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# Alberta Grievance Arbitration Awards

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## ALBERTA GRIEVANCE AWARDS - Employer

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<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
<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
<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
<a href="#">Alberta Health Services</a>	HSA	Alberta Health Services	HSA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
<a href="#">Alberta Health Services</a>	HSA	Alberta Health Services	HSA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
<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
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
<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
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02

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<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
<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
<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
<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
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
<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
<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
<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
<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
<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
<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

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<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
<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
<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
<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
<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
<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
<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
<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
<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
<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
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17

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<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
<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
<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
<a href="#">Suncor Energy</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
<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
<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
<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
<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, P.A.	2019-11-18

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<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
<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
<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
<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	<b>AUPE</b>	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
<a href="#">Alberta Health Services - GSS</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
<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
<a href="#">Alberta Health Services</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
<a href="#">Alberta Health Services</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
<a href="#">Capital Care - ANC</a>	<b>AUPE</b>	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
<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
<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
<a href="#">ATCO Electric</a>	<b>CEWA</b>	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
<a href="#">ATCO Electric</a>	<b>CEWA</b>	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21

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<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
<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
<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
<a href="#">Alberta Health Services</a>	HSAА	Alberta Health Services	HSAА	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
<a href="#">Alberta Health Services</a>	HSAА	Alberta Health Services	HSAА	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
<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
<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon	Boilermakers Local 146	Grievance - Payment for orientations	Smith, P.A.	2019-11-18
<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
<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
<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
<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
<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
<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

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<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
<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
<a href="#">Sobeys West - Retail</a>	<b>UFCW Local 401</b>	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
<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
<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
<a href="#">Sobeys West - Retail</a>	<b>UFCW Local 401</b>	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
<a href="#">Alberta Distillers</a>	<b>UFCW Local 401</b>	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
<a href="#">Sobeys West - 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
<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
<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23



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<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
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<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
<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

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<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, P.A.	2020-03-19
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<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
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<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

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<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
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<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
<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
<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
<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
<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, P.A.	2019-11-18
<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
<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
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	<b>Sobeys Inc. - Safeway Operations</b>	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18

## ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<a href="#">Sobeys West - 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
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	<b>Sobeys West Inc. (Safeway Operations)</b>	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
<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
<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
<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
<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
<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
<a href="#">Suncor Energy</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
<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

## ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<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
<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
<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
<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Unacceptable work performance	Tettensor	2019-10-28
<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievance - Preliminary objection mootness	Moreau	2019-12-17
<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
<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
<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	<b>AUPE Local 49</b>	Grievor - Making inappropriate comments	Asbell	2020-02-07
<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon	<b>Boilermakers Local 146</b>	Grievance - Payment for orientations	Smith, P.A.	2019-11-18
<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
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	<b>CEWA</b>	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24

## ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric Ltd.	<b>CEWA</b>	Grievor - Termination due to downsizing	Jones	2019-08-21
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	<b>CEWA</b>	Grievance - Annual vacation calculation	Tettensor	2020-01-11
<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
<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
<a href="#">Alberta Health Services</a>	HSAА	Alberta Health Services	<b>HSAА</b>	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
<a href="#">Alberta Health Services</a>	HSAА	Alberta Health Services	<b>HSAА</b>	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
<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
<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
<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
<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
<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
<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
<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

## ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<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
<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	<b>UFCW Local 1118</b>	Grievance - Improper work schedules	Beattie	2019-07-15
<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
<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
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	<b>UFCW Local 401</b>	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
<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
<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
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	<b>UFCW Local 401</b>	Grievance - Changing posted work schedules	Wallace	2019-04-17
<a href="#">Sobeys West - 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
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievor - Patient abuse	Jolliffe	2019-02-05
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23



## ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<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
<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	<b>UNA</b>	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	<b>UNA</b>	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
<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
<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievance - Contracting out	Casey	2019-11-21
<a href="#">Suncor Energy</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
<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
<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
<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

## ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	<b>Alexander-Smith</b>	2019-10-03
<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	<b>Asbell</b>	2020-03-27
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	<b>Asbell</b>	2019-01-14
<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	<b>Asbell</b>	2020-02-07
<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	<b>Asbell</b>	2019-11-19
<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	<b>Beattie</b>	2019-07-15
<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	<b>Casey</b>	2019-05-30
<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	<b>Casey</b>	2020-01-20
<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	<b>Casey</b>	2019-11-21
<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	<b>Chankasingh</b>	2019-10-29
<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	<b>Chankasingh</b>	2019-01-30
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	<b>Chankasingh</b>	2019-09-26
<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	<b>Francis</b>	2020-02-14

## ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<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	<b>Gunn</b>	2020-01-15
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	<b>Jolliffe</b>	2019-02-05
<a href="#">Alberta Health Services</a>	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	<b>Jones</b>	2019-04-30
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	<b>Jones</b>	2019-08-21
<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	<b>Jones</b>	2019-02-04
<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	<b>Kanee</b>	2019-05-01
<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	<b>Moreau</b>	2019-12-17
<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	<b>Moreau</b>	2019-05-21
<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	<b>Moreau</b>	2020-03-10
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	<b>Oviatt</b>	2019-10-23
<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	<b>Ponak</b>	2019-01-26
<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	<b>Ponak</b>	2019-03-17
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	<b>Sims</b>	2019-06-24

## ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<a href="#">Extencicare (Canada) - Athabasca</a>	UNA	Extencicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	<b>Sims</b>	2019-12-09
<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	<b>Sims</b>	2020-03-09
<a href="#">Suncor Energy</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	<b>Sims</b>	2020-01-13
<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	<b>Smith, P.A.</b>	2020-03-19
<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	<b>Smith, P.A.</b>	2019-11-18
<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	<b>Tettensor</b>	2019-10-28
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	<b>Tettensor</b>	2020-03-26
<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	<b>Tettensor</b>	2019-08-16
<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
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	<b>Tettensor</b>	2020-01-11
<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
<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
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	<b>Tettensor</b>	2019-02-18

## ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<a href="#">Alberta Health Services</a>	HSAА	Alberta Health Services	HSAА	Grievor - Abuse of non-compliant and combative patient	<b>Wallace</b>	2019-04-12
<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	<b>Wallace</b>	2019-04-02
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	<b>Wallace</b>	2019-04-17
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	<b>Wilson</b>	2019-10-01
<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
<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	<b>Yingst-Bartel</b>	2019-01-21
<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	<b>Yingst-Bartel</b>	2019-04-08
<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
<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

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	<b>2019-01-14</b>
<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	<b>2019-01-21</b>
<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	<b>2019-01-26</b>
<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	<b>2019-01-30</b>
<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	<b>2019-02-04</b>
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	<b>2019-02-05</b>
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	<b>2019-02-18</b>
<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	<b>2019-03-17</b>
<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	<b>2019-04-02</b>
<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	<b>2019-04-08</b>
<a href="#">Alberta Health Services</a>	HSA	Alberta Health Services	HSA	Grievor - Abuse of non-compliant and combative patient	Wallace	<b>2019-04-12</b>
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	<b>2019-04-17</b>
<a href="#">Alberta Health Services</a>	HSA	Alberta Health Services	HSA	Grievance - Readily available pay for medical radiation technologists	Jones	<b>2019-04-30</b>

## ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	<b>2019-05-01</b>
<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	<b>2019-05-21</b>
<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	<b>2019-05-30</b>
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	<b>2019-06-24</b>
<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	<b>2019-07-15</b>
<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	<b>2019-08-11</b>
<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	<b>2019-08-16</b>
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	<b>2019-08-21</b>
<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	<b>2019-09-02</b>
<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	<b>2019-09-26</b>
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	<b>2019-10-01</b>
<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	<b>2019-10-03</b>
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	<b>2019-10-23</b>

## ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	<b>2019-10-28</b>
<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	<b>2019-10-29</b>
<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon	Boilermakers Local 146	Grievance - Payment for orientations	Smith, P.A.	<b>2019-11-18</b>
<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	<b>2019-11-19</b>
<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	<b>2019-11-21</b>
<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	<b>2019-12-09</b>
<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	<b>2019-12-17</b>
<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	<b>2020-01-11</b>
<a href="#">Suncor Energy</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	<b>2020-01-13</b>
<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	<b>2020-01-15</b>
<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	<b>2020-01-20</b>
<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	<b>2020-01-24</b>
<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	<b>2020-02-07</b>



## ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
<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	<b>2020-02-07</b>
<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	<b>2020-02-10</b>
<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	<b>2020-02-14</b>
<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	<b>2020-03-09</b>
<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	<b>2020-03-10</b>
<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	<b>2020-03-11</b>
<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	<b>2020-03-19</b>
<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	<b>2020-03-26</b>
<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	<b>2020-03-27</b>