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# Alberta Grievance Arbitration Awards

## August 2020

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## ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1110	<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1111	<a href="#">Alberta Health Services</a>	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	<a href="#">Alberta Health Services</a>	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16

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1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05

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1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23

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1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	<a href="#">Albeta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21

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1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	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
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1463	<a href="#">Canadian Blood Services - Techs</a>	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07

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1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1435	<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre ( Chantelle Management Ltd.)	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09

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1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24



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1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2184	<a href="#">Dene West - Albian Sands Village</a>	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physicians of Alberta	Alberta Health Services	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1253	<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	Federated Co-Operatives Limited	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09

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2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	First Canada ULC	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation	Francis	2020-06-09
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	Universal Industries Corp.	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province of Alberta	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-30
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28

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1478	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1066	<a href="#">Legal Aid Society</a>	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	Living Waters Catholic School Division	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices,	Casey	2017-02-06
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	North American Mining Inc.	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22

## ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1917	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	Sobeys Capital Incorporated	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobey's West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc. (Lilydale Division)	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17

## ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1209	<a href="#">Suncor Energy</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	United Steelworkers, Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1383	<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10

## ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1236	<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	Waste Management Canada Corp.	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
2514	<a href="#">Wood Buffalo Regional Library</a>	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2218	<a href="#">University of Alberta</a>	<b>Association of the Academic Staff of the University of Alberta</b>	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	<a href="#">University of Alberta</a>	<b>Association of the Academic Staff of the University of Alberta</b>	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1569	<a href="#">Living Waters Catholic Separate School Division</a>	<b>ATA</b>	Living Waters Catholic School Division	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
1745	<a href="#">Athabasca University</a>	<b>Athabasca University Faculty Association</b>	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	<a href="#">Athabasca University</a>	<b>Athabasca University Faculty Association</b>	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1815	<a href="#">City of Edmonton - Transit</a>	<b>ATU Local 569</b>	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1812	<a href="#">City of Calgary</a>	<b>ATU Local 583</b>	Corporation of the City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1812	<a href="#">City of Calgary</a>	<b>ATU Local 583</b>	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1110	<a href="#">Alberta Health Services - GSS</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1110	<a href="#">Alberta Health Services</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	<a href="#">Alberta Health Services</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1364	<a href="#">Alberta Health Services - ANC</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	<a href="#">Alberta Health Services - ANC</a>	<b>AUPE</b>	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre (Chantelle Management Ltd.)	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province of Alberta	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-30



## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1840	<a href="#">Government of Alberta</a>	<b>AUPE</b>	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	<a href="#">Government of Alberta</a>	<b>AUPE</b>	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	<a href="#">Government of Alberta</a>	<b>AUPE</b>	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1066	<a href="#">Legal Aid Society</a>	<b>AUPE</b>	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1383	<a href="#">University of Calgary</a>	<b>AUPE</b>	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1467	<a href="#">Foremost Universal</a>	<b>Boilermakers Local 146</b>	Universal Industries Corp.	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1026	<a href="#">CertainTeed Canada</a>	<b>Boilermakers Local D345</b>	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1974	<a href="#">City of Calgary</a>	<b>Calgary Police Association</b>	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	<a href="#">City of Calgary</a>	<b>Calgary Police Association</b>	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1142	<a href="#">ATCO Electric</a>	<b>Canadian Energy Workers Association</b>	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
2116	<a href="#">City of Calgary</a>	<b>Carpenters Local 2103</b>	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1142	<a href="#">ATCO Electric</a>	<b>CEWA</b>	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	<a href="#">ATCO Electric</a>	<b>CEWA</b>	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	<a href="#">ATCO Electric</a>	<b>CEWA</b>	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1975	<a href="#">City of Edmonton</a>	<b>Civic Service Union 52</b>	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1905	<a href="#">OEM Remanufacturing</a>	<b>CLAC Local 56, Logistics, Manufacturing &amp; Allied Trades</b>	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2091	<a href="#">AECOM Maintenance Contractors</a>	<b>CLAC Local 63, Construction</b>	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	<b>CLAC Local 63, Construction</b>	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1166	<a href="#">Concordia University College</a>	<b>Concordia University College Faculty Association</b>	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
2514	<a href="#">Wood Buffalo Regional Library</a>	<b>CUPE Local 2157-01</b>	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	<b>CUPE Local 2559</b>	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	<a href="#">City of Calgary - Outside Workers</a>	<b>CUPE Local 37</b>	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1973	<a href="#">City of Calgary - Inside Workers</a>	<b>CUPE Local 38</b>	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1981	<a href="#">City of Red Deer</a>	<b>CUPE Local 417</b>	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1123	<a href="#">City of Edmonton</a>	<b>Edmonton Police Association</b>	Edmonton Police Service	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25
1917	<a href="#">Red Deer College</a>	<b>Faculty Association of Red Deer College</b>	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	<a href="#">Alberta Health Services</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	<a href="#">Alberta Health Services</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	<b>HSAA</b>	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1355	<a href="#">Calgary Laboratory Services</a>	<b>HSAA</b>	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1463	<a href="#">Canadian Blood Services - Techs</a>	<b>HSAA</b>	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
1367	<a href="#">Capital Care - PMP/PMT</a>	<b>HSAA</b>	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
2124	<a href="#">City of St. Albert</a>	<b>IAFF Local 2130</b>	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
2429	<a href="#">Oilers Entertainment Group</a>	<b>IATSE Local 210</b>	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1854	<a href="#">Capital Power</a>	<b>IBEW Local 1007</b>	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2506	<a href="#">Empire Iron Works</a>	<b>Iron Workers Local 805</b>	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1464	<a href="#">Northern Weld Arc</a>	<b>Iron Workers Local 805</b>	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
1426	<a href="#">Red Deer Advocate</a>	<b>Media &amp; Communications Workers Local 30400</b>	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1926	<a href="#">NAIT</a>	<b>NAIT Academic Staff Association</b>	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1236	<a href="#">Various Employers</a>	<b>National Maintenance Council</b>	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18
2390	<a href="#">Aecon Mining</a>	<b>Operating Engineers Local 955</b>	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1104	<a href="#">Alberta Crane Owners Association</a>	<b>Operating Engineers Local 955</b>	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1878	<a href="#">FirstCanada - Wood Buffalo</a>	<b>Operating Engineers Local 955</b>	First Canada ULC	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation	Francis	2020-06-09
1225	<a href="#">Neegan Development</a>	<b>Operating Engineers Local 955</b>	Neegan Development Corporation	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices,	Casey	2017-02-06
1225	<a href="#">Neegan Development</a>	<b>Operating Engineers Local 955</b>	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1229	<a href="#">North American Mining</a>	<b>Operating Engineers Local 955</b>	North American Mining Inc.	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1495	<a href="#">Educating &amp; Employing Entities</a>	<b>Professional Association of Resident Physicians of Alberta</b>	Alberta Health Services	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
2095	<a href="#">NDT Management Association</a>	<b>Quality Control Council of Canada</b>	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	<a href="#">Tolko Industries</a>	<b>Steelworkers Local 1-207</b>	Tolko Industries Ltd.	United Steelworkers, Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1228	<a href="#">Tolko Industries</a>	<b>Steelworkers Local 1-207</b>	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1228	<a href="#">Tolko Industries</a>	<b>Steelworkers Local 1-207</b>	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	<a href="#">Tolko Industries</a>	<b>Steelworkers Local 1-207</b>	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1223	<a href="#">SunHills Mining - Highvale Mine</a>	<b>Steelworkers Local 1595</b>	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1132	<a href="#">AltaSteel</a>	<b>Steelworkers Local 5220</b>	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
2258	<a href="#">Apel Extrusions</a>	<b>Steelworkers Local 6034</b>	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
2258	<a href="#">Apel Extrusions</a>	<b>Steelworkers Local 6034</b>	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2306	<a href="#">First Canada - Branch 34040</a>	<b>Teamsters Local 362</b>	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2306	<a href="#">FirstCanada - Branch 34040</a>	<b>Teamsters Local 362</b>	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1305	<a href="#">Lafarge Canada - Ready Mix</a>	<b>Teamsters Local 362</b>	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1477	<a href="#">Federated Co-Operatives</a>	<b>Teamsters Local 987</b>	Federated Co-Operatives Limited	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
2051	<a href="#">First Canada - Branch 31720</a>	<b>Teamsters Local 987</b>	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1354	<a href="#">Alberta Distillers</a>	<b>UFCW Local 401</b>	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1435	<a href="#">Cargill</a>	<b>UFCW Local 401</b>	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1300	<a href="#">Richardson Oilseed</a>	<b>UFCW Local 401</b>	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	<b>UFCW Local 401</b>	Sobeys Capital Incorporated	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1017	<a href="#">Sobeys West - Retail</a>	<b>UFCW Local 401</b>	Sobey's West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1017	<a href="#">Sobeys West - Retail</a>	<b>UFCW Local 401</b>	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1017	<a href="#">Sobeys West - Retail</a>	<b>UFCW Local 401</b>	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	<a href="#">Sobeys West - Retail</a>	<b>UFCW Local 401</b>	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	<a href="#">Sobeys West - Retail</a>	<b>UFCW Local 401</b>	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	<a href="#">Sofina Foods - Lilydale</a>	<b>UFCW Local 401</b>	Sofina Foods Inc. (Lilydale Division)	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1430	<a href="#">Sofina Foods - Lilydale</a>	<b>UFCW Local 401</b>	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	<b>UFCW Local 401</b>	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	<a href="#">Sofina Foods - Lilydale</a>	<b>UFCW Local 401</b>	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	<b>UFCW Local 401</b>	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	<b>UNA</b>	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23



## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	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
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
1253	<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1224	<a href="#">Waste Management Canada</a>	<b>Unifor Local 4050</b>	Waste Management Canada Corp.	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	<b>Unifor Local 431</b>	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1488	<a href="#">Canadian Forest Products</a>	<b>Unifor Local 446</b>	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1836	<a href="#">Weyerhaeuser</a>	<b>Unifor Local 447</b>	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1209	<a href="#">Suncor Energy</a>	<b>Unifor Local 707A</b>	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
1209	<a href="#">Suncor Energy - Oilsands</a>	<b>Unifor Local 707A</b>	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	<a href="#">Suncor Energy - Oilsands</a>	<b>Unifor Local 707A</b>	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	<a href="#">Suncor Energy - Oilsands</a>	<b>Unifor Local 707A</b>	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1096	<a href="#">Air Liquide Canada</a>	<b>Unifor Local 777</b>	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	<a href="#">Air Liquide Canada</a>	<b>Unifor Local 777</b>	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1478	<a href="#">Kawneer Company Canada</a>	<b>Unifor Local 99</b>	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
2086	<a href="#">Calgary Co-Op</a>	<b>Union of Calgary Co-Operative Employees</b>	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	<b>UNITE HERE Local 47</b>	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	<b>UNITE HERE Local 47</b>	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26

## ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2184	<a href="#">Dene West - Albian Sands Village</a>	<b>UNITE HERE Local 47</b>	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	<b>UNITE HERE Local 47</b>	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	<b>UNITE HERE Local 47</b>	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
2016	<a href="#">Dataco Utility Services</a>	<b>United Utility Workers Association</b>	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	<a href="#">Dataco Utility Services</a>	<b>United Utility Workers Association</b>	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2219	<a href="#">University of Lethbridge</a>	<b>University of Lethbridge Faculty Association</b>	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	<b>Abells</b>	2018-10-19
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	<b>Alexander-Smith</b>	2018-07-26
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	<b>Alexander-Smith</b>	2019-10-03
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	<b>Asbell</b>	2018-05-28
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	<b>Asbell</b>	2018-08-27
1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	<b>Asbell</b>	2018-09-25
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province of Alberta	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	<b>Asbell</b>	2018-10-30
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	<b>Asbell</b>	2019-01-14
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	<b>Asbell</b>	2019-01-28
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	<b>Asbell</b>	2019-11-19
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	<b>Asbell</b>	2020-02-07
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	<b>Asbell</b>	2020-03-27
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	<b>Asbell</b>	2020-04-22

