
Alberta Grievance Arbitration Awards

April 2020

Arbitration Awards can be searched by:

Employer	Page 1
Union	Page 10
Arbitrator	Page 19
Date of Decision	Page 28
Style of Cause – Employer	Page 37
Style of Cause – Union	Page 46

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ALBERTA GRIEVANCE AWARDS - Employer

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	2020-03-19
Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
Alberta Health Services	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
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05

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EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
Alberta Health Services - PMP/PMT	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
Apel Extrusions	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
Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10

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ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
ATCO Electric	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
ATCO Electric	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
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
ATCO Electric	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
ATCO Structures & Logistics - Barge Landing	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
Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
Brenda Strafford Foundation - Clifton Manor	UNA	Clifton Manor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
Calgary Co-Op	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
Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10

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EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Canadian Blood Services	UNA	Canadian Blood Services (Edmonton ad Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
Canadian Blood Services - Techs	HSAА	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAА	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
City of Calgary	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
City of Calgary	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
City of Calgary	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
City of Calgary - Inside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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

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EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
City of Edmonton	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
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
City of Edmonton	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
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
City of Edmonton - Transit	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
City of Red Deer	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
City of St. Albert	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
Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
Dataco Utility Services	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

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Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
Dene West - Albian Sands Village	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
Extendicare (Canada) - Athabasca	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
Imperial Oil - Strathcona Refinery	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

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InnVest Hotels - Fairmont Palliser	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
Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
NAIT	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
NDT Management Association	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
Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
Northern Weld Arc	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
OEM Remanufacturing	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
Oilers Entertainment Group	IATSE Locak 210	Oilers Entertainment Group	IATSE Locak 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
Red Deer Advocate	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
Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01

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Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
Sofina Foods - Lilydale	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
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26

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University of Alberta	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
University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
University of Lethbridge	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
Various Employers	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
Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
Weyerhaeuser	Unifor Local 47	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
Wood Buffalo Regional Library	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

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University of Alberta	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
Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
City of Edmonton - Transit	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
City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16

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Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
City of Calgary	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
City of Calgary	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
ATCO Electric	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
ATCO Electric	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
City of Calgary	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
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24

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ATCO Electric	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
City of Edmonton	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
OEM Remanufacturing	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
AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
Wood Buffalo Regional Library	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
Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30

ALBERTA GRIEVANCE AWARDS - UNION

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of Calgary - Inside Workers	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
City of Red Deer	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
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
City of Edmonton	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
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
Alberta Health Services - PMP/PMT	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
Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
Canadian Blood Services - Techs	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

ALBERTA GRIEVANCE AWARDS - UNION

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of St. Albert	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
Oilers Entertainment Group	IATSE Locak 210	Oilers Entertainment Group	IATSE Locak 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
Northern Weld Arc	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
Red Deer Advocate	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
NAIT	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
Various Employers	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
Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
NDT Management Association	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
Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
Apel Extrusions	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

ALBERTA GRIEVANCE AWARDS - UNION

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
Sofina Foods - Lilydale	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

ALBERTA GRIEVANCE AWARDS - UNION

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
Alberta Health Services	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
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
Brenda Strafford Foundation - Clifton Manor	UNA	Clifton Manor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
Canadian Blood Services	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
Extencicare (Canada) - Athabasca	UNA	Extencicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09

ALBERTA GRIEVANCE AWARDS - UNION

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
Imperial Oil - Strathcona Refinery	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
InnVest Hotels - Fairmont Palliser	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
Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
Weyerhaeuser	Unifor Local 47	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	2020-03-19
Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
Calgary Co-Op	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

ALBERTA GRIEVANCE AWARDS - UNION

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
ATCO Structures & Logistics - Barge Landing	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
Dene West - Albion Sands Village	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
SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
Dataco Utility Services	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
Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
University of Lethbridge	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

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Brenda Strafford Foundation - Clifton Manor	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
Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
City of Edmonton - Transit	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
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
InnVest Hotels - Fairmont Palliser	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
Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
Oilers Entertainment Group	IATSE Locak 210	Oilers Entertainment Group	IATSE Locak 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
Dataco Utility Services	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
City of Calgary - Outside Workers	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
City of Calgary - Inside Workers	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
City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
City of Calgary	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
Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
Red Deer Advocate	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

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
City of Red Deer	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
First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
Alberta Health Services	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
ATCO Electric	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
Canadian Blood Services	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
ATCO Electric	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
Wood Buffalo Regional Library	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
University of Lethbridge	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
Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommdate	Moreau	2018-01-17
Apel Extrusions	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
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
Canadian Blood Services - Techs	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
Alberta Health Serices - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
Calgary Co-Op	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
ATCO Structures & Logistics - Barge Landing	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
Sofina Foods - Lilydale	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
Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
City of Edmonton	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
Imperial Oil - Strathcona Refinery	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
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
University of Alberta	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
SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
City of Edmonton	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
Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
Dene West - Albion Sands Village	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
OEM Remanufacturing	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
City of Calgary	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
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Weyerhaeuser	Unifor Local 47	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
Extencicare (Canada) - Athabasca	UNA	Extencicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
Alberta Health Services - PMP/PMT	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
ATCO Electric	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
Various Employers	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
Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	2020-03-19
City of Calgary - Outside Workers	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
Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
City of St. Albert	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
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
City of Calgary	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
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
NAIT	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
Northern Weld Arc	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
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17

