Village</a>	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	<b>UNITE HERE Local 47</b>	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	<b>UNITE HERE Local 47</b>	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	<b>UNITE HERE Local 47</b>	Grievance - Group termination remedy award	Kanee	2020-08-10
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	<b>United Steelworkers, Local 1-207</b>	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29

## ALBERTA GRIEVANCE AWARDS - Style of Cause, Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	<b>United Utility Workers Association</b>	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	<b>United Utility Workers Association</b>	Grievors - Severance pay as remedies	Casey	2019-09-26
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	FortisAlberta Inc.	<b>United Utility Workers Association of Canada</b>	Grievor - Termination for bringing in and sharing edible cannabis candies	Francis	2020-09-14
1768	<a href="#">Fortis Alberta</a>	United Utility Workers Association	FortisAlberta Inc.	<b>United Utility Workers Associaton</b>	Grievor - Unsuccessful in job posting due to not possessing the minimum requirement and qualifications	Asbell	2021-03-15
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	<b>University of Lethbridge Faculty Association</b>	Grievance - Salary and merit calculation	McFetrdge	2019-11-06