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	<b>Beattie</b>	2017-01-18
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	<b>Beattie</b>	2019-07-15
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	<b>Beattie</b>	2019-08-13
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	<b>Beattie</b>	2020-01-24
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	<b>Casey</b>	2017-11-08
2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	<b>Casey</b>	2018-01-03
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	<b>Casey</b>	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	<b>Casey</b>	2018-05-09
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	<b>Casey</b>	2018-06-19
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	<b>Casey</b>	2018-06-26
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	<b>Casey</b>	2018-07-13
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	North American Mining Inc.	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	<b>Casey</b>	2018-10-26
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	<b>Casey</b>	2018-11-29

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices,	Casey	2017-02-06
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc. (Lilydale Division)	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	<b>Chankasingh</b>	2019-09-26
1478	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	<b>Chankasingh</b>	2019-10-29
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	<b>Francis</b>	2020-02-14
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	First Canada ULC	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation	<b>Francis</b>	2020-06-09
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	<b>Garden</b>	2019-07-30
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	Federated Co-Operatives Limited	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	<b>Gunn</b>	2017-04-17
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	<b>Gunn</b>	2020-01-15
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	<b>Hodges</b>	2017-02-10
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	Universal Industries Corp.	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	<b>Jolliffe</b>	2017-01-23
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	<b>Jolliffe</b>	2017-03-28
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	<b>Jolliffe</b>	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	<b>Jolliffe</b>	2018-12-20
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	<b>Jolliffe</b>	2018-12-21

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1111	<a href="#">Alberta Health Services</a>	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21



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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	Living Waters Catholic School Division	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1066	<a href="#">Legal Aid Society</a>	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
2514	<a href="#">Wood Buffalo Regional Library</a>	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSA	Alberta Health Services	HSA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommdate	Moreau	2018-01-17
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1463	<a href="#">Canadian Blood Services - Techs</a>	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1110	<a href="#">Alberta Health Serices - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1110	<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1383	<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitement to standby pay	Moreau	2020-03-10
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	Sobeys Capital Incorporated	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	Waste Management Canada Corp.	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	United Steelworkers, Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
2184	<a href="#">Dene West - Albian Sands Village</a>	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1253	<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1209	<a href="#">Suncor Energy</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident at a remote worksite	Smith	2017-02-10
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physicians of Alberta	Alberta Health Services	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1111	<a href="#">Albeta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17

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1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25
1236	<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre ( Chantelle Management Ltd.)	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1917	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1110	<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1435	<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	<b>Tettensor</b>	2020-03-11
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	<b>Tettensor</b>	2020-03-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	<b>Wallace</b>	2017-03-16
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	<b>Wallace</b>	2017-03-24
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	<b>Wallace</b>	2017-04-19
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	<b>Wallace</b>	2017-11-14
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	<b>Wallace</b>	2018-01-03
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	<b>Wallace</b>	2018-05-28
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	<b>Wallace</b>	2018-06-18
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	<b>Wallace</b>	2018-12-12
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	<b>Wallace</b>	2019-04-02
1111	<a href="#">Alberta Health Services</a>	HSA	Alberta Health Services	HSA	Grievor - Abuse of non-compliant and combative patient	<b>Wallace</b>	2019-04-12
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	<b>Wallace</b>	2019-04-17

## ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	<b>Wilson</b>	2019-10-01
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	<b>Yingst-Bartel</b>	2018-07-07
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	<b>Yingst-Bartel</b>	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	<b>Yingst-Bartel</b>	2019-04-08
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	<b>Yingst-Bartel</b>	2019-08-11
2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	<b>Yingst-Bartel</b>	2020-02-07
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	<b>Young</b>	2019-09-02



## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	Universal Industries Corp.	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSA	Alberta Health Services	HSA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices,	Casey	2017-02-06
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident at a remote worksite	Smith	2017-02-10
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	Federated Co-Operatives Limited	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	Sobeys Capital Incorporated	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc. (Lilydale Division)	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	United Steelworkers, Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's "Reduction of Staff" article.	Jones	2017-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physicians of Alberta	Alberta Health Services	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAА	Alberta Health Services	HSAА	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1355	<a href="#">Calgary Laboratory Services</a>	HSAА	Calgary Laboratory Services	HSAА (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAА	Alberta Health Services	HSAА	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1463	<a href="#">Canadian Blood Services - Techs</a>	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
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constuctive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	Clifton Manor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
2184	<a href="#">Dene West - Alban Sands Village</a>	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1905	<a href="#">OEM Remanuacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1111	<a href="#">Albeta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	North American Mining Inc.	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province of Alberta	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-30
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1066	<a href="#">Legal Aid Society</a>	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre (Chantelle Management Ltd.)	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.)	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30

## ALBERTA GRIEVANCE AWARDS - Date of Decision

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



## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03

## ALBERTA GRIEVANCE AWARDS - Date of Decision

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

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1253	<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1110	<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1209	<a href="#">Suncor Energy</a>	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1435	<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
1383	<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Locak 210	Oilers Entertainment Group	IATSE Locak 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06

## ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	Waste Management Canada Corp.	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	First Canada ULC	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation	Francis	2020-06-09
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	Living Waters Catholic School Division	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25

## ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	<b>AECOM Maintenance Contractors Ltd.</b>	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	<b>Aecon Mining</b>	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	<b>Air Liquide Canada Inc.</b>	Unifor Local 777	Grievor - Employer's obligation to train	Smith	2020-03-19
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	<b>Air Liquide Canada Inc. Edmonton</b>	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	<b>Alberta Distillers Limited</b>	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14

## ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1111	<a href="#">Alberta Health Services</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	<a href="#">Alberta Health Services</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1110	<a href="#">Alberta Health Services</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	<a href="#">Alberta Health Services</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services</b>	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	<b>Alberta Health Services</b>	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	<b>Alberta Health Services</b>	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievor - Duty to accommdate	Moreau	2018-01-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	<a href="#">Albeta Health Services - PMP/PMT</a>	HSAA	<b>Alberta Health Services</b>	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physcians of Alberta	<b>Alberta Health Services</b>	Professional Association of Resident Physicians of Alberta	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08



## ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services (Bow Island Health Centre)</b>	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1109	<a href="#">Alberta Health Services</a>	UNA	<b>Alberta Health Services, Elk Point Hospital</b>	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	<b>AltaSteel Ltd.</b>	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	<b>Apel Extrusions Limited</b>	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	<b>Apel Extrusions Limited</b>	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	<b>ARAMARK Remote Workplace Services Ltd.</b>	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric</b>	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric</b>	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	<a href="#">ATCO Electric</a>	CEWA	<b>ATCO Electric</b>	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	<a href="#">ATCO Electric</a>	CEWA	<b>ATCO Electric</b>	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric Ltd.</b>	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident at a remote worksite	Smith	2017-02-10
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric Ltd.</b>	Canadian Energy Workers Association	Grievor - Grievor's rights under the agreement's 'Reduction of Staff' article.	Jones	2017-07-26
1142	<a href="#">ATCO Electric</a>	CEWA	<b>ATCO Electric Ltd.</b>	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21

## ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	<b>ATCO Electric Ltd.</b>	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	<b>ATCO Structures &amp; Logistics Ltd. Barge Landing Lodge</b>	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	<b>Athabasca University</b>	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	<b>Athabasca University Board of Governors</b>	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	<b>Board of Governors of the Northern Alberta Institute of Technology</b>	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	<b>Board of Governors of the University of Lethbridge</b>	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	<b>Brenda Strafford Foundation (Clifton Manor)</b>	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	<b>Calgary co-Operative Association Limited</b>	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	<b>Calgary Laboratory Services</b>	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1259	<a href="#">Canadian Blood Services</a>	UNA	<b>Canadian Blood Services</b>	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	<a href="#">Canadian Blood Services</a>	UNA	<b>Canadian Blood Services (Edmonton and Calgary Centres)</b>	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1463	<a href="#">Canadian Blood Services - Techs</a>	HSAA	<b>Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)</b>	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	<b>Canadian Forest Products Ltd.</b>	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1118	<a href="#">Capital Care - ANC</a>	AUPE	<b>Capital Care Group Inc.</b>	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
1367	<a href="#">Capital Care - PMP/PMT</a>	HSA	<b>Capital Care Group Inc.</b>	HSA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1854	<a href="#">Capital Power</a>	IBEW Local 1007	<b>Capital Power</b>	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	<b>Cardinal Coach Lines ULC</b>	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1435	<a href="#">Cargill</a>	UFCW Local 401	<b>Cargill Limited</b>	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	<b>CertainTeed Gypsum Canada Inc.</b>	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	<b>City of Calgary</b>	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>City of Edmonton</b>	Edmonton Police Association	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	<b>City of Edmonton</b>	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>City of Edmonton - Edmonton Police Service</b>	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	<b>City of Edmonton (Police Service)</b>	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	<b>City of Red Deer</b>	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	<b>City of St. Albert</b>	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24

## ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	<b>Clifton Mnor (a Division of the Brenda Strafford Foundation)</b>	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	<b>Concordia University of Edmonton</b>	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	<b>Contintental Electric</b>	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1812	<a href="#">City of Calgary</a>	ATU Local 583	<b>Corporation of the City of Calgary</b>	ATU Local 583	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1974	<a href="#">City of Calgary</a>	Calgary Police Association	<b>Corporation of the City of Calgary</b>	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1812	<a href="#">City of Calgary</a>	ATU Local 583	<b>Corporation of the City of Calgary</b>	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1974	<a href="#">City of Calgary</a>	Calgary Police Association	<b>Corporation of the City of Calgary</b>	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	<b>Corporation of the City of Calgary</b>	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	<b>Corporation of the City of Calgary</b>	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30

## ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1263	<a href="#">Covenant Health</a>	UNA	<b>Covenant Health</b>	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1263	<a href="#">Covenant Health</a>	UNA	<b>Covenant Health</b>	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	<b>Dataco Utility Services Ltd.</b>	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	<b>Dataco Utility Services Ltd.</b>	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2184	<a href="#">Dene West - Albian Sands Village</a>	UNITE HERE Local 47	<b>Dene West Limited Partnership by its General Partner Great West Catering</b>	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	<b>Edith Cavell Care Centre (Chantelle Management Ltd.)</b>	AUPE Local 48 Chapter 11	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>Edmonton Police Service</b>	Edmonton Police Association	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>Edmonton Police Service (City of Edmonton)</b>	Edmonton Police Association	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>Edmonton Police Service (City of Edmonton)</b>	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	<b>Edmonton Police Service (City of Edmonton)</b>	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	<b>Empire iron Works Ltd.</b>	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1253	<a href="#">Extendicare (Canada) - Athabasca</a>	UNA	<b>Extendicare Athabasca</b>	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	<b>Federated Co-Operatives Limited</b>	Teamsters Local 987	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	<b>First Canada ULC</b>	Operating Engineers Local 955	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation	Francis	2020-06-09
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	<b>First Canada ULC o/a First Student Canada</b>	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	<b>First Canada ULC, Branch 31720</b>	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	<b>Fort McMurray Catholic Board of Education</b>	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	<b>Good Samaritan Society</b>	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	<b>Good Samaritan Society</b>	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	<b>Good Samaritan Society</b>	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta</b>	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta</b>	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of Alberta (Justice &amp; Solicitor General)</b>	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1840	<a href="#">Government of Alberta</a>	AUPE	<b>Government of the Province of Alberta</b>	AUPE	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-30
1383	<a href="#">University of Calgary</a>	AUPE	<b>Governors of the University of Calgary</b>	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	<b>Imperial Oil (Strathcona Refinery)</b>	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	<b>Inn Vest Hotels GP</b>	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1478	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	<b>Kawneer Company Canada Ltd.</b>	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	<b>Labatt Brewing Company Ltd.</b>	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	<b>Lafarge Canada Inc.</b>	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1066	<a href="#">Legal Aid Society</a>	AUPE	<b>Legal Aid Alberta</b>	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	<b>Living Waters Catholic School Division</b>	ATA	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
1236	<a href="#">Various Employers</a>	National Maintenance Council	<b>Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon</b>	Boilermakers Local 146	Grievance - Payment for orientations	Smith	2019-11-18
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	<b>Neegan Development Corporation</b>	Operating Engineers Local 955	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices,	Casey	2017-02-06
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	<b>Neegan Development Corporation Ltd.</b>	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	<b>North American Mining Inc.</b>	Operating Engineers Local 955	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	<b>Northern Weldarc Ltd.</b>	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	<b>OEM Remanufacturing Company Inc.</b>	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	<b>Oilers Entertainment Group</b>	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	<b>Red Deer Advocate (A Division of Back Press Group Ltd.)</b>	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1917	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	<b>Red Deer College</b>	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	<b>Richardson Oilseed Limited</b>	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	<b>SNC Lavalin O&amp;M Logistics Inc.</b>	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	<b>SNC Lavalin O&amp;M Logistics Inc.</b>	UNITE HERE Local 47	Grievance - Group termination remedy award	Kanee	2020-08-10
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	<b>Sobeys Capital Incorporated</b>	UFCW Local 401	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	<b>Sobeys Inc. - Safeway Operations</b>	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	<b>Sobeys West Inc. - Safeway Operations</b>	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	<b>Sobeys West Inc. (Safeway Operations)</b>	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	<b>Sobeys West Inc. (Safeway Operations)</b>	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	<b>Sobey's West Inc. (Safeway Operations)</b>	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	<b>Sofina Food Inc.</b>	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	<b>Sofina Foods Inc.</b>	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	<b>Sofina Foods Inc.</b>	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08



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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	<b>Sofina Foods Inc. (Lilydale Division)</b>	UFCW Local 401	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	<b>Sterling Crane</b>	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1209	<a href="#">Suncor Energy</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	<b>Suncor Energy Inc.</b>	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	<b>SunHills Mining LP</b>	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	<b>Superheat Canada Inc.</b>	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	<b>Tidewater Midstream &amp; Infrastructure Ltd.</b>	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	<b>Tolko Industries Ltd.</b>	United Steelworkers, Local 1-207	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	<b>Tolko Industries Ltd.</b>	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	<b>Tolko Industries Ltd.</b>	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	<b>Tolko Industries Ltd. High Level Lumber Division</b>	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	<b>Universal Industries Corp.</b>	Boilermakers Local 146	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23

## ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	<b>University of Alberta</b>	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	<b>University of Alberta</b>	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	<b>Waste Management Canada Corp.</b>	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	UFCW Local 401	<b>Westfair Foods</b>	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	<b>Weyerhaeuser Canada</b>	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
2514	<a href="#">Wood Buffalo Regional Library</a>	CUPE Local 2157-01	<b>Wood Buffalo Regional Library</b>	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

## ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2116	<a href="#">City of Calgary</a>	Carpenters Local 2103	City of Calgary	<b>Alberta Regional Council of Carpenters and Allied Workers Local Union 2103</b>	Grievance - Closure of carpentry shop	Sims	2019-02-20
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>Alberta Union of Professional Employees</b>	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	<b>Association of the Academic Staff of the University of Alberta</b>	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	<a href="#">University of Alberta</a>	Association of the Academic Staff of the University of Alberta	University of Alberta	<b>Association of the Academic Staff of the University of Alberta</b>	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1569	<a href="#">Living Waters Catholic Separate School Division</a>	ATA	Living Waters Catholic School Division	<b>ATA</b>	Grievor - Preliminary award as to whether the grievance is characterized as being a central issue between TEBA and ATA or local issue between the School Division and ATA	Jones	2020-06-17
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University	<b>Athabasca University Faculty Association</b>	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	<a href="#">Athabasca University</a>	Athabasca University Faculty Association	Athabasca University Board of Governors	<b>Athabasca University Faculty Association</b>	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1815	<a href="#">City of Edmonton - Transit</a>	ATU Local 569	City of Edmonton	<b>ATU Local 569</b>	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	<b>ATU Local 583</b>	Grievor - Dismissal for improperly dealing with an unruly bus passenger	Casey	2018-11-29
1812	<a href="#">City of Calgary</a>	ATU Local 583	Corporation of the City of Calgary	<b>ATU Local 583</b>	Grievor - Termination for sexual harassment	Casey	2019-12-16
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1110	<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	<a href="#">Alberta Health Services</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievance - Preliminary objection mootness	Moreau	2019-12-17

## ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	<a href="#">Alberta Health Services - ANC</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Comments made by grievor amounted to verbal abuse for which the employer was justified in imposing a letter or warning.	Chankasingh	2017-09-21
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	<a href="#">Alberta Health Services - GSS</a>	AUPE	Alberta Health Services	<b>AUPE</b>	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1054	<a href="#">Good Samaritan Society - Multi Facility</a>	AUPE	Good Samaritan Society	<b>AUPE</b>	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1840	<a href="#">Government of Alberta</a>	AUPE	Government of the Province of Alberta	<b>AUPE</b>	Grievor - Grievance timely. The breach occurred when the employer acted on the policy not when the policy came into effect	Asbell	2018-10-30
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	<b>AUPE</b>	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta	<b>AUPE</b>	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13

## ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1840	<a href="#">Government of Alberta</a>	AUPE	Government of Alberta (Justice & Solicitor General)	<b>AUPE</b>	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1066	<a href="#">Legal Aid Society</a>	AUPE	Legal Aid Alberta	<b>AUPE</b>	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1382	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	AUPE	Brenda Strafford Foundation (Clifton Manor)	<b>AUPE Local 048 Chapter 017</b>	Grievor - Sleeping on duty	Moreau	2019-05-21
1383	<a href="#">University of Calgary</a>	AUPE	Governors of the University of Calgary	<b>AUPE Local 052</b>	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1039	<a href="#">Chantelle Management - Edith Cavell Care Centre</a>	AUPE	Edith Cavell Care Centre ( Chantelle Management Ltd.)	<b>AUPE Local 48 Chapter 11</b>	Grievor - Three issues - letter of resignation, time line for imposing discipline, and whether grievor's actions merit dismissal	Tettensor	2018-12-11
1118	<a href="#">Capital Care - ANC</a>	AUPE	Capital Care Group Inc.	<b>AUPE Local 49</b>	Grievor - Making inappropriate comments	Asbell	2020-02-07
1467	<a href="#">Foremost Universal</a>	Boilermakers Local 146	Universal Industries Corp.	<b>Boilermakers Local 146</b>	Grievor - Grievor was laid off even though he had seniority over ten employees who were retained.	Jolliffe	2017-01-23
1236	<a href="#">Various Employers</a>	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	<b>Boilermakers Local 146</b>	Grievance - Payment for orientations	Smith	2019-11-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>Calgary Civic Employees Local 37 of CUPE</b>	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	<b>Calgary Police Association</b>	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	<a href="#">City of Calgary</a>	Calgary Police Association	Corporation of the City of Calgary	<b>Calgary Police Association</b>	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	<b>Canadian Energy Workers Association</b>	Grievors - Submitting to drug and alcohol test after an incident a a remote worksite	Smith	2017-02-10
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	<b>Canadian Energy Workers Association</b>	Grievor - Grievor's rights under the agreement's "Reduction of Staff' article.	Jones	2017-07-26

## ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	<b>Canadian Energy Workers Association</b>	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric	<b>Canadian Energy Workers Association</b>	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	<a href="#">ATCO Electric</a>	Canadian Energy Workers Association	ATCO Electric Ltd.	<b>Canadian Energy Workers Association</b>	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1026	<a href="#">CertainTeed Canada</a>	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	<b>Cement, Lime, Gypsum &amp; Allied Workers, Division of Boilermakers Local D345</b>	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	<b>CEWA</b>	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric Ltd.	<b>CEWA</b>	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	<a href="#">ATCO Electric</a>	CEWA	ATCO Electric	<b>CEWA</b>	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1975	<a href="#">City of Edmonton</a>	Civic Service Union 52	City of Edmonton (Police Service)	<b>Civic Service Union 52</b>	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1628	<a href="#">Continental Electrical Motor Services (Northern)</a>	CLAC Local 63, Construction	Contintental Electric	<b>CLAC Local 63</b>	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1166	<a href="#">Concordia University College</a>	Concordia University College Faculty Association	Concordia University of Edmonton	<b>Concordia University College of Alberta Faculty Association</b>	Grievance - Graduate teaching load	Ponak	2018-12-11
2091	<a href="#">AECOM Maintenance Contractors</a>	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	<b>Construction Workers Union, CLAC Local 63</b>	Grievors - Sleeping on the job	Beattie	2019-08-13
2514	<a href="#">Wood Buffalo Regional Library</a>	CUPE Local 2157-01	Wood Buffalo Regional Library	<b>CUPE Local 2157-01</b>	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
1744	<a href="#">Fort McMurray Catholic Board of Education</a>	CUPE Local 2559	Fort McMurray Catholic Board of Education	<b>CUPE Local 2559</b>	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07

## ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>CUPE Local 37</b>	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>CUPE Local 37</b>	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>CUPE Local 37</b>	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	<a href="#">City of Calgary - Outside Workers</a>	CUPE Local 37	Corporation of the City of Calgary	<b>CUPE Local 37</b>	Grievor - Sexual harassment text messages	Casey	2019-05-30
1973	<a href="#">City of Calgary - Inside Workers</a>	CUPE Local 38	Corporation of the City of Calgary	<b>CUPE Local 38</b>	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1981	<a href="#">City of Red Deer</a>	CUPE Local 417	City of Red Deer	<b>CUPE Local 417</b>	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	<b>Edmonton Police Association</b>	Grievor - Grievance was to deal with completing buy back pension forms within 90 days. The grievance was not filed in a timely manner and was dismissed.	Jones	2017-07-10
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton	<b>Edmonton Police Association</b>	Grievor - Whether the grievor could be removed from the first stage of a multi-stage annual promotion process.	Wallace	2017-11-14
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	<b>Edmonton Police Association</b>	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	City of Edmonton - Edmonton Police Service	<b>Edmonton Police Association</b>	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	<b>Edmonton Police Association</b>	Grievor - Accommodation to work modified position	Jones	2019-02-04
1123	<a href="#">City of Edmonton</a>	Edmonton Police Association	Edmonton Police Service	<b>Edmonton Police Association</b>	Grievor - Whether the alcohol testing procedure imposed on the grievor represented a reasonable balance of the grievor's privacy and the safety interest of the employer	Smith	2020-08-25
1917	<a href="#">Red Deer College</a>	Faculty Association of Red Deer College	Red Deer College	<b>Faculty Association of Red Deer College</b>	Grievance - Restructuring academic departments	Tettensor	2019-09-10

## ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1111	<a href="#">Alberta Health Services</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	<a href="#">Alberta Health Services</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - Whether the grievor was truthful in his recall of the events of kicking a patient	Moreau	2017-01-31
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - Duty to accommodate	Moreau	2018-01-17
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	<a href="#">Alberta Health Services - PMP/PMT</a>	HSAA	Alberta Health Services	<b>HSAA</b>	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1463	<a href="#">Canadian Blood Services - Techs</a>	HSAA	Canadian Blood Services Calgary and Edmonton (Paramedical Technical Employees)	<b>HSAA</b>	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1367	<a href="#">Capital Care - PMP/PMT</a>	HSAA	Capital Care Group Inc.	<b>HSAA</b>	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1355	<a href="#">Calgary Laboratory Services</a>	HSAA	Calgary Laboratory Services	<b>HSAA (Paramedical Technical Employees)</b>	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
2429	<a href="#">Oilers Entertainment Group</a>	IATSE Local 210	Oilers Entertainment Group	<b>IATSE Local 210</b>	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1854	<a href="#">Capital Power</a>	IBEW Local 1007	Capital Power	<b>IBEW Local 1007</b>	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
2506	<a href="#">Empire Iron Works</a>	Iron Workers Local 805	Empire Iron Works Ltd.	<b>Iron Workers Local 805</b>	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16



## ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1464	<a href="#">Northern Weld Arc</a>	Iron Workers Local 805	Northern Weldarc Ltd.	<b>Iron Workers Local 805</b>	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1905	<a href="#">OEM Remanufacturing</a>	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	<b>Logistics, Manufacturing &amp; Allied Trades Union, CLAC Local 56</b>	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1426	<a href="#">Red Deer Advocate</a>	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	<b>Media &amp; Communications Workers Local 30400 of America</b>	Grievance - Work reorganization	Chankasingh	2019-01-30
1926	<a href="#">NAIT</a>	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	<b>NAIT Academic Staff Association</b>	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
2390	<a href="#">Aecon Mining</a>	Operating Engineers Local 955	Aecon Mining	<b>Operating Engineers Local 955</b>	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1104	<a href="#">Alberta Crane Owners Association</a>	Operating Engineers Local 955	Sterling Crane	<b>Operating Engineers Local 955</b>	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1878	<a href="#">FirstCanada - Wood Buffalo</a>	Operating Engineers Local 955	First Canada ULC	<b>Operating Engineers Local 955</b>	Grievor - Whether the employer failed to accommodate the grievor's medical restrictions and whether the grievor cooperated with the employer during the accommodation	Francis	2020-06-09
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation	<b>Operating Engineers Local 955</b>	Grievor - Whether a 6 day suspension was final, whether the accident was an unsafe working practice, whether there is a specified penalty for unsafe working practices,	Casey	2017-02-06
1225	<a href="#">Neegan Development</a>	Operating Engineers Local 955	Neegan Development Corporation Ltd.	<b>Operating Engineers Local 955</b>	Grievance - Calculation of overtime	Casey	2020-01-20
1229	<a href="#">North American Mining</a>	Operating Engineers Local 955	North American Mining Inc.	<b>Operating Engineers Local 955</b>	Grievor - Termination for not wearing seat belt and for tampering with a safety device due to the jammed shoulder belt	Casey	2018-10-26
1495	<a href="#">Educating &amp; Employing Entities</a>	Professional Association of Resident Physicians of Alberta	Alberta Health Services	<b>Professional Association of Resident Physicians of Alberta</b>	Grievor - Whether the principles of procedural fairness applied to the investigation which led to the grievor's termination.	Smith	2017-08-08
2095	<a href="#">NDT Management Association</a>	Quality Control Council of Canada	Superheat Canada Inc.	<b>Quality Control Council of Canada</b>	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
2124	<a href="#">City of St. Albert</a>	IAFF Local 2130	City of St. Albert	<b>St. Albert Fire Fighters Union IAFF Local 2130</b>	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24

## ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	<b>Steelworkers Local 1-207</b>	Grievor - Consent Award	Jones	2017-07-31
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	<b>Steelworkers Local 1-207</b>	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	<b>Steelworkers Local 1-207</b>	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1223	<a href="#">SunHills Mining - Highvale Mine</a>	Steelworkers Local 1595	SunHills Mining LP	<b>Steelworkers Local 1595</b>	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1132	<a href="#">AltaSteel</a>	Steelworkers Local 5220	AltaSteel Ltd.	<b>Steelworkers Local 5220</b>	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	<b>Steelworkers Local 6034</b>	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
2258	<a href="#">Apel Extrusions</a>	Steelworkers Local 6034	Apel Extrusions Limited	<b>Steelworkers Local 6034</b>	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2306	<a href="#">First Canada - Branch 34040</a>	Teamsters Local 362	First Canada ULC o/a First Student Canada	<b>Teamsters Local 362</b>	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2306	<a href="#">FirstCanada - Branch 34040</a>	Teamsters Local 362	Cardinal Coach Lines ULC	<b>Teamsters Local 362</b>	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1305	<a href="#">Lafarge Canada - Ready Mix</a>	Teamsters Local 362	Lafarge Canada Inc.	<b>Teamsters Local 362</b>	Grievance - Overpayment of wages	Francis	2020-02-14
1477	<a href="#">Federated Co-Operatives</a>	Teamsters Local 987	Federated Co-Operatives Limited	<b>Teamsters Local 987</b>	Grievor - Whether the grievor's unprovoked choking attack on a co-worker justified termination.	Gunn	2017-04-17
2051	<a href="#">First Canada - Branch 31720</a>	Teamsters Local 987	First Canada ULC, Branch 31720	<b>Teamsters Local 987</b>	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1354	<a href="#">Alberta Distillers</a>	UFCW Local 401	Alberta Distillers Limited	<b>UFCW Local 1118</b>	Grievance - Improper work schedules	Beattie	2019-07-15