ALBERTA GRIEVANCE AWARDS - Arbitrator

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
NDT Management Association	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
Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	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
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
University of Alberta	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
Imperial Oil - Strathcona Refinery	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
Apel Extrusions	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
SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12

ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
City of Edmonton	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
Alberta Health Services	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
Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
City of Calgary - Outside Workers	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
Alberta Health Services - PMP/PMT	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
Canadian Blood Services - Techs	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
City of Calgary - Outside Workers	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
Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
NAIT	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
Northern Weld Arc	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
Dataco Utility Services	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
Alberta Health Serices - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26

ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of Calgary - Outside Workers	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
Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
City of Calgary - Inside Workers	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
ATCO Electric	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
ATCO Electric	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
Brenda Strafford Foundation - Clifton Manor	UNA	Clifton Manor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
City of Calgary - Outside Workers	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
Calgary Co-Op	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
City of Edmonton - Transit	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
Dene West - Albian Sands Village	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
Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04

ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
OEM Remanufacturing	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
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
Canadian Blood Services	UNA	Canadian Blood Services (Edmonton ad Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
ATCO Structures & Logistics - Barge Landing	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
InnVest Hotels - Fairmont Palliser	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
Red Deer Advocate	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
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
City of Calgary	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
Sofina Foods - Lilydale	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

ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
City of St. Albert	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
City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15

ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of Calgary	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
City of Red Deer	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
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
ATCO Electric	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03

ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Wood Buffalo Regional Library	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 Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
University of Lethbridge	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
Various Employers	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
Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
Weyerhaeuser	Unifor Local 47	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
Extendicare (Canada) - Athabasca	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16

ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
NDT Management Association	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
Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10

ALBERTA GRIEVANCE AWARDS - Date of Decision

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of Calgary	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
Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	2020-03-19
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
City of Edmonton	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
Oilers Entertainment Group	IATSE Locak 210	Oilers Entertainment Group	IATSE Locak 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	2020-03-19
Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
Alberta Health Services - PMP/PMT	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
Alberta Health Services	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
Apel Extrusions	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
Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
ATCO Electric	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
ATCO Electric	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
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
ATCO Electric	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
ATCO Structures & Logistics - Barge Landing	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
Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
NAIT	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
University of Lethbridge	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
Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
Calgary Co-Op	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

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
Canadian Blood Services	UNA	Canadian Blood Services (Edmonton ad Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
Canadian Blood Services - Techs	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
City of Calgary	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
City of Edmonton - Transit	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
City of Edmonton	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
City of Edmonton	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
City of Red Deer	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

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of St. Albert	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
Brenda Strafford Foundation - Clifton Manor	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
Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
City of Calgary	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
City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
City of Calgary	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
City of Calgary - Inside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Dataco Utility Services	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
Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
Dene West - Albian Sands Village	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
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
Extendicare (Canada) - Athabasca	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
Imperial Oil - Strathcona Refinery	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
InnVest Hotels - Fairmont Palliser	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
Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
Various Employers	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
Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
Northern Weld Arc	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
OEM Remanufacturing	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
Oilers Entertainment Group	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
Red Deer Advocate	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
Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
Sofina Foods - Lilydale	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
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12

ALBERTA GRIEVANCE AWARDS - Employer Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
NDT Management Association	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
Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
University of Alberta	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
Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
Weyerhaeuser	Unifor Local 47	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
Wood Buffalo Regional Library	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 Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of Calgary	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
Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
University of Alberta	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
Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
City of Edmonton - Transit	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
City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01

ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
Various Employers	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
City of Calgary - Outside Workers	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
City of Calgary	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
City of Calgary	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
ATCO Electric	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 - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
ATCO Electric	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
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
ATCO Electric	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
City of Edmonton	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
Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
Wood Buffalo Regional Library	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
Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	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
City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30

ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
City of Calgary - Inside Workers	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
City of Red Deer	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
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
City of Edmonton	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
City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
Alberta Health Services - PMP/PMT	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
Canadian Blood Services - Techs	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
Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10

ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Oilers Entertainment Group	IATSE Locak 210	Oilers Entertainment Group	IATSE Locak 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
Northern Weld Arc	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
OEM Remanufacturing	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
Red Deer Advocate	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
NAIT	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
Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
NDT Management Association	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
City of St. Albert	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
Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
Apel Extrusions	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

ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
Sofina Foods - Lilydale	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

ALBERTA GRIEVANCE AWARDS - Union Style of Cause

EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
Extencicare (Canada) - Athabasca	UNA	Extencicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
Canadian Blood Services	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
Brenda Strafford Foundation - Clifton Manor	UNA	Clifton Manor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
Alberta Health Services	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

ALBERTA GRIEVANCE AWARDS - Union Style of Cause

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Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
Imperial Oil - Strathcona Refinery	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
InnVest Hotels - Fairmont Palliser	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
Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
Weyerhaeuser	Unifor Local 47	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
Calgary Co-Op	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

ALBERTA GRIEVANCE AWARDS - Union Style of Cause

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ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
ATCO Structures & Logistics - Barge Landing	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
Dene West - Albion Sands Village	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
SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
Dataco Utility Services	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
Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
University of Lethbridge	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