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1435	<a href="#">Cargill</a>	UFCW Local 401	Cargill Limited	<b>UFCW Local 1118</b>	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1300	<a href="#">Richardson Oilseed</a>	UFCW Local 401	Richardson Oilseed Limited	<b>UFCW Local 401</b>	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1100	<a href="#">Sobeys Capital - Retail Support Centre</a>	UFCW Local 401	Sobeys Capital Incorporated	<b>UFCW Local 401</b>	Grievor - No proof that the grievor intended to steal a piece of pie from a communal fridge. Damages awarded.	Price	2017-05-29
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobey's West Inc. (Safeway Operations)	<b>UFCW Local 401</b>	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	<b>UFCW Local 401</b>	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys Inc. - Safeway Operations	<b>UFCW Local 401</b>	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	<b>UFCW Local 401</b>	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	<a href="#">Sobeys West - Retail</a>	UFCW Local 401	Sobeys West Inc. - Safeway Operations	<b>UFCW Local 401</b>	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc. (Lilydale Division)	<b>UFCW Local 401</b>	Grievor - Duty to accommodate and whether there was discrimination based on physical disability.	Chankasingh	2017-06-20
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	<b>UFCW Local 401</b>	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Food Inc.	<b>UFCW Local 401</b>	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	<a href="#">Sofina Foods - Lilydale</a>	UFCW Local 401	Sofina Foods Inc.	<b>UFCW Local 401</b>	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1944	<a href="#">Westfair Foods - Real Canadian Superstore</a>	UFCW Local 401	Westfair Foods	<b>UFCW Local 401</b>	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Suspension of the grievor appropriate as a result of applying the principles of progressive discipline	Wallace	2017-03-16
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievors - Voluntarily accepting an additional shift and its impact on a scheduled designated day of rest	Jolliffe	2018-12-20
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievor - Duty to accommodate - Ability to accommodate grievor should not have to impact an employer's institutional and patient care needs	Sims	2020-05-06
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA	Grievor - Whether the grievor's exercise of rights under the Occupational Health & Safety Act was a factor in not being the successful applicant in a job posting	Sims	2020-03-17
1253	<a href="#">Extencicare (Canada) - Athabasca</a>	UNA	Extencicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	<a href="#">Good Samaritan Society - Multi Facility</a>	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1323	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services (Edmonton ad Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1167	<a href="#">Brenda Strafford Foundation - Clifton Manor</a>	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services, Elk Point Hospital	UNA Local 26	Grievance - Nurses requested and/or permitted to work in excess of 16 hours during a 24 hour period	Jones	2017-05-12
1109	<a href="#">Alberta Health Services</a>	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1259	<a href="#">Canadian Blood Services</a>	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1263	<a href="#">Covenant Health</a>	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1525	<a href="#">Imperial Oil - Strathcona Refinery</a>	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1353	<a href="#">Labatt Alberta Brewery</a>	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1908	<a href="#">InnVest Hotels - Fairmont Palliser</a>	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1224	<a href="#">Waste Management Canada</a>	Unifor Local 4050	Waste Management Canada Corp.	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19

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1233	<a href="#">Tidewater Midstream &amp; Infrastructure</a>	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	<b>Unifor Local 4301</b>	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1488	<a href="#">Canadian Forest Products</a>	Unifor Local 446	Canadian Forest Products Ltd.	<b>Unifor Local 446</b>	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1836	<a href="#">Weyerhaeuser</a>	Unifor Local 447	Weyerhaeuser Canada	<b>Unifor Local 447</b>	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1209	<a href="#">Suncor Energy</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	<a href="#">Suncor Energy - Oilsands</a>	Unifor Local 707A	Suncor Energy Inc.	<b>Unifor Local 707A</b>	Grievance - Contracting out	Casey	2019-11-21
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc. Edmonton	<b>Unifor Local 777</b>	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	<a href="#">Air Liquide Canada</a>	Unifor Local 777	Air Liquide Canada Inc.	<b>Unifor Local 777</b>	Grievor - Employer's obligation to train	Smith	2020-03-19
1478	<a href="#">Kawneer Company Canada</a>	Unifor Local 99	Kawneer Company Canada Ltd.	<b>Unifor Local 99</b>	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
2086	<a href="#">Calgary Co-Op</a>	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	<b>Union of Calgary Employees</b>	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
2242	<a href="#">ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site</a>	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	<b>UNITE HERE Local 47</b>	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1143	<a href="#">ATCO Structures &amp; Logistics - Barge Landing</a>	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	<b>UNITE HERE Local 47</b>	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
2184	<a href="#">Dene West - Albion Sands Village</a>	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	<b>UNITE HERE Local 47</b>	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27

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2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	<b>UNITE HERE Local 47</b>	Grievance - Group Termination	Kanee	2020-04-01
2373	<a href="#">SNC Lavalin O&amp;M Logistics - Surmount Residences</a>	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	<b>UNITE HERE Local 47</b>	Grievance - Group termination remedy award	Kanee	2020-08-10
1228	<a href="#">Tolko Industries</a>	Steelworkers Local 1-207	Tolko Industries Ltd.	<b>United Steelworkers, Local 1-207</b>	Grievor - Dishonesty regarding restrictions on physical restrictions while on long term disability and receiving insurance benefits.	Sims	2017-06-29
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	<b>United Utility Workers Association</b>	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	<a href="#">Dataco Utility Services</a>	United Utility Workers Association	Dataco Utility Services Ltd.	<b>United Utility Workers Association</b>	Grievors - Severance pay as remedies	Casey	2019-09-26
2219	<a href="#">University of Lethbridge</a>	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	<b>University of Lethbridge Faculty Association</b>	Grievance - Salary and merit calculation	McFetrdge	2019-11